

MULLEN BOARD OF EDUCATION
December 11, 2023
Regular Board Meeting Agenda
7:00 PM

1. Call to order, roll call, and excuse board member absences.
2. Approval of the November 13, 2023 Regular Board Meeting minutes.
3. Approval of the Agenda.
4. Approval of the following December claims: Payroll \$306,879.20, General Fund \$57,098.21, Lunch Fund \$3,409.72, and November Activity Fund \$12,309.70.
5. Public Comment
6. Discuss, consider and take all necessary action to approve the Mullen Public Schools annual report for 2023.
7. Discuss, consider and take all necessary action to approve the Mullen Public Schools Negotiated Agreement for the 2024-2025 school year.
8. Discuss, consider and take all necessary action to approve the sale of excess iron, old lights from the football field, a 2010 Chevrolet Suburban, and a 2017 Chevrolet Suburban declared as surplus materials.
9. Nebraska Association of School Board Monthly Update
10. National Honor Society Student Body Report
11. Administrative Reports
 - 11.a. Mr. Hoyt- Activities Director Report
 - 11.b. Mr. Mauler- Elementary Principal Report
 - 11.c. Mr. Kvanvig- 6-12 Principal Report
 - 11.d. Mr. Kuncl- Superintendent Report
12. Board Reports
13. Next Meeting - January 8, 2024 at 7:00 PM
14. Adjournment

Please follow the board meeting at <https://meeting.sparqdata.com/Public/Organization/393>

The Mullen Board of Education reserves the right to go into Closed Session for purposes in accordance with LB 84-1410(1)

MULLEN BOARD OF EDUCATION
MINUTES
November 13, 2023

The regular meeting of the Mullen School Board was called to order at 7:00 p.m. by President Liza Simonson. She announced that the Open Meetings Act is posted on the west wall. Board members in attendance were **Present:** Mike French, Travis Hampton, Dane Peterson, Casey Phillips, Liza Simonson, Patrick Wright. Also present were 3 administrators, 4 staff, 2 students, and 11 patrons.

Motion by Mike French, second by Dane Peterson to approve the minutes from the October 9, 2023 Regular Board Meeting. Motion carried.

Casey Phillips: yes, Dane Peterson: yes, Liza Simonson: yes, Mike French: yes, Patrick Wright: yes, Travis Hampton: yes
yes: 6, no: 0

Motion by Travis Hampton, second by Dane Peterson to approve the agenda, and verify that notice of the meeting was published in the Hooker County Tribune, and posted according to board policy. Motion carried.

Casey Phillips: yes, Dane Peterson: yes, Liza Simonson: yes, Mike French: yes, Patrick Wright: yes, Travis Hampton: yes
yes: 6, no: 0

Motion by Dane Peterson, second by Casey Phillips to approve the local sub certificate for Darci Samuelson. Motion carried.

Casey Phillips: yes, Dane Peterson: yes, Liza Simonson: yes, Mike French: yes, Patrick Wright: yes, Travis Hampton: yes
yes: 6, no: 0

Motion by Casey Phillips, second by Travis Hampton to Approval of the following November claims: Payroll \$300,591.35, General Fund \$61,983.72, Lunch Fund \$7,125.88, and October Activity Fund \$54,854.81.

Motion carried.

Casey Phillips: yes, Dane Peterson: Abstain (With Conflict), Liza Simonson: yes, Mike French: yes, Patrick Wright: yes, Travis Hampton: yes
yes: 5, no: 0, Abstain (With Conflict): 1

Motion by Mike French, second by Casey Phillips to approve the 2022-2023 Financial Audit for Mullen Public Schools by Niedhart & Associates. Motion carried.

Casey Phillips: yes, Dane Peterson: yes, Liza Simonson: yes, Mike French: yes, Patrick Wright: no, Travis Hampton: yes
yes: 5, no: 1

Motion by Patrick Wright, second by Travis Hampton to approve the bobcat lease with Bobcat of North Platte. Motion carried.

Casey Phillips: yes, Dane Peterson: yes, Liza Simonson: yes, Mike French: yes, Patrick Wright: yes, Travis Hampton: yes
yes: 6, no: 0

Dane Peterson spoke about some 4 vs. 5 day-week discussion points that he had been thinking about for the past month.

"Cost savings - I would like to take a deep dive into what cost savings would actually look like with a 4-day week and how contract days and pay for staff/faculty would look.

Teacher recruitment - Are there other ways to recruit teachers and if this is a concern, I would rather see us put effort into committees for this rather than looking at the 4-day schedule. Lets focus on other ways that we could do teacher recruitment for us.

Time with family - a positive that was talked about for the 4 day week was that it increased time with family. I think it works for those who can incorporate their kids into their work or family operation. There was one statistic presented in a letter which I did not confirm. However, the statistics said that 80 out of 162 of our students were agricultural-based families and that the four-day week would allow them to be part of their family operations. I think that works great for those families, but what about the other 80 students and their situations? For families that have both parents or single parents that work and are unable to incorporate their children into their job or career or family operations, what are those students supposed to do on the fifth day? In my situation, both my wife and I work and are unable to incorporate our kids into our careers and still be efficient and fully committed to our work day. That puts a burden on our family and I think it will on others as well. We will not be able to spend more family time on Fridays because of this, but in fact, we would probably lose family time if the plan is to have more Saturday activities because, instead of family time, we would potentially be at those activities.

Staff retention - Again, if we are going to have a committee, let's put some work into figuring out how we can maintain staff retention. Let's put our efforts into a committee for staff retention. It was noted in last meeting's public comment that staff members have ideas on how to accomplish this, so let's ask them and figure this out. Let's work together and figure out how we can best retain and support our staff here at Mullen.

Leadership Council - It was noted that teachers and staff would like to incorporate days into the schedule to develop more skills when students are not there. I believe this is being implemented into the proposed 5 day schedule, so let's continue to build on that.

Exhausted kids - One letter we received mentioned that older kids are exhausted because they have been going to games and other activities during the week. This alluded to the idea that the school is responsible for the kids being exhausted all the time. I do not buy into this. I'm sure social media and kids staying up playing video games contribute to this. I cannot confirm that, however, I don't believe it is solely the school and school activities that are causing the exhaustion.

Extra-curricular activities - There was a lot of concern that extra-curricular activities were getting out of control. I've spent a lot of time trying to wrap my mind around this thought. I am very glad that our school provides a wide range of extra-curricular activities for all types of students. Just because there may be 20 extra-curricular activities, doesn't mean that your student has to be involved in all of them. I think it is the responsibility of the parents to determine how much is too much for them. I understand that the school can determine how many different activities take place and I believe they are working on seeing how they can reschedule and refocus participation to make sure academics are not taking a back seat.

Kids opting in or out - It was mentioned that if the 4 day week happens, kids would opt in, but I've also heard that kids would opt out if we changed as well.

Doctor visits - It was mentioned that having Fridays off would allow people to schedule doctor's office visits on those days and not have to miss school. However, the dentist and clinic are not available here in town on Fridays. That would not work for me because I choose to support local people and they are not open on Fridays. The argument could be made that I could go somewhere else, but I choose not to do that. It may work for some, but not all.

Those are a good portion of the points that have been made and, while I have not addressed all of them, the final one I'd like to discuss tonight is academics. That tops the list of reasons why I think we should currently continue with the five-day week. There are studies available suggesting that there are negative or slight effects of shortening the school week. COVID-19 proved that less time in school had negative effects. Less time in school has been shown to have negative effects. It's nothing against our teachers. I'm not saying anything bad about our teachers, but there are concerns that the less time in school would have negative impacts on student achievement.

It is concerning to me that we would continue toward looking into a four-day week based on the potential for negative effects on student achievement. It was mentioned many times in letters and correspondence that we have a great school system, so let's put the effort into what we have and the concerns that we have to continue to make Mullen great."

During Dane's talking points, Casey Phillips reiterated Dane's point that students should not have to feel the need to participate in every activity and parents should guide their children to do what is best for them so they do not burnout trying to do too many activities.

Motion by Mike French, second by Dane Peterson to approve the 5-day school district calendar for the 2024-2025 school year. Motion carried.

Casey Phillips: yes, Dane Peterson: yes, Liza Simonson: yes, Mike French: yes, Patrick Wright: yes, Travis Hampton: yes
yes: 6, no: 0

The Nebraska Association of School Boards provides the Mullen Public School Board of Education with a monthly update on new happenings throughout Nebraska.

The National Honor Society students provide the board of education with a student body update on the climate and culture of the school through the eyes of the students. Peyton Paxton and Ethan Hardin presented for the board.

Mr. Phil Hoyt provided the school board with a detailed activities report.

Mr. Mauler provided the school board with a detailed principal report.

Mr. Kvanvig provided the school board with a detailed 6-12 principal report.

Mr. Kuncel provided the board of education with a detailed district report.

Board Reports: Dane Peterson and Mike French met as the Americanism committee with Mrs. Vest and some senior students. There is a need for an updated curriculum for World Geography. They also met as an elementary committee and the kitchen needs to be updated. MPS also needs to look into the west retaining wall. Mr. Kuncl and the kitchen staff are looking into a kitchen upgrade, and Mr. Ewoldt and Mr. Gracey have approached local contractors about the retaining wall.

Next Meeting - December 11, 2023 at 7:00 PM which will be preceded by the 2023 Superintendent Evaluation workshop at 5:00 PM.

President Liza Simonson declared the meeting adjourned at 7:54 PM

As soon as the next month's meeting notice is posted on the Mullen Public Schools website, an agenda will be available for public inspection on both the school website and on the SPARQ meetings site.

Chris Kuncl, Recording Secretary

Mullen Public Schools

December Claims 12/11/2023

PAYROLL

Fund	Description	Amount
01	GENERAL FUND	\$296,301.40
06	LUNCH FUND	\$10,577.80
Total		\$306,879.20

GENERAL FUND

Check Number	Payee	Description	Amount
21382	Amazon.com PBI	classroom, office & custodial supplies	\$1,087.94
21383	American Time & Signal Co	custodial supplies	\$161.31
21384	At&t	long distance phone service	\$106.08
21385	Brett Mauler	cell phone	\$75.00
21386	Chris Kuncl	cell phone	\$100.00
21387	Comfort Inn Kearney	NETA conf lodging	\$214.00
21388	Consolidated	phone service	\$491.17
21389	ESU #10	ALP workshop	\$160.00
21390	ESU #16	SPED/ESCE services,mental wellness, staff development	\$24,372.40
21391	ESU #3	Behavior Workshop (3)	\$300.00
21392	Flinn Scientific Inc	science class supplies	\$8.76
21393	Garrett Tires & Treads	suburban tires	\$699.00
21394	General Fund-petty Cash	notary renewal fee Ginkens	\$30.00
21395	Handyman Hardware	custodial/maint/classrom supplies	\$265.19
21396	Harris Forms	payroll end of year forms	\$172.70
21397	Hometown Leasing	copier lease contract	\$777.20
21398	Hometown Leasing GI	bobcat lease	\$5,000.00
21399	Hooker County Tribune	meeting notices, minutes, claims	\$166.34
21400	Hot Lunch Fund	Oct/Nov on duty staff meals	\$253.00
21401	Ideal/Bluffs Facility Solutions	custodial supplies	\$879.88
21402	Kwik Stop	gas	\$3,254.45
21403	Laurie Kissire	transportation	\$269.75
21404	Macke's	supplies	\$316.08
21405	Mike Kvanvig	cell phone	\$75.00
21406	Mullen Auto & Diesel LLC	vehicle maint	\$786.84
21407	Mullen Motor Co	vehicle maint	\$258.50
21408	Nebraska Council School Admin	Educator shortage summit, NETA conference	\$695.00
21409	Neidhardt CPA, PC	2022-23 Audit	\$9,250.00
21410	One Source	background check	\$19.00
21411	PRO-ED Inc	Elem Sped classroom supplies	\$151.80
21412	Quill Corporation	bookkeeping supplies	\$103.48
21413	State Fire Marshal Agency/Boiler Div	annual boiler certificates	\$72.00
21414	U.S. Bank	travel exp, classroom resources	\$2,381.31
21415	Vinton Feed Store	science class supplies	\$35.00
21416	Village of Mullen	utilitites	\$4,110.03
		TOTAL	\$57,098.21

LUNCH FUND

Check Number	Payee	Description	Amount
3512	Cash-wa Distributing	food & supplies	\$2,321.42
3513	Harris Sales	food	\$57.78
3514	Macke's	food	\$932.02
3515	US Foods	food	\$98.50
		TOTAL	\$3,409.72

SELECTED Data

Activity Detail Report

Arranged by:

Date Range: 11/01/2023 thru 11/30/2023

Group ID, Activity Number

Group ID and Description	Activity Number and Name	Reporting ID and Description	Sponsor
--------------------------	--------------------------	------------------------------	---------

A GENERAL FUND

210 MISCELLANEOUS

Receipts

Date	Receipt	Deposit From	Description	Amount
11/14/2023	000	MSD	misc reimb	310.68
11/21/2023	000000	State of Nebraska	AAAC meeting mileage Kuncl	382.70
Receipts Total:				<u>693.38</u>

Expenditures

Date	PO Number	Check Vendor	Description	Amount
11/07/2023		007141 NE Secretary of State	Notary renewal fee - P Ginkens	30.00
11/21/2023		007142 Chris Kuncl	AAAC meeting mileage reimb from State	382.70
Expenditures Total:				<u>412.70</u>

Activity and Budget Totals

Beginning Balance	-310.68
Receipts	693.38
Expenditures	412.70
Adjustments	0.00
Cash Balance	<u>-30.00</u>
Outstanding POs	0.00
Unencumbered Balance	<u>-30.00</u>

Group Totals

Beginning Balance	-310.68
Receipts	693.38
Expenditures	412.70
Adjustments	0.00
Cash Balance	<u>-30.00</u>
Outstanding POs	0.00
Unencumbered Balance	<u>-30.00</u>

ALL Data

Check Summary Report

Arranged by:
Check Number

Date: 11/01/2023 thru 11/30/2023

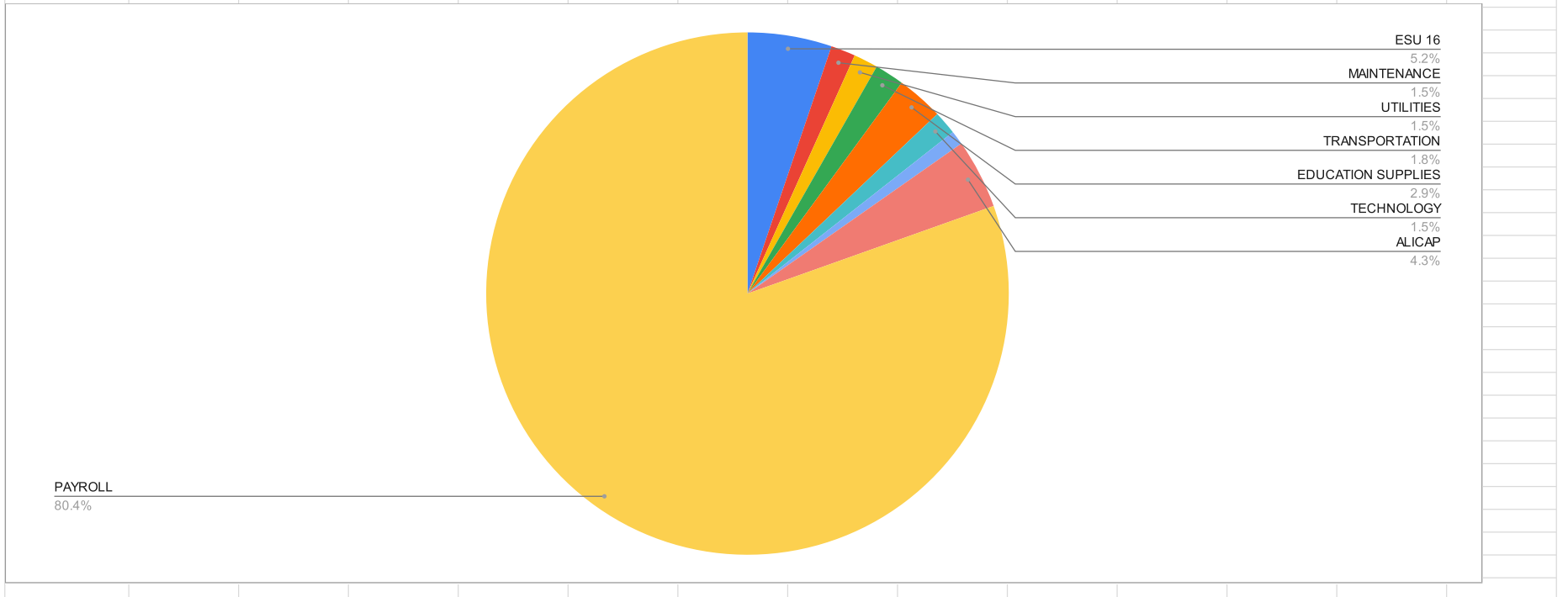
Check Number	Status	Check / Void Date	Vendor Name	PO Number	Description	Amount
007140	O	11/03/2023	BLUE CROSS BLUE SHIELD		French (01)Andersen, Vinton	3,741.19
007141	O	11/07/2023	NE Secretary of State		Notary renewal fee - P Ginkens	30.00
007142	O	11/21/2023	Chris Kuncl		AAAC meeting mileage reimb	382.70
Report Total:						4,153.89

ACTIVITY FUND CHECK SUMMARY NOVEMBER 2023

Check #	Check Date	Vendor Name	PO #	Description	Amount
010EFT	11/10/2023	PEPSI COLA OF WESTERN NE		HS pop	\$194.15
010EFT	11/10/2023	PEPSI COLA OF WESTERN NE		Elem pop	\$57.65
38539	11/3/2023	4J Designs Janelle Jennings		MHS weight program shirts	\$305.50
38540	11/3/2023	Megan Andersen		2022-2023 Elevate Incentive	\$125.00
38541	11/3/2023	Greenhouse in the Snow		Greenhouse kit-add galvanizing	\$2,400.00
38542	11/3/2023	Mike Kvanvig		2022-2023 ELEVATE incentive	\$125.00
38543	11/3/2023	NEBRASKA COACHES ASSOCIATION		sportsmanship summit @ Alliance (7)	\$140.00
38544	11/3/2023	Nebraska FCCLA		fall leadership workshop registration (7+1)	\$200.00
38545	11/3/2023	South Loup Bobcats		JH wrestling entry fee	\$50.00
38546	11/3/2023	Ron Taylor		2022-23 ELEVATE incentive	\$125.00
38547	11/3/2023	Walmart Community - Capital One		Bronco Brew supplies, skills house to be reimb	\$363.93
38548	11/9/2023	Hershey High School		JH wrestling entry fee	\$100.00
38549	11/9/2023	North Platte Catholic Schools Activities		JH wrestling entry fee	\$50.00
38550	11/9/2023	Callaway Public Schools FCCLA		2023 Fall Leadership Workshop Attendance Dist 10	\$75.00
38551	11/9/2023	Great Plains Health Care Foundation		Great Plains Family Rehab Center FCCLA donation	\$168.75
38552	11/9/2023	Lexington Public Schools FCCLA		2023 Fall Leadership Workshop Attendance Dist 10	\$75.00
38553	11/9/2023	Overton Public Schools FCCLA		2023 Fall Leadership Workshop Attendance Dist 10	\$75.00
38554	11/9/2023	Theford Public Schools FCCLA		2023 Fall Leadership Workshop Attendance Dist 10	\$75.00
38555	11/9/2023	Kyler Horn		reimb One Act Set/props	\$74.22
38556	11/9/2023	NE EIGHT MAN FB COACHES ASSN		2023-24 membership Marsh	\$75.00
38557	11/9/2023	Stadium Sports		Ken Clean plus	\$109.70
38558	11/9/2023	SUTHERLAND HIGH SCHOOL		Shadowmen FB dummis (3)	\$1,200.00
38559	11/9/2023	Team Connection	24016	35 Adidas backpacks Bball	\$1,128.11
38561	11/13/2023	AWARDS UNLIMITED INC		art show ribbons,wrestling & golf medals	\$306.15
38562	11/13/2023	CASH-WA DISTRIBUTING CO		concession supplies	\$533.41
38563	11/13/2023	Kwik Stop		FFA Lunch pizzas	\$74.95
38564	11/13/2023	Lyn's Petals and Plants		homecoming flowers	\$121.00
38565	11/13/2023	MACKES GROCERY		supplies-Bronco Brew, FB	\$131.10
38566	11/13/2023	MENARDS		shop materials/supplies	\$182.02
38567	11/13/2023	HOOKER COUNTY TRIBUNE		cross country thank you publication	\$6.00
38568	11/13/2023	U.S. Bank		FCCLA FLW t-shirts, Bronco Brew supplies, postage	\$996.77
38569	11/13/2023	US Foods		concessions pretzels	\$985.35
38570	11/13/2023	Amazon Capital Services, Inc	24019	Bronco Brew supplies, STEM supplies	\$228.56
38571	11/13/2023	Kay M. Dent		reimb BB camp gift cards(Dunhams)	\$50.00
38572	11/21/2023	MARK EWOLDT		2022-23 Elevate Grant Incentive	\$125.00
38573	11/21/2023	Brett Mauler		2022-23 Elevate Grant Incentive	\$125.00
38574	11/21/2023	SAMS CLUB/Synchrony Bank		vending & concession supplies	\$337.18
38575	11/21/2023	Stadium Sports		Bronco XC full zip jackets	\$630.20
38576	11/21/2023	THEDFORD PUBLIC SCHOOL		JH Wrestling entry fee	\$60.00
38577	11/21/2023	Chris Kuncf		2022-23 Elevate Grant incentive	\$125.00
					\$12,309.70
38443 VOID	11/10/2023	NSIAAA		Phil Hoyt membership-duplicate payment	-\$250.00
					\$12,059.70

2023-2024 MULLEN PUBLIC SCHOOLS GENERAL FUND EXPENDITURE DATA

	ESU 16	Maintenance	Utilities	Transportation	Ed Supplies	Tech Supplies	Board Costs	Insurance	Payroll	Bills	Total	Transfers	
September 2023	\$0.00	\$8,102.39	\$5,317.40	\$2,541.44	\$5,437.35	\$11,109.07	\$1,337.75	\$62,437.00	\$276,301.66	\$96,282.40	\$372,584.06	\$0.00	
October 2023	\$26,979.68	\$4,272.73	\$6,333.51	\$7,275.98	\$13,758.70	\$9,607.12	\$651.99	\$0.00	\$304,950.07	\$68,879.71	\$373,829.78	\$0.00	
November 2023	\$24,422.40	\$3,304.76	\$5,289.12	\$11,221.70	\$16,454.57	\$425.00	\$866.17	\$0.00	\$291,710.01	\$61,983.72	\$353,693.73	\$0.00	
December 2023	\$24,372.40	\$6,378.38	\$4,957.28	\$5,268.54	\$6,380.09	\$0.00	\$9,741.52	\$0.00	\$296,301.40	\$57,098.21	\$353,399.61	\$0.00	
January 2024	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
February 2024	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
March 2024	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
April 2024	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
May 2024	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
June 2024	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
July 2024	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
August 2024	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
	\$75,774.48	\$22,058.26	\$21,897.31	\$26,307.66	\$42,030.71	\$21,141.19	\$12,597.43	\$62,437.00	\$1,169,263.14	\$284,244.04	\$1,453,507.18	\$0.00	\$1,453,507.18
	0.052	0.015	0.015	0.018	0.029	0.015	0.009	0.043	0.804	0.196			
Budgeted Amount	\$200,000.00	\$125,000.00	\$185,000.00	\$120,000.00	\$135,000.00	\$75,000.00	\$62,050.00	\$80,000.00	\$3,359,960.00	\$982,050.00	\$4,342,010.00	\$180,000.00	
Remaining	\$124,225.52	\$102,941.74	\$163,102.69	\$93,692.34	\$92,969.29	\$53,858.81	\$49,452.57	\$17,563.00	\$2,190,696.86	\$697,805.96	\$2,888,502.82	\$180,000.00	



Mullen Public Schools

Cash Summary Report November 2023

Fund	Description	Beginning Balance	Revenue	Expenditure	Ending Balance
01	GENERAL FUND	\$1,594,134.93	\$69,084.58	(\$353,493.73)	\$1,309,725.78
02	DEPRECIATION FUND	\$313,400.22	\$1,094.75	\$0.00	\$314,494.97
03	EMPLOYEE BENEFIT FUND	\$74,614.34	\$260.64	\$0.00	\$74,874.98
06	LUNCH FUND	\$47,139.06	\$11,244.16	(\$16,207.22)	\$42,176.00
08	SPECIAL BUILDING FUND	\$428,433.20	\$1,496.58	\$0.00	\$429,929.78
09	QUAL SCHOOL CONSTR	\$11,355.81	\$39.67	\$0.00	\$11,395.48
05	ACTIVITY FUND	\$213,025.96	\$20,553.16	(\$12,059.70)	\$221,519.42
	PETTY CASH FUND	\$5,959.35	\$6,418.80	(\$4,153.89)	\$8,224.26
	CAFETERIA PLAN	\$7,584.55	\$427.51	(\$51.70)	\$7,960.36
		\$2,695,647.42	\$110,619.85	(\$385,966.24)	\$2,420,301.03

County Treasurer's Report December 2023 Receipts (November collections)

	GENERAL
HOOKER	\$31,784.32
CHERRY	\$1,062.21
THOMAS	not available
TOTAL	\$32,846.53

Cash Summary Report YTD 2023-2024

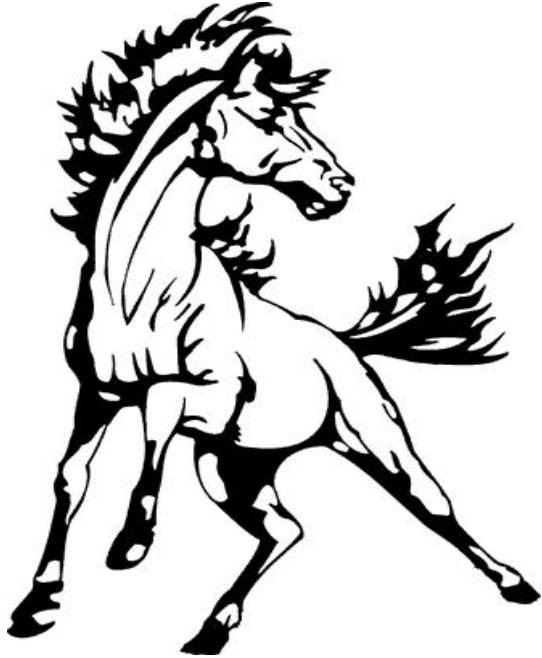
Fund	Description	Beginning Balance	Revenue	Expenditure	Ending Balance
01	GENERAL FUND	\$1,348,172.03	\$1,061,461.32	(\$1,099,907.57)	\$1,309,725.78
02	DEPRECIATION FUND	\$370,939.72	\$3,650.25	(\$60,095.00)	\$314,494.97
03	EMPLOYEE BENEFIT FUND	\$74,087.19	\$787.79	\$0.00	\$74,874.98
06	LUNCH FUND	\$53,813.48	\$32,831.53	(\$44,469.01)	\$42,176.00
08	SPECIAL BUILDING FUND	\$425,406.30	\$4,523.48	\$0.00	\$429,929.78
09	QUAL SCHOOL CONSTR	\$11,275.59	\$119.89	\$0.00	\$11,395.48
05	ACTIVITY FUND	\$247,172.29	\$58,002.11	(\$83,654.98)	\$221,519.42
	PETTY CASH FUND	\$5,000.00	\$15,608.58	(\$12,384.32)	\$8,224.26
	CAFETERIA PLAN	\$8,527.19	\$2,083.08	(\$2,649.91)	\$7,960.36
		\$2,544,393.79	\$1,179,068.03	(\$1,303,160.79)	\$2,420,301.03

PUBLIC PARTICIPATION

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started:** After signing in at the meeting, you will be recognized. When you have been recognized, please identify yourself, including an address and the name of any organization you represent. The board may waive the address requirement to protect the security of the individual.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedure to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.

**Mullen Public Schools
Annual Report
December 2023**



Additional Details available at
<http://nep.education.ne.gov/>

6-12 Site:
404 N Blaine Ave
Mullen, NE 69152
Phone: 308.546.2223
Fax: 308.546.2209

K-5 Site:
106 NE 2nd St.
Mullen, NE 69152
Phone: 308-546-2292
Fax: 308-546-2423

OUR MOTTO



Mullen Public Schools was established in 1914. The Mullen District encompasses the communities of Mullen, Whitman, and Seneca and areas of Hooker, Thomas and Cherry Counties--approximately 1,383.8 square miles, which is larger than the state of Rhode Island.

Mullen Public Schools has two updated facilities. One facility houses K-5 students and the district lunch room. The district's 6-12 students all attend at the middle/high school site on the hill. Mullen owns two gymnasiums that are both sanctioned for competition.

Mullen has 7 bus routes that cover the vast district of Mullen Public Schools.

Mullen Board of Education

The Mullen Board is comprised of 6 members.

Members	Term Exp.
Pres.: Liza Simonson	2026
V.Pres.: Dane Peterson	2024
Sec.: Mike French	2024
Treas.: Casey Phillips	2026
Travis Hampton	2024
Patrick Wright	2026

2022-23 Financial Information

Receipts

Local	\$ 3,055,275.54
State	\$ 948,281.83
Federal	\$ 145,340.32
Non-Revenue	\$ 13,374.63
Total	\$ 4,162,272.32

General Fund Expenditures

Staff Salary	\$ 3,141,600.40
Expenditures	\$ 725,292.72
Transfers	\$ 252,037.00
Total Expenditures	\$ 4,118,932.12
22-23 minus 21-22	\$ +207,256.94
Staff Increase	\$ +199,731.10

Fund Balances

Cash Reserve	\$ 1,348,472.07
Depreciation	\$ 454,160.09
Employee Benefit	\$ 73,179.05
Special Building	\$ 423,426.70
Activity	\$ 268,015.31

Valuations

<u>2019-20</u>	\$546,826,309.00	+1.52%
<u>2020-21</u>	\$553,587,854.00	+1.00%
<u>2021-22</u>	\$568,177,549.00	+3.00%
<u>2022-23</u>	\$592,109,086.00	+4.21%
<u>2023-24</u>	\$654,800,702.00	+10.59%

Property Tax Request & Levy

<u>2019-20</u>	\$3,245,791.82	Levy .5936
<u>2020-21</u>	\$3,181,163.00	Levy .5750
<u>2021-22</u>	\$3,185,546.00	Levy .56006
<u>2022-23</u>	\$3,210,799.00	Levy .542265
<u>2023-24</u>	\$3,144,422.00	Levy .480211

State Aid

<u>2019-20</u>	\$280,009.00
<u>2020-21</u>	\$223,603.00
<u>2021-22</u>	\$286,963.00
<u>2022-23</u>	\$335,046.00
<u>2023-24</u>	\$475,466.00

2023-24 Enrollment

Kdg	11
Grade 1	10
Grade 2	12
Grade 3	15
Grade 4	15
Grade 5	14
Grade 6	10
Grade 7	14
Grade 8	8
Grade 9	14
Grade 10	12
Grade 11	13
Grade 12	14

2023-24 Total Enrollment 162

Historical NDE Enrollment

<u>2016-17</u>	161	<u>2017-18</u>	154
<u>2018-19</u>	162	<u>2019-20</u>	162
<u>2020-21</u>	167	<u>2021-22</u>	180
<u>2022-23</u>	157	<u>2022-23</u>	162

NSCAS 2023 Assessments

Grade	<u>ELA</u>		<u>MATH</u>		<u>SCIENCE</u>	
	Dist.	St.	Dist.	St.	Dist.	St.
3-5	71%	61%	84%	58%	NA	70%
6-8	75%	58%	89%	61%	85%	70%

TOTAL

	<u>ELA</u>	<u>MATH</u>	<u>SCIENCE</u>
District	73%	86%	82%
State	58%	61%	70%

Total Growth Percentage= 68.18%

ACT DATA

2023 ACT Scale Score

	<u>Mullen</u>	<u>State</u>
English	19.2	18.3
Reading	21.3	19.5
Math	20.8	18.9
Science	20.9	19.4
Composite	20.8	19.2

2023 AQUESST RATING

DISTRICT OVERALL-EXCELLENT
 MULLEN HIGH SCHOOL- GREAT
 MULLEN MIDDLE SCHOOL-EXCELLENT
 MULLEN ELEMENTARY- EXCELLENT

Student Characteristics 2022-2023

	<u>District Percentage</u>
Free /Reduced	50%
Special Education-School Age	14.5%

Student Characteristics 2023-2024

	<u>District Percentage</u>
Free /Reduced	48%
Special Education-School Age	14.6 %

2023-24 Mullen Staff

Administrators-3	Teachers-25
Bachelor's Degree Only	4
Bachelors +Hours	6
Master's Degree	8
Master's +Hours	9
Ed. Specialist	1
Paraeducators	7
Bus Drivers	8
Kitchen Staff	4
Maintenance Staff	4
Outside Coaches	12

Salary

2022-2023 Avg. Teacher Ex.	15.90
2022-2023 Base Salary	\$36,800
2022-2023 Average Salary	\$52,525

2023-2024 Avg. Teacher Ex.	13.72
2023-2024 Base Salary	\$37,800
2023-2024 Average Salary	\$52,157

Transportation

2021-2022 Route Mileage	148,500
2021-2022 Activity/PD Mileage	85,515
2022-2023 Route Mileage	118,268
2022-2023 Activity/PD Mileage	102,376

NEGOTIATED AGREEMENT

BETWEEN

THE MULLEN EDUCATION ASSOCIATION

AND

**MULLEN PUBLIC SCHOOLS,
A/K/A HOOKER COUNTY SCHOOL DISTRICT 46-0001**

For

2024-2025 School Year

TABLE OF CONTENTS

Type chapter title (level 1)	1
Type chapter title (level 2)	2
Type chapter title (level 3)	3
Type chapter title (level 1)	4
Type chapter title (level 2)	5
Type chapter title (level 3)	6
Type chapter title (level 1)	4
Type chapter title (level 2)	5
Type chapter title (level 3)	6

THIS NEGOTIATED AGREEMENT ("Agreement") is made and entered into by and between the Mullen Public Schools, also known as Hooker County School District 46-0001 ("District") and the Mullen Education Association ("Association").

I. RECOGNITION

[The District recognizes the Mullen Education Association as the exclusive bargaining agent for the certificated staff employed by the District as "teachers" under NEB. REV. STAT. § 79-101 for the purpose of collectively negotiating the terms and conditions of employment under the Industrial Relations Act (NEB. REV. STAT. § 48-801 through § 48-839) and other applicable law.

II. TERM AND DURATION

- A.** This one-year Agreement shall be effective for the 2024-2025 contract year. The parties agree that the number of contract days is management prerogative and not subject to negotiation. The District shall notify the Association of the number of contract days that will be required in each future contract year no later than the first negotiation meeting between the Association and the District.
- B.** The terms of this Agreement shall remain in full force and effect from year to year until they are superseded by an agreement of the parties or by an order of the Commission of Industrial Relations.

III. MANAGEMENT RIGHTS

Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives, and functions are retained and vested exclusively in the District, including, but not limited to, the rights, in accordance with its sole and exclusive judgment and discretion: to reprimand, suspend, discharge, or otherwise discipline employees; to determine the number of employees to be employed; to hire employees, determine their qualifications, and assign and direct their work; to promote, demote, transfer, and recall to work; to suspend, discharge, or discipline employees as provided by statute; to set the standards of productivity and the services to be rendered; to maintain the efficiency of operations; to determine the personnel, methods, means, and facilities by which operations are conducted; to set the starting and quitting time and the number of hours to be worked; to set the school calendar; determine class sizes; to use independent contractors to perform work or services; to subcontract, contract out, close down, or relocate the District's operations or any part thereof; to expand, reduce, alter, combine, transfer, assign, or cease any job, department, operation, or service; to control and regulate the methods, materials, processes, curriculum, and equipment and other property

of the District; to determine which extracurricular activities may be supported or sponsored; to determine the number, location and operation of departments, divisions, and all other units of the District; to issue, amend and revise policies, rules, regulations, and practices; and to take whatever action is either necessary or advisable to determine, manage, and fulfill the mission of the District and to direct the District's employees. The District's failure to exercise any right, prerogative, or function hereby reserved to it, or the District's exercise of any such right, prerogative, or function in a particular way, shall not be considered a waiver of the District's right to exercise such right, prerogative, or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

IV. COMPENSATION

A. Creditable Years of Experience

i. Experience Outside the District – Initial Placement

Upon their initial hire, employees new to the school system shall be credited with all of their acceptable prior years of teaching experience and/or acceptable prior years of professional work experience.

ii. Experience Inside the District

For all purposes, including the adjustment of salaries and computing of fringe benefits, employees must have at least 120 teaching days on duty during the regular school year to be counted as a creditable year of service. Any district approved FMLA leave or use of sick leave or personal leave will count as teaching days.

B. Part-Time Employees

Part-time employees covered by this Agreement shall receive the same compensation and benefits as full-time employees on a pro-rata basis.

C. Compensation

i. Salary

The base salary for the 2024-2025 contract year will be \$38,400. The salary schedule is attached as Exhibit A and incorporated into this Agreement.

ii. EXTENDED CONTRACTS- Where a contractual agreement has been reached between an individual employee and the District relating to employment beyond the Annual Employment Period. defined in Article IV, the salary for that extended contract shall be a pro-rata extension of that employee's daily rate of pay for the Annual Employment Period.

iii. Extra Duty- The extra duty schedule is attached as Exhibit B and incorporated into this Agreement. Compensation for extra duties will be negotiated by the bargaining agent.

iv. Payment

Payroll checks will be electronically deposited to the financial institution as directed by the employee on each regular payday. Any employee not enrolled in the direct deposit program will be enrolled in a prepaid debit card program or will be paid by check.

v. Salary Deductions

1. Mandatory Deductions

All deductions required by law will be made from wages of each employee. These deductions include, but are not necessarily limited to state income tax, federal income tax, social security tax, and Medicare tax withholding; retirement plan contributions; and wage garnishments.

2. Voluntary Deductions

Any employee may authorize in writing voluntary deductions including, but not necessarily limited to, deductions for health insurance, vision insurance, dental insurance, life insurance, flexible spending accounts, retirement buybacks, or tax-sheltered annuities.

3. Salary Corrections

Any overpayment or underpayment of an employee for compensation for benefits shall be corrected during the pay period following the discovery.

4. Recovery for Damages

The District may deduct or withhold from each and every period of pay from an employee any amounts necessary to offset any damages caused by the employee or the value of property or money entrusted to the employee or owed by the employee to the District during the course of or as a result of the employee's employment, if such property or money has not properly been returned to the District.

V. BENEFITS

A. Health Insurance

The District shall provide coverage through the Educator’s Health Alliance through Blue Cross and Blue Shield or its equivalent to all qualified employees who have been employed by the District for at least 30 days. The District shall pay the following amounts of the \$850 deductible total premium:

Health Coverage	Yearly	Monthly
Employee	\$9,571.32	\$797.61
Employee and Child(ren)	\$17,707.32	\$1,475.61
Employee and Spouse	\$20,100.00	\$1,675.00
EE, Spouse & Child(ren)	\$26,989.20	\$2,249.10

In the event the health insurance plan deductible is no longer available, the parties agree that the deductible will move to the next highest available deductible.

The District will also offer the \$3600 Deductible HSA-Eligible plan to employees by depositing the cost difference in their plan to their health savings account.

The District shall pay the following amounts of the total dental premium:

Dental Coverage	Yearly	Monthly
PPO - 100% A, 75% B, 50% C Coverage - Employee Only	\$361.56	\$30.13

B. Long-Term/Short-Term Disability

The District will provide long-term/short-term disability benefits for full-time employees who have been employed by the district for at least 30 calendar days. This plan will provide a monthly benefit of 66.67% of the employee’s monthly gross salary, to a maximum of \$5000.00. This monthly benefit will be coordinated with other benefits the employee may be eligible to receive.

C. Life Insurance

The District will provide \$15,000 of accidental death life insurance provided through Kansas City Life Insurance Company

VI. LEAVES OF ABSENCE

A. Sick Leave

- i. **Amount of Leave.** Each full-time (1.0 FTE) employee will be credited with up to 80 hours/periods of sick leave per year without loss of pay at the beginning of each school year. Employees may accumulate no more than 240 hours/periods of sick leave.

- ii. **Use of Leave.** Sick leave may be used for illness, injury, or disability when the employee is too ill to work or when the employee's family member (as listed below) is too ill to remain alone. Sick leave may also be used for medical, dental, and eye doctor appointments of the employee or family members.
- iii. **Reporting.** Absence due to sick leave must be reported as soon as practicable by the employee to the building principal. In the event that the building principal cannot be reached, the employee will report the absence to the building secretary. Absences must be reported through telephone call/e-mail/text/other.
- iv. **Increments.** Employees may use sick leave in 1 hour increments.
- v. **Certification.** The school district administration may require medical certification for any sick leave that exceeds 30 days.
- vi. **Trade Sick Days for Personal Days.** Sick leave may be traded for personal leave. A trade of 16 hours/periods of sick leave will accumulate to 8 hours/periods for a personal day. The maximum amount of sick leave that can be traded is 32 hours/periods for a total of 16 hours/periods of personal leave.
- vii. **Payment for Unused Sick Leave.**
Employees will be paid for unused sick leave as follows upon retirement, voluntary resignation, or reduction in force or if they start the school year with the maximum of 30 days and only 6 days of sick leave will be reimbursed at 66.7% of the pay given to a substitute teacher. Payment will be included with the July payroll.

B. Personal Leave

- i. **Amount of Leave.** Each full-time (1.0 FTE) employee will be credited with up to 24 hours/leave of personal leave per year without loss of pay at the beginning of each school year. Employees may not accumulate personal leave. Employees who have accumulated personal leave on the last day of the school year will be reimbursed at 66.7% of the pay given to a substitute teacher per day. Payment will be included with the July payroll.
- ii. **Use of Leave.** Personal leave may be used for any purpose, provided that personal leave may not be taken immediately

preceding or following any holiday; spring, fall, or winter break; or any similar school break unless permission is given by the building principal or superintendent. The principal or superintendent may limit the number of staff members who may take personal days on the same day. Employee shall not be required to provide a reason for taking personal leave.

iii. Reporting. Except in the case of emergency, employees must submit personal leave requests to the building principal at least 1 day in advance of the leave. Personal leave requests are contingent on the school district's ability to retain a substitute teacher and must be submitted through telephone call/email/text/other.

iv. Increments. Employees may use personal leave in 1 hour increments.

C. Bereavement Leave

Employees shall be entitled to leave with pay for a maximum of 4 contract days per year in the event of the death of the employee's parent, grandparents, aunt, uncle, sibling, grandchild, child, or spouse. This includes employee's in-laws of parents, grandparents, aunt, uncle, brother or sister. The superintendent shall have the discretion to grant 2 of the contracted bereavement days of leave for any other individual not on the list above. A maximum of 21 additional unpaid contract day(s) shall be allowed each time another listed individual dies within the same contract year. Leave under this section may be conditioned upon the teacher submitting to the administration proof of the death of the deceased and the teacher's relationship to the deceased.

D. Additional Unpaid Leave

Up to 5 total days of paid leave each year shall be granted to representatives of the MEA to conduct Association business.

Employees who desire additional unpaid leave may submit a request to the school board as provided in NEB. REV. STAT. § 79-838.

VII. GRIEVANCE PROCEDURE

A. Definition of Grievance. A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education.

B. Procedural Steps. The procedure for handling grievances is as set forth below.

Step 1 - Oral Notice to Principal. The grievant shall initiate the grievance by presenting it to his or her principal or immediate supervisor within seven (7) days from the date that the grievant knew or should have known of the incident giving rise to the grievance.

Step 2 - Written Grievance to the Principal. If the grievance is not resolved to the satisfaction of the grievant within five (5) days of the meeting with the principal, the grievant representative may present the grievance in writing to the principal. The failure to present the grievance within five (5) days shall result in the waiver of the grievance. The grievance must contain a detailed description of all facts giving rise to the grievance, a list of all witnesses, all relevant documents, the section of the Agreement that has been violated, and the requested resolution. The grievant shall sign and date the grievance.

The principal shall schedule a meeting within three (3) days of receipt of the written grievance to discuss the elements of the grievance. The grievant must present all evidence at this meeting. The parties shall record this meeting. The principal shall submit his or her determination in writing to the grievant within five (5) days of the meeting.

Step 3 - Written Appeal to the Superintendent of Schools. If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) days of receipt of the principal's determination. The appeal shall be based on, and limited to, the facts produced at Step 2. In other words, this is an "appeal on the record."

The superintendent of schools or a designee shall hold a meeting within seven (7) days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) days of the date of the meeting.

Step 4 - Appeal to the Board of Education. If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five (5) days of receipt of the superintendent's decision. The appeal shall be based on, and limited to, the facts produced at Step 2. In other words, this is an "appeal on the record." The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

- C. Written Presentation.** All grievances presented at Step 2 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.
- D. Grievance Meetings or Hearings.** All meetings and hearings conducted under this procedure up to and including Step 3 shall be conducted in private and shall include only the administration's representatives, the grievant, the grievant representatives, and witnesses (Step 2 only) as necessary.
- E. Association Representation.** A grievant shall have the right to have an Association representative present to represent the grievant at each level of the grievance procedure.
- F. Reprisals.** No reprisals of any kind shall be taken against any employee who uses this grievance procedure in good faith.
- G. Withdrawal of a Grievance.** A grievant may withdraw his or her grievance at any level of the procedure without fear of reprisal from any party.
- H. Advanced Step Filing.** A grievance shall be filed initially at the level at which the decision resulting in the grievance was made.
- I. Time Limitations.** Time limitations herein are critical. All references to days are to calendar days. No grievance shall be accepted by the district unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1 or Step 2, it shall be deemed to be waived. If the grievance is not appealed to Step 3 in a timely manner, it shall be deemed to have been settled in accordance with the district's Step 2 determination. If the district fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

When the deadline for taking an action falls on a Saturday, a Sunday or a legal holiday, the time for taking the action shall be extended to the next working day.

VIII. SAFETY COMMITTEE

The Superintendent may appoint members of the staff to serve on the safety committee as appropriate and as required by law.

IX. NONDISCRIMINATION

The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.

X. JOINT PREPARATION AND CONSTRUCTION

This Negotiated Agreement is the product of a collectively-bargained negotiation, and all parties have cooperated in the drafting and preparation of the Agreement. Thus, this Negotiated Agreement should not be construed for or against any party. To the extent there is any conflict between this Agreement and an employee's individual employment contract, this Agreement shall control.

XI. REOPENING THE AGREEMENT

Either party may reopen negotiations for the purpose of bargaining modifications to the terms and conditions of employment and/or salary and benefits for the current school year only for the following reasons:

- A.** In the event there are changes to the Patient Protection Affordability Care Act or its regulations that require the District to make changes to comply with the Act.
- B.** In the event that the insurance costs rise 10% or more, the parties agree to reopen the agreement to renegotiate insurance coverage, insurance deductibles, and wages.

XII. WAIVER OF BARGAINING RIGHTS AND AMENDMENT TO AGREEMENT

During the negotiations resulting in this Agreement, the District and the Association each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter as to which any state or federal law imposes an obligation to bargain, including but not necessarily limited to, the Industrial Relations Act (NEB. REV. STAT. §§ 48-801 through 48-839). Except as specifically set forth elsewhere in this Agreement, the District expressly waives its right to require the Association to negotiate, and the Association expressly waives its right to require the District to negotiate over all matter as to which state or federal law imposes an obligation to bargain, whether or not: (a) such matters are specifically referred to in this Agreement; (b) such matters were discussed between the District and the Association during the negotiations which resulted in this Agreement; or (c) such matters were within the contemplation or knowledge of the District or

the Association at the time this Agreement was negotiated and executed. This Agreement contains the entire understanding, undertaking, and agreement of the District and the Association, after the exercise of the right and opportunity referred to in the first sentence of this section, and finally determines all matters of collective bargaining for its terms. Changes to this Agreement, whether by addition, waiver, deletion, amendment, or modification, must be reduced to writing and executed by both the District and the Association.

XIII. SAVINGS CLAUSE AND SEPARABILITY

If any article, section, or clause of this Agreement is found to be in conflict with law or declared illegal by a court of competent jurisdiction, the article, section, or clause, as the case may be, is automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses must remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section, or clause.

MULLEN EDUCATION ASSOCIATION

Sarah Holt
President

12/11/23
Date

Taina Muel
Secretary

12/11/23
Date

Chris East
Negotiator

12/11/23
Date

Melissa Dindoe
Negotiator

12/8/23
Date

MULLEN PUBLIC SCHOOLS

President

Date

Secretary

Date

EXHIBIT A

SALARY SCHEDULE

- A.** All employees covered by this Agreement will be placed on this salary schedule. Base salary for the 2024-25 school year will be **\$38,400**.
- B.** Transcripts of credits must be in the Office of the Superintendent of Schools by September 1, for verification of placement on the schedule. If transcripts are not received by this date, the teacher placement on the salary schedule will be determined with the hours on file as of September 1.
- C.** Horizontal Movement. Steps horizontally on the schedule up to and including the Master's column will be granted on college hours that are applied toward a Master's program in the teacher's endorsed area, educational technology, or the areas of guidance or administration in education or a program approved by the superintendent. Steps horizontally on the schedule past the Master's column will be granted on college hours that are applied toward a second Master's, Specialist or Doctorate in the teacher's endorsed area, educational technology, or the areas of guidance or administration in education. Steps horizontally on the schedule past the Master's column will also be granted on hours that are approved by the Superintendent and the Board of Education. A class approval form is required prior to the first class session for requesting these hours.
- D.** Vertical Movement. After initial placement, employees will be limited to one step of vertical movement per year.

MULLEN SCHOOL DISTRICT SALARY SCHEDULE FOR 2024-2025

STEP	BA	BA+9	BA+18	BA+27	MA or BA+36	MA+9	MA+18	MA+27
1	1.00 \$38,400	1.05 \$40,320	1.10 \$42,240	1.15 \$44,160	1.20 \$46,080	1.25 \$48,000	1.30 \$49,920	1.35 \$51,840
2	1.04 \$39,936	1.09 \$41,856	1.14 \$43,776	1.19 \$45,696	1.24 \$47,616	1.29 \$49,536	1.34 \$51,456	1.39 \$53,376
3	1.08 \$41,472	1.13 \$43,392	1.18 \$45,312	1.23 \$47,232	1.28 \$49,152	1.33 \$51,072	1.38 \$52,992	1.43 \$54,912
4	1.12 \$43,008	1.17 \$44,928	1.22 \$46,848	1.27 \$48,768	1.32 \$50,688	1.37 \$52,608	1.42 \$54,528	1.47 \$56,448
5	1.16 \$44,544	1.21 \$46,464	1.26 \$48,384	1.31 \$50,304	1.36 \$52,224	1.41 \$54,144	1.46 \$56,064	1.51 \$57,984
6	1.20 \$46,080.00	1.25 \$48,000	1.30 \$49,920	1.35 \$51,840	1.40 \$53,760	1.45 \$55,680	1.50 \$57,600	1.55 \$59,520
7		1.29 \$49,536	1.34 \$51,456	1.39 \$53,376	1.44 \$55,296	1.49 \$57,216	1.54 \$59,136	1.59 \$61,056
8		1.33 \$51,072.00	1.38 \$52,992	1.43 \$54,912	1.48 \$56,832	1.53 \$58,752	1.58 \$60,672	1.63 \$62,592
9			1.42 \$54,528.00	1.47 \$56,448	1.52 \$58,368	1.57 \$60,288	1.62 \$62,208	1.67 \$64,128
10				1.51 \$57,984.00	1.56 \$59,904	1.61 \$61,824	1.66 \$63,744	1.71 \$65,664
11					1.60 \$61,440.00	1.65 \$63,360	1.70 \$65,280	1.75 \$67,200
12						1.69 \$64,896	1.74 \$66,816	1.79 \$68,736
13							1.78 \$68,352.00	1.83 \$70,272
14								1.87 \$71,808.00

EXHIBIT B
EXTRA DUTY SCHEDULE

Exhibit B
Extra Duty Schedule 2024-2025

Base Pay =

\$38,400.00

Position		1-3 years	4-6 years	7+ years		
Athletic Director	0.100	\$3,840.00	0.120	\$4,608.00	0.140	\$5,376.00
Head Football	0.100	\$3,840.00	0.120	\$4,608.00	0.140	\$5,376.00
Head Boys Basketball	0.100	\$3,840.00	0.120	\$4,608.00	0.140	\$5,376.00
Head Girls Basketball	0.100	\$3,840.00	0.120	\$4,608.00	0.140	\$5,376.00
Head Volleyball	0.100	\$3,840.00	0.120	\$4,608.00	0.140	\$5,376.00
Head Wrestling	0.100	\$3,840.00	0.120	\$4,608.00	0.140	\$5,376.00
Head Track	0.100	\$3,840.00	0.120	\$4,608.00	0.140	\$5,376.00
FCCLA Sponsor	0.080	\$3,072.00	0.100	\$3,840.00	0.120	\$4,608.00
FFA Sponsor	0.080	\$3,072.00	0.100	\$3,840.00	0.120	\$4,608.00
Head Golf	0.080	\$3,072.00	0.100	\$3,840.00	0.120	\$4,608.00
Head Cross Country	0.080	\$3,072.00	0.100	\$3,840.00	0.120	\$4,608.00
Asst Football	0.070	\$2,688.00	0.090	\$3,456.00	0.110	\$4,224.00
Asst Boys Basketball	0.070	\$2,688.00	0.090	\$3,456.00	0.110	\$4,224.00
Asst Girls Basketball	0.070	\$2,688.00	0.090	\$3,456.00	0.110	\$4,224.00
Asst Volleyball	0.070	\$2,688.00	0.090	\$3,456.00	0.110	\$4,224.00
Asst Wrestling	0.070	\$2,688.00	0.090	\$3,456.00	0.110	\$4,224.00
Asst Track	0.070	\$2,688.00	0.090	\$3,456.00	0.110	\$4,224.00
Asst Cross Country	0.050	\$1,920.00	0.070	\$2,688.00	0.090	\$3,456.00
Asst Golf	0.050	\$1,920.00	0.070	\$2,688.00	0.090	\$3,456.00
Speech	0.050	\$1,920.00	0.070	\$2,688.00	0.090	\$3,456.00
Play Production	0.050	\$1,920.00	0.070	\$2,688.00	0.090	\$3,456.00
Art Club	0.040	\$1,536.00	0.050	\$1,920.00	0.060	\$2,304.00
Cheerleader Sponsor	0.040	\$1,536.00	0.050	\$1,920.00	0.060	\$2,304.00
Assistant Speech	0.020	\$768.00	0.030	\$1,152.00	0.040	\$1,536.00
Asst Play Production	0.020	\$768.00	0.030	\$1,152.00	0.040	\$1,536.00
Junior Class Sponsor	0.020	\$768.00	0.030	\$1,152.00	0.040	\$1,536.00
National Honor Society	0.020	\$768.00	0.030	\$1,152.00	0.040	\$1,536.00
Yearbook	0.020	\$768.00	0.030	\$1,152.00	0.040	\$1,536.00
Quiz Bowl	0.020	\$768.00	0.030	\$1,152.00	0.040	\$1,536.00
JH Sports, Each	0.020	\$768.00	0.030	\$1,152.00	0.040	\$1,536.00
STEM Club Facilitators	0.030	\$1,152.00	0.030	\$1,152.00	0.030	\$1,152.00
Dual Credit Teachers	Flat	\$500.00	Flat	\$500.00	Flat	\$500.00
Teacher Mentor	0.010	\$384.00	0.010	\$384.00	0.010	\$384.00

NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

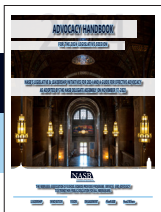
To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 800-422-4572 for assistance. All Dates & Locations Tentative & Subject to Change

Events & Networking - <https://members.nasbonline.org/events>



Your Monthly Board Agenda Update Video Links from NASB

<https://members.nasbonline.org/news-resources/video-library>



14th Annual Nebraska Child Health & Education Summit - December 13 - Omaha
Coming Soon ... Your 2024 NASB Advocacy Handbook for the Legislative Session



The 2024 Legislative Session will begin Wednesday, January 3

School Board Member Week in Nebraska - January 21-28

Legislative Issues Conference - January 21-22 - Lincoln

Board Presidents Retreat - January 28-29 - Norfolk

REG NOW!



Board Presidents Retreat - February 4-5 - Kearney

Continued on Page 2



Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere

The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

PAGE 2



Budget & Finance Workshop - March 5 - Lincoln

Budget & Finance Workshop - March 19 - North Platte

Budget & Finance Workshop - March 20 - Gering

NAEP State Convention - March 27-28 - Kearney

YOUR 2023 PLATINUM AFFILIATES

ALICAP

AMERICAN FIDELITY
a different opinion

BCDM
architects

Boyd Jones

BVH
ARCHITECTURE

**CLARK &
ENERSEN**

CMBA
ARCHITECTS

COMMUNITY
BUILDING SOLUTIONS

CROUCH
RECREATION

D|A DAVIDSON

filament
ESSENTIAL SERVICES

GLOBAL
ROOFING COMPANY

HAMILTON

HAUSMANN
construction

NEBRASKA
LIQUID
ASSET FUND

PIPER | SANDLER

prm
PUBLIC RISK
MANAGEMENT
INCORPORATED

RENAISSANCE
R

Sampson
Construction

SPARQ DATA
SOLUTIONS

WILKINS
ARCHITECTURE | DESIGN | PLANNING

If your business would like to become an Affiliate Member of NASB, please visit: <https://members.nasbonline.org/about-us/affiliate-members>

NASB
Nebraska Association of
SCHOOL BOARDS

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere

The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

NHS Board Report December 2023

Student morale has been good overall with the kickoff of winter sports. However, with the end of the semester and the changing seasons, we are tired. The high school students are looking forward to Christmas break. National Honors Society has been working extra hard in November and December; we have been busy from the NHS service trip to Reindeer Roundup!

NHS Service Trip

Our NHS Service Trip was November 17-19th in Omaha. On the 18th, we woke up early to head to the Open Door Mission. Here, we dropped off the 73 coats donated to us during the coat drive we held last month. After delivering our coats, we served lunch to those in need. Our NHS chapter has never had this opportunity, and we'd love to incorporate it annually as we all enjoyed it. The Open Door Mission was very thankful for our donation and our time. We also did fun activities like Top Golf, Sky Zone Trampoline Park, and many Target runs.

Reindeer Roundup

Reindeer Roundup is Wednesday, December 20. It will cost \$10 to get out of all classes, and Students must have paid by Friday, December 15 at 7:45 am. We will provide drinks and concessions. There will be a snack cart going around as well. There will be multiple rooms available with different themes.

- Movies
- quiet spaces to read/work.
- Board games and card games
- video game room
- basketball, dodgeball, and some extras.
- Arts and crafts.

We will not be checking into each class, but there will be no roaming the hallways. If a teacher requires a student to come in, they must report to that class and finish whatever they need to do before they can continue in Reindeer Roundup. With the shortened schedule. We will do reindeer roundup activities in Periods 1-7. Students will report to 8th-hour classes after lunch for final attendance and class. NHS is responsible for cleaning everything up before Christmas break.

**Mullen Public Schools
Board of Education
Annual Board Calendar
Revised February 2023**

JANUARY

Regular Business

- Reorganization of the Board and Board Committee Assignments
- Signatures on Potential Conflict of Interest Form if needed
- Adopt Annual Board Calendar and set board meeting dates.
- Issuance and Approval of Superintendent's Contract
- Approve Superintendent Evaluation.
- Designate Depository, Attorney and Newspaper
- Designate Mullen Education Association as exclusive bargaining agent for next year's negotiations.
- Review, revise, adopt Board Code of Conduct
- Review, revise, adopt Chain of Command

Professional Growth/Board Activity

- NASB Legislative Issues Conference in Lincoln
- ESU 16 Board Workshop in North Platte
- NASB President's Retreat in Ogallala
- Board report on Participation in Insurance

FEBRUARY

Regular Business

- Public Comment
- Review/Change/Adopt District Board of Education Goals
- Issuance and Approval of Administrative Contracts for Principals
- Teacher Contract Issuance and Approval
- Consider and Adopt ESU 16 Contracts
- Consider/Adopt Academic School Calendar for Following Year
- Policy Review/Approval: 6004 Curriculum Development

Professional Growth/Board Activity

- NRCSA Legislative Forum
- Board Retreat/Goal Workshop

MARCH

Workshop- Prior to the Regular Board meeting at 6:00 PM

High School/Transportation Committee workshop

Regular Business

- Review NASB Board Awards of Achievement
- Policy Review/Approval
- Negotiated Agreement Must be Approved by March 25

Professional Growth/Board Activity

- Back to the Basics of School Law for Board Members (2017)
- NRCSA State Conference

**Mullen Public Schools
Board of Education
Annual Board Calendar
Revised February 2023**

APRIL

Workshop Prior to the Regular Board meeting at 6:00 PM

Elementary School/Technology Committee workshop

Regular Business

- Public Comment
- Policy Review/Approval
- Review/Approve Proposed Classified Salary Scale and Substitute Rate
- Review/Approve Proposed Classified Staff Agreements for next school year.

MAY

Workshop Prior to the Regular Board meeting at 6:00 PM

- Americanism Committee

Regular Business

- Review/Approve Extra Duty Positions/Contracts
- Approve Meal Prices

JUNE

Regular Business

- Begin Review of District Handbooks
- Policy Review/Approval
- Appoint Superintendent as District Representative – including Non-discrimination Compliance Coordinator
- Review NASB Board Awards of Achievement

Professional Growth/Board Activity

- School Law Seminar in Kearney

JULY

Regular Business

- Public Comment
- Review/Revise 5045 Student Fees Hearing and Policy
- Review/Revise 5018 Parent Involvement Policy
- Review/Revise 5057 District Title 1 Parent & Family Engagement-Public Hearing
- Review/Revise policy 5001 Compulsory Attendance and Excessive Absenteeism, policy 5035 Student Discipline and policy 5054 Student Bullying.
- Approval of District Handbooks
- Accept Propane Bid

Professional Growth/Board Activity

- NASB School Finance Workshop

AUGUST

Workshop Prior to the Regular Board meeting at 6:00 PM

Elementary School/Technology Committee workshop

Board Budget Workshop – early in September/Late August on separate date.

- Tax Request Hearing and Consider Resolution
- Budget development

**Mullen Public Schools
Board of Education
Annual Board Calendar
Revised February 2023**

Regular Business

- Certification of District's Assessed Valuation – August 20
- Policy Review/Approval

SEPTEMBER

Workshop Prior to the Regular Board meeting at 6:00 PM

High School/Transportation Committee workshop

Regular Business

- Public Budget Hearing/Adopt Budget
- Policy Review/Approval

Professional Growth/Board Activity

- Labor Relations Conference in Lincoln
- NASB Area Membership Meetings

OCTOBER

Workshop Prior to the Regular Board meeting at 6:00 PM

Negotiations Committee workshop

Americanism Committee Presentation during Regular meeting

- Public Comment
- Review Enrollment- Principals Report
- Policy Review/Approval

NOVEMBER

Workshop Prior to the Regular Board meeting at 6:00 PM

Negotiations Committee workshop

Regular Business

- Annual Audit Review and Approval
- Distribute Board Self-Evaluation Form
- Policy Review/Approval

Professional Growth/Board Activity

- NASB/NASA State Education Conference

DECEMBER

Workshop Prior to the Regular Board meeting at TBD

Superintendent Evaluation

Regular Business

- Annual Report
- Approve Bobcat Lease
- Complete Board Self-Evaluation
- Policy Review/Approval



Mullen Public Schools
Home of the Broncos
404 N Blaine Ave
Mullen Nebraska 69152
308-546-2223



Administration Professional Goals

August 2021-July 2024

Communication/Visibility/Public Relations

- Be a visible and supportive presence in all Mullen Public School facilities.
- Visit and meet with staff members to discuss building expectations and discover what assistance and support they need to meet district goals at Mullen.
 - Be visible and approachable at all school activities and within the community
- Continue to increase the involvement of the Board of Education to continue and enhance committee work to aid in the district's efforts when planning future upgrades to the school system.
- Send weekly email updates to both the board and the staff.
- Make our staff and community aware of the great things going on in MPS.
 - Utilize columns in the paper, use of social media, use of Apptegy Thrillshare, email, phone calls, handwritten notes, and other methods of communication.
 - Solicit input from all stakeholders through:
 - Face to face meetings for all staff members
 - Surveys for students and staff
 - Surveys for parents and community members
- Continue to foster a climate of positivity that is conducive to student learning and a positive work environment where staff members enjoy coming to school every day.
- Continue to emphasize school safety initiatives and disaster plans by working hand in hand with local law enforcement and local entities to ensure we are on the same page.
- For all employees and students, be role models that exhibit honesty and integrity, a strong work ethic, high expectations of self and others, and energy & enthusiasm.

Instructional Leadership

- Work directly with the continuous improvement team in order to advance student achievement.
 - Work to support and achieve goals set by the CIP committee
- Guide students and staff to develop to follow the mission statement of MPS
 - Continue to work and support the homegrown "instructional model" that has been developed by our district.
 - Continue to evaluate curriculum/instructional materials and upgrade when necessary.
- Enhance the professional development plan and provide teachers with meaningful opportunities to enhance their instruction. Continue the Academic Learning walks throughout all buildings.
 - Continue to work with ESU 16 to align all curricular areas K-12.
 - Continue to work to involve all staff in committee work that directly affect the school.
- Continue to support WIN time in an effort to improve achievement scores on local, state and national assessments.
- Help ensure quality teacher evaluation is completed
 - Maintain high expectations for high quality instruction and student learning.
 - Challenge and support teachers to become instructional leaders.

Financial Leadership

- Make sure we end each fiscal year with more money received than spent.
- Communicate effectively with all stakeholders about the school budget and what we are spending and receiving each month.
- Be sure to apply for all appropriate grants that we may be able to receive and utilize.
- Continue to grow the depreciation fund and continue to maintain a sufficient cash reserve.
- Tell the story of school finance to be as transparent as possible to the taxpayers.

Repair/Improvement	Building	Priority	1-2 Yrs	3-5 Yrs	Long Term/ "Wish List"	Complete
Playground Upgrades	All	X				
Kitchen Cabinets & Shelving	Kitchen		X			
Sink in the Kitchen Area	Kitchen		X			
Reinforce retaining wall	Elementary			X		
Locker Room Flooring	HS			X		
Storage Shed	Elementary			X		
Handicap Restroom	HS			X		
Hallway Flooring	HS			X		
Hallway-Concession to South Gym	HS			X		
Dishwasher	Kitchen			X		
Elementary Intercom System	Elementary				X	
Backing on Bleachers	Hilltop Gym				X	
Locker Room Addition	Hilltop Gym				X	
Officials Quarters	Hilltop Gym				X	
Staff Restrooms	Both				X	
Track					X	
K-12 Facility					X	

Aimed to be completed Spring 2023

Possibly tie into the playground upgrades?
Could tie into the Hallway project

Currently getting ideas

The cost is over \$30,000
The cost is over \$15,000

Repair/Improvement	Building	Priority	1-2 Yrs	3-5 Yrs	Complete
Completed-Summer 2021					
Improve HVAC	HS				X
Football Field Lights	HS				X
Completed-Summer 2020					
Cameras-Outside connection	HS				X
Trim Trees	Elementary				X
Playground Resurfacing	Elementary				X
Update HS Infrastructure	HS				X
Completed-Summer 2019					
Water coolers/Dispensers	Both				X
HVAC-SPED, Science, Music	HS				X
New Flooring in Weight Room	HS				X
Walk In Freezer	Elementary				X
Completed-Fall 2022					
Upgrade Cafeteria Restroom	Elementary				X
Concession Stand/Restrooms	Activity Fields				X
Roofing- 6-12, K-1, & Lariat	All				X
Update Teacherage for SPED	MS/HS				X
Sprinkler System on FB/SB Field	Activity Fields				X



Mullen **P**ublic **S**CHOOLS

2021-22 Board-District Goals

Mr. Chris Kuncl
Superintendent

Mullen Board of Education

Bryan Starr, President
Jason Coble, Vice President
Mike French
Travis Hampton
Dane Peterson
Liza Simonson

Mullen Vision Statement
Prepare for the future by learning today.

Mullen Public Schools ... Every Student, Every Day, the Bronco Way.

Priorities Identified

- 🐾 Study and consider the value of providing Early Childhood learning opportunities (district-based preschool)
- 🐾 Communications (Engage stakeholders, mentor new board members, pre and post-board meeting; maintain superintendent weekly updates;
- 🐾 Measure student success
- 🐾 Superintendent evaluation tools
- 🐾 Measuring student learning success and engage graduates through survey to assess strengths/concerns of education received at Mullen
- 🐾 Continue to support student learning and curriculum development in all curriculum areas.
- 🐾 Policy Review

Goal I: Board Goals

Objective: To provide opportunities to engage stakeholders in the development and design of the district’s purpose and direction that will ensure students are engaged through equitable, challenging, creative, and rigorous curriculum and instruction.

Strategy I. Review the district’s mission and vision to support the long-term goals to develop and grow learning for all students. *(Adopted April 2021)*

P e r f o r m a n c e I n d i c a t o r s	<p>a. Conduct community engagement to enable the board to engage stakeholders in the identification of needs and priorities to support the long-term goals, decision-making, and forward progress and growth of the school district.</p>		<p>Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress</p>
	Timeline	Responsible	
	Fall 2022	Board members and administration	
	<p>b. Work with NASB to facilitate the engagement of internal and external stakeholders through Strategic Planning to assess and identify the long-term needs and priorities to be addressed to support the growth and progress of the school district.</p>		<p>Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress</p>
	Timeline	Responsible	
	Spring 2022	Board members and administration	

Goal I: Board Goals

Objective: To collectively commit to the growth and advancement of effective and cohesive board leadership and governance.

Strategy I. Build upon the strength and qualities of each board member to engage in purposeful leadership and governance best practice to advance instruction and learning for all students. *(Adopted March 2021)*

p e r f o r m a n c e I n d i c a t o r s	a. Participate in board leadership learning opportunities to expand our knowledge and support of initiatives to improve learning through district retreats, regional workshops, and state and national conferences focused on best practice board governance and leadership.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Continuous throughout the school year	Board members and Superintendent	
	b. Update the superintendent evaluation tools to ensure the resources align to the approved job description, assigned duties, and responsibilities to provide purposeful and attainable accountability.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
Timeline	Responsible		
Fall 2022	Board members and Superintendent		

Goal I: Board Goals

Objective: To collectively commit to the growth and advancement of effective and cohesive board leadership and governance.

Strategy I. Build upon the strength and qualities of each board member to engage in purposeful leadership and governance best practice to advance instruction and learning for all students. (Adopted April 2021)

P e r f o r m a n c e I n d i c a t o r s	c. Explore opportunities to engage newly elected or appointed board members through a mentor support system to assist in the transition into the new role.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Continuous throughout the school year	Board members and Superintendent	
	d. Adopt and commit to a methodology to support the review and update of board policies that ensures all board policies are reviewed every one to three years.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Continuous throughout the school year	Board members and Superintendent	

Goal II: Curriculum, Instruction, and Student Learning

Objective: To provide support through shared accountability for progressing school improvement goals and initiatives to develop and grow student achievement.

Strategy I. Dedicate time, resources, and staff to meet the goals and expectations as defined in the continuous improvement initiatives.

(Adopted April 2021)

P e r f o r m a n c e I n d i c a t o r s	a. Study and consider the value of providing a district-based Early Childhood Development program.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Summer 2021 to Fall 2022	Board members and Administration	
	b. Provide the support needed to ensure that every student is a successful graduate of Mullen Public Schools and is given the opportunity to assess their learning experience at MPS.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Spring 2022	Administration, Guidance Counselor who will report to the Superintendent and the Board of Education	

Goal II: Curriculum, Instruction, and Student Learning

Objective: To provide a rigorous curriculum and expanded learning opportunities to ensure a diverse learning experience for the students at Mullen Public Schools.

Strategy II. Explore opportunities to support rigorous curriculum and opportunities to meet the diverse needs and interests of our students.

(Adopted April 2021)

P e r f o r m a n c e I n d i c a t o r s	c. Continue to support both staff and administration in their work to update curriculum that best fits the needs of the MPS student population		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Continuous throughout the school year	Board members, administration, & staff	
	d. Engage the board in the review and analysis of district academic data to measure quality instruction and student learning success.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Continuous throughout the school year	Staff and Administration	

Goal III: District Culture Goal

Objective: To sustain a positive and progressive district culture that is recognized, valued, and modeled by all through our commitment to provide a quality education for all students.

Strategy I. Continually engage both internal and external stakeholders to sustain a positive district culture that supports learning for all students at Mullen Public Schools.

(Adopted April 2021)

p e r f o r m a n c e I n d i c a t o r s	a. Expand communication efforts to inform and promote the success of the district with patrons and the community to grow awareness of the quality educational activities, expanded learning opportunities and academic success of the district and students.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Continuous throughout the school year	Board members, administration and staff	
	b. Sustain the superintendent weekly updates and pre-post board meeting information.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Continuous throughout the school year	Superintendent	

Activities Monthly Report

DEC 11, 2023

Post Season Football and Volleyball Honors have been announced.

Volleyball

Mid-Nebraska Activities Conference 2023 All-Conference Honorable Mention

Ella Rice, Jadynd Andersen, Erica Massey, and Kalli Licking.

Football

D2-9 1st Team All District Defense

LB: Chase Gracey (Mullen)

DB: Justin French (Mullen)

D2-9 1st Team All District Special Teams

Kick Returner: Alex Werner (Mullen)

D2-9 2nd Team All District Offense

RB: Tate Kvanvig (Mullen)

OL: James Kessler (Mullen)

TE/WR: Alex Werner (Mullen)

D2-9 2nd Team All District Defense

DL: Ethan Hardin (Mullen)

D2-9 Honorable Mention

Jarren Forsen (Mullen) Owen Thorberg (Mullen)

Huskerland Preps 2nd Team All State Defense

Chase Gracey

Honorable Mention All State by the Omaha World Herald

Chase Gracey, Justin French, Tate Kvanvig, and Alex Werner

The Jr. High wrestling team competed at Sandhills/Thedford on Nov 28 to finish their season.

Jr High girls and boys basketball will begin competition after Christmas break. Their first competition will be here vs Anselmo Merna on Wednesday January 10.

Activities Monthly Report

DEC 11, 2023

Play Production performed their play " Kiss of Death " by Kelly Meadows at MNAC competition on Tuesday November 14. The team finished 3rd and the following actors/actresses were recognized for outstanding performances. Malia Oltmer, Jaylon Forsen, Lauren Schoonveld, Tate Kvanvig, Samantha Cheever, and Alex Werner. The team performed at the D2-5 Districts at Thedford on Tuesday Nov 14. The team finished 5th overall with the following actors/actresses getting outstanding performance recognition. Samantha Cheever, Mia Flores-Green, Lauren Schoonveld, Medora DeNaeyer and Tate Kvanvig. Congrats to the students and their coaches this season. We look forward to next year.

Winter Sports Update

Winter sports season for basketball has begun and the Broncos defeated Sutherland in JV Girls, Varsity Girls and Varsity Boys on Thursday Nov 30. They played Valentine on Tuesday Dec 5 and played Hyannis on Thursday Dec 7. The girls are 2-1 at this time and boys are 1-2. They are looking forward to this week's contests with Anselmo-Merna on Thursday Dec 14 and then at Cody on Friday Dec 15. Both Teams will compete in the Paxton Holiday Tournament on Dec 19 and 21 before taking a break through the Holidays.

The wrestling team competed at home at the Mullen Bronco Invite on Saturday Dec 2. The team finished in 10th place with 1 Champion in the 19 team tournament. Chase Gracey finished first at 190 and also was voted by the coaches as the Outstanding Wrestler of the tournament this year. Jason Kraus was 3rd at 150, They traveled to Gordon on Saturday Dec 9 and finished 11th as a team. Chase 1st, Jason, Cooper and James 3rd, Jarren 6th, Jaylon 7th and Jacob 3rd. They travel to Sutherland Invite Dec 15 and Bridgeport Invite Dec 16 before going into the Christmas break. Good Luck to the wrestling team.

Mullen Public Schools will continue to remind patrons of demonstrating good sportsmanship with a sportsmanship reading by Mullen High School Athletes prior to all varsity games. We would ask all coaches, players, parents, patrons and fans to demonstrate Good Sportsmanship at our contests this winter. Thanks everyone for your support.

Speech under the direction of Kyler Horn is getting ready for their season after Christmas. We look forward to watching these 14 students and their coach this winter.

Elementary Principal's Report

December 13th, 2023

Pizza with the Principal Winners:

K-Jaxson Barnes
1st-Danielle Peterson
2nd-Eli Barns
3rd-Cooper Phillips
4th-Duke Miller
5th-Bronx Burney

-CIP Update: Our next CIP Team meeting date: December 13th, 2023 4:00

-Will go over our goals with teachers on January 3rd during our inservice day.

-Teacher Learning Walk Observations: We have a few left down at the elementary but most of our teachers have theirs completed.

-Christmas Concert Our K-5 music concert was on December 4th. Mrs. Walker did a fantastic job along with all of our students.

-Social Studies Curriculum got updated on December 8th for all social studies teachers.

-Winter NSCAS Testing 3rd, 4th, and 5th graders completed their ELA testing last week and are doing their Math on the 12th and the 14th of next week.

-Important Calendar Dates:

Teammates Christmas Shopping will be on Wednesday December, 13th.

Spring Music Concert will be April 9th @ 6pm

High School Principal's Report

Mike Kvanvig
December 2023

Holiday Break

Students and staff will be dismissed on December 20
NSAA Practice Moratorium will be for five days from December 23-27. New Gym is off limits for everyone during this time. School will resume on January 4.

GRADES FOR FIRST SEMESTER

The Middle School and High School Student grades will be mailed on January 5, 2024 and the MS/HS Honor Roll will be announced soon after.

Board of Education Picture-

Take a picture at the February board meeting of the whole board.

Laser Engraver

We are currently running the air line over, which we originally thought we did not need, but it is utilized to remove the fumes across the surface when cutting. The software is complete and we are scheduled to start working with students after the break.

Christmas Fun

We are having a "name that tune" contest every morning and also a holiday bingo contest. This takes about 5 minutes of time and we have great participation. It seems like our morale is very high for students and staff, but obviously everyone is ready for the break.

Notable Dates

12/14 BB vs AM
12/15 BB @ CK
12/15 Wrestling @ Sutherland
12/16 Wrestling @ Bridgeport
12/19 Leadership Council with DeMoine Adams Presentation
12/20 Students/Staff Dismissed for Winter Break
12/19 -21 BB @ Paxton
1/5 BB @ Brady
1/7 BB vs Wallace, Wrestling @ Ogallala



Mullen Public Schools
Home of the Broncos
404 N Blaine Ave
Mullen Nebraska 69152
308-546-2223



Administration Professional Goals

August 2021-July 2024

Communication/Visibility/Public Relations

- Be a visible and supportive presence in all Mullen Public School facilities.
- Visit and meet with staff members to discuss building expectations and discover what assistance and support they need to meet district goals at Mullen.
 - Be visible and approachable at all school activities and within the community
- Continue to increase the involvement of the Board of Education to continue and enhance committee work to aid in the district's efforts when planning future upgrades to the school system.
- Send weekly email updates to both the board and the staff.
- Make our staff and community aware of the great things going on in MPS.
 - Utilize columns in the paper, use of social media, use of Apptegy Thrillshare, email, phone calls, handwritten notes, and other methods of communication.
 - Solicit input from all stakeholders through:
 - Face to face meetings for all staff members
 - Surveys for students and staff
 - Surveys for parents and community members
- Continue to foster a climate of positivity that is conducive to student learning and a positive work environment where staff members enjoy coming to school every day.
- Continue to emphasize school safety initiatives and disaster plans by working hand in hand with local law enforcement and local entities to ensure we are on the same page.
- For all employees and students, be role models that exhibit honesty and integrity, a strong work ethic, high expectations of self and others, and energy & enthusiasm.

Instructional Leadership

- Work directly with the continuous improvement team in order to advance student achievement.
 - Work to support and achieve goals set by the CIP committee
- Guide students and staff to develop to follow the mission statement of MPS
 - Continue to work and support the homegrown "instructional model" that has been developed by our district.
 - Continue to evaluate curriculum/instructional materials and upgrade when necessary.
- Enhance the professional development plan and provide teachers with meaningful opportunities to enhance their instruction. Continue the Academic Learning walks throughout all buildings.
 - Continue to work with ESU 16 to align all curricular areas K-12.
 - Continue to work to involve all staff in committee work that directly affect the school.
- Continue to support WIN time in an effort to improve achievement scores on local, state and national assessments.
- Help ensure quality teacher evaluation is completed
 - Maintain high expectations for high quality instruction and student learning.
 - Challenge and support teachers to become instructional leaders.

Financial Leadership

- Make sure we end each fiscal year with more money received than spent.
- Communicate effectively with all stakeholders about the school budget and what we are spending and receiving each month.
- Be sure to apply for all appropriate grants that we may be able to receive and utilize.
- Continue to grow the depreciation fund and continue to maintain a sufficient cash reserve.
- Tell the story of school finance to be as transparent as possible to the taxpayers.

**Mullen Public Schools
Board of Education
Annual Board Calendar
Revised February 2023**

JANUARY

Regular Business

- Reorganization of the Board and Board Committee Assignments
- Signatures on Potential Conflict of Interest Form if needed
- Adopt Annual Board Calendar and set board meeting dates.
- Issuance and Approval of Superintendent's Contract
- Approve Superintendent Evaluation.
- Designate Depository, Attorney and Newspaper
- Designate Mullen Education Association as exclusive bargaining agent for next year's negotiations.
- Review, revise, adopt Board Code of Conduct
- Review, revise, adopt Chain of Command

Professional Growth/Board Activity

- NASB Legislative Issues Conference in Lincoln
- ESU 16 Board Workshop in North Platte
- NASB President's Retreat in Ogallala
- Board report on Participation in Insurance

FEBRUARY

Regular Business

- Public Comment
- Review/Change/Adopt District Board of Education Goals
- Issuance and Approval of Administrative Contracts for Principals
- Teacher Contract Issuance and Approval
- Consider and Adopt ESU 16 Contracts
- Consider/Adopt Academic School Calendar for Following Year
- Policy Review/Approval: 6004 Curriculum Development

Professional Growth/Board Activity

- NRCSA Legislative Forum
- Board Retreat/Goal Workshop

MARCH

Workshop- Prior to the Regular Board meeting at 6:00 PM

High School/Transportation Committee workshop

Regular Business

- Review NASB Board Awards of Achievement
- Policy Review/Approval
- Negotiated Agreement Must be Approved by March 25

Professional Growth/Board Activity

- Back to the Basics of School Law for Board Members (2017)
- NRCSA State Conference

**Mullen Public Schools
Board of Education
Annual Board Calendar
Revised February 2023**

APRIL

Workshop Prior to the Regular Board meeting at 6:00 PM

Elementary School/Technology Committee workshop

Regular Business

- Public Comment
- Policy Review/Approval
- Review/Approve Proposed Classified Salary Scale and Substitute Rate
- Review/Approve Proposed Classified Staff Agreements for next school year.

MAY

Workshop Prior to the Regular Board meeting at 6:00 PM

- Americanism Committee

Regular Business

- Review/Approve Extra Duty Positions/Contracts
- Approve Meal Prices

JUNE

Regular Business

- Begin Review of District Handbooks
- Policy Review/Approval
- Appoint Superintendent as District Representative – including Non-discrimination Compliance Coordinator
- Review NASB Board Awards of Achievement

Professional Growth/Board Activity

- School Law Seminar in Kearney

JULY

Regular Business

- Public Comment
- Review/Revise 5045 Student Fees Hearing and Policy
- Review/Revise 5018 Parent Involvement Policy
- Review/Revise 5057 District Title 1 Parent & Family Engagement-Public Hearing
- Review/Revise policy 5001 Compulsory Attendance and Excessive Absenteeism, policy 5035 Student Discipline and policy 5054 Student Bullying.
- Approval of District Handbooks
- Accept Propane Bid

Professional Growth/Board Activity

- NASB School Finance Workshop

AUGUST

Workshop Prior to the Regular Board meeting at 6:00 PM

Elementary School/Technology Committee workshop

Board Budget Workshop – early in September/Late August on separate date.

- Tax Request Hearing and Consider Resolution
- Budget development

**Mullen Public Schools
Board of Education
Annual Board Calendar
Revised February 2023**

Regular Business

- Certification of District's Assessed Valuation – August 20
- Policy Review/Approval

SEPTEMBER

Workshop Prior to the Regular Board meeting at 6:00 PM

High School/Transportation Committee workshop

Regular Business

- Public Budget Hearing/Adopt Budget
- Policy Review/Approval

Professional Growth/Board Activity

- Labor Relations Conference in Lincoln
- NASB Area Membership Meetings

OCTOBER

Workshop Prior to the Regular Board meeting at 6:00 PM

Negotiations Committee workshop

Americanism Committee Presentation during Regular meeting

- Public Comment
- Review Enrollment- Principals Report
- Policy Review/Approval

NOVEMBER

Workshop Prior to the Regular Board meeting at 6:00 PM

Negotiations Committee workshop

Regular Business

- Annual Audit Review and Approval
- Distribute Board Self-Evaluation Form
- Policy Review/Approval

Professional Growth/Board Activity

- NASB/NASA State Education Conference

DECEMBER

Workshop Prior to the Regular Board meeting at TBD

Superintendent Evaluation

Regular Business

- Annual Report
- Approve Bobcat Lease
- Complete Board Self-Evaluation
- Policy Review/Approval



Mullen **P**ublic **S**CHOOLS

2021-22 Board-District Goals

Mr. Chris Kuncl
Superintendent

Mullen Board of Education

Bryan Starr, President
Jason Coble, Vice President
Mike French
Travis Hampton
Dane Peterson
Liza Simonson

Mullen Vision Statement
Prepare for the future by learning today.

Mullen Public Schools ... Every Student, Every Day, the Bronco Way.

Priorities Identified

- 🐎 Study and consider the value of providing Early Childhood learning opportunities (district-based preschool)
- 🐎 Communications (Engage stakeholders, mentor new board members, pre and post-board meeting; maintain superintendent weekly updates;
- 🐎 Measure student success
- 🐎 Superintendent evaluation tools
- 🐎 Measuring student learning success and engage graduates through survey to assess strengths/concerns of education received at Mullen
- 🐎 Continue to support student learning and curriculum development in all curriculum areas.
- 🐎 Policy Review

Goal I: Board Goals

Objective: To provide opportunities to engage stakeholders in the development and design of the district’s purpose and direction that will ensure students are engaged through equitable, challenging, creative, and rigorous curriculum and instruction.

Strategy I. Review the district’s mission and vision to support the long-term goals to develop and grow learning for all students. (Adopted April 2021)

P e r f o r m a n c e I n d i c a t o r s	<p>a. Conduct community engagement to enable the board to engage stakeholders in the identification of needs and priorities to support the long-term goals, decision-making, and forward progress and growth of the school district.</p>		<p>Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress</p>
	Timeline	Responsible	
	Fall 2022	Board members and administration	
	<p>b. Work with NASB to facilitate the engagement of internal and external stakeholders through Strategic Planning to assess and identify the long-term needs and priorities to be addressed to support the growth and progress of the school district.</p>		<p>Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress</p>
	Timeline	Responsible	
	Spring 2022	Board members and administration	

Goal I: Board Goals

Objective: To collectively commit to the growth and advancement of effective and cohesive board leadership and governance.

Strategy I. Build upon the strength and qualities of each board member to engage in purposeful leadership and governance best practice to advance instruction and learning for all students. *(Adopted March 2021)*

p e r f o r m a n c e I n d i c a t o r s	a. Participate in board leadership learning opportunities to expand our knowledge and support of initiatives to improve learning through district retreats, regional workshops, and state and national conferences focused on best practice board governance and leadership.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Continuous throughout the school year	Board members and Superintendent	
	b. Update the superintendent evaluation tools to ensure the resources align to the approved job description, assigned duties, and responsibilities to provide purposeful and attainable accountability.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
Timeline	Responsible		
Fall 2022	Board members and Superintendent		

Goal I: Board Goals

Objective: To collectively commit to the growth and advancement of effective and cohesive board leadership and governance.

Strategy I. Build upon the strength and qualities of each board member to engage in purposeful leadership and governance best practice to advance instruction and learning for all students. (Adopted April 2021)

P e r f o r m a n c e I n d i c a t o r s	c. Explore opportunities to engage newly elected or appointed board members through a mentor support system to assist in the transition into the new role.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Continuous throughout the school year	Board members and Superintendent	
	d. Adopt and commit to a methodology to support the review and update of board policies that ensures all board policies are reviewed every one to three years.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Continuous throughout the school year	Board members and Superintendent	

Goal II: Curriculum, Instruction, and Student Learning

Objective: To provide support through shared accountability for progressing school improvement goals and initiatives to develop and grow student achievement.

Strategy I. Dedicate time, resources, and staff to meet the goals and expectations as defined in the continuous improvement initiatives.

(Adopted April 2021)

P e r f o r m a n c e I n d i c a t o r s	a. Study and consider the value of providing a district-based Early Childhood Development program.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Summer 2021 to Fall 2022	Board members and Administration	
	b. Provide the support needed to ensure that every student is a successful graduate of Mullen Public Schools and is given the opportunity to assess their learning experience at MPS.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Spring 2022	Administration, Guidance Counselor who will report to the Superintendent and the Board of Education	

Goal II: Curriculum, Instruction, and Student Learning

Objective: To provide a rigorous curriculum and expanded learning opportunities to ensure a diverse learning experience for the students at Mullen Public Schools.

Strategy II. Explore opportunities to support rigorous curriculum and opportunities to meet the diverse needs and interests of our students.

(Adopted April 2021)

p e r f o r m a n c e I n d i c a t o r s	c. Continue to support both staff and administration in their work to update curriculum that best fits the needs of the MPS student population		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Continuous throughout the school year	Board members, administration, & staff	
	d. Engage the board in the review and analysis of district academic data to measure quality instruction and student learning success.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Continuous throughout the school year	Staff and Administration	

Goal III: District Culture Goal

Objective: To sustain a positive and progressive district culture that is recognized, valued, and modeled by all through our commitment to provide a quality education for all students.

Strategy I. Continually engage both internal and external stakeholders to sustain a positive district culture that supports learning for all students at Mullen Public Schools.

(Adopted April 2021)

p e r f o r m a n c e I n d i c a t o r s	a. Expand communication efforts to inform and promote the success of the district with patrons and the community to grow awareness of the quality educational activities, expanded learning opportunities and academic success of the district and students.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Continuous throughout the school year	Board members, administration and staff	
	b. Sustain the superintendent weekly updates and pre-post board meeting information.		Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress
	Timeline	Responsible	
	Continuous throughout the school year	Superintendent	

Repair/Improvement	Building	Priority	1-2 Yrs	3-5 Yrs	Long Term/ "Wish List"	Complete
Playground Upgrades	All	X				
Kitchen Cabinets & Shelving	Kitchen		X			
Sink in the Kitchen Area	Kitchen		X			
Reinforce retaining wall	Elementary			X		
Locker Room Flooring	HS			X		
Storage Shed	Elementary			X		
Handicap Restroom	HS			X		
Hallway Flooring	HS			X		
Hallway-Concession to South Gym	HS			X		
Dishwasher	Kitchen			X		
Elementary Intercom System	Elementary				X	
Backing on Bleachers	Hilltop Gym				X	
Locker Room Addition	Hilltop Gym				X	
Officials Quarters	Hilltop Gym				X	
Staff Restrooms	Both				X	
Track					X	
K-12 Facility					X	

Aimed to be completed Spring 2023

Possibly tie into the playground upgrades?
Could tie into the Hallway project

Currently getting ideas

The cost is over \$30,000
The cost is over \$15,000

Repair/Improvement	Building	Priority	1-2 Yrs	3-5 Yrs	Complete
Completed-Summer 2021					
Improve HVAC	HS				X
Football Field Lights	HS				X
Completed-Summer 2020					
Cameras-Outside connection	HS				X
Trim Trees	Elementary				X
Playground Resurfacing	Elementary				X
Update HS Infrastructure	HS				X
Completed-Summer 2019					
Water coolers/Dispensers	Both				X
HVAC-SPED, Science, Music	HS				X
New Flooring in Weight Room	HS				X
Walk In Freezer	Elementary				X
Completed-Fall 2022					
Upgrade Cafeteria Restroom	Elementary				X
Concession Stand/Restrooms	Activity Fields				X
Roofing- 6-12, K-1, & Lariat	All				X
Update Teacherage for SPED	MS/HS				X
Sprinkler System on FB/SB Field	Activity Fields				X

Administrative Report – December 2023

Discuss, consider and take all necessary action to approve 2023 Annual Report. I will present on the annual report. **I recommend approval**

Discuss, consider and take all necessary action to approve the sale of excess iron, old lights from the football field, a 2010 Chevrolet Suburban, and a 2017 Chevrolet Suburban declared as surplus materials. This is excess materials that we no longer use. The Suburbans need some work and could be a serviceable vehicle for someone just not reliable enough for a daily bus route. **I recommend approval**

Discuss, consider and take all necessary action to approve the 2024-2025 Negotiated agreement with the Mullen Education Association. This is the negotiated agreement for the certified staff contracts for 2024-2025 school year. **I recommend approval**

Non-Agenda Items

NASB State Update- Overall, I thought the conference was fairly light this year. On Wednesday I had a meeting with the Nebraska Association of School Administrators' board as I was voted in as President Elect of Region 5 and then on Wednesday night we had our Schoolmasters meeting. On Thursday, I went to a session with KSB on some law updates and public comments. Then I went to the Rule 10 updates session and the EHA update for the health alliance. It was nice to connect with other superintendents and board members.

KSB Suggestions for board meetings-

- Suggest removing Approval of the Agenda as an action item. Prior to legislation passing in 2021, boards approved agendas as they had the ability to amend the agenda on the night of the board meeting to add an item. Legislation passed where agendas MUST be set in stone 24 hours prior to the meeting. KSB encourages boards to not approve the agenda at board meetings.
- KSB suggests to have public comment at minimum 4 times per year, but you can do it more. They suggest to have concrete rules in place for public comment and do not bend those rules. For example, MPS has public comment on items that are only on the agenda and time limits are enforced. If public comment becomes obscene or malicious, the board president can shut down public comment and move to the next agenda item.

ESU 16 Winter Board Workshop

Wednesday January 24, 2024 at North Platte High School- Please mark this down if you are available.

I am looking into bringing KSB School Law to Mullen to do a Board Development and Board/Admin Relations retreat in February or March.