

# Board of Education Special Meeting

Tuesday, February 25, 2025 7:00 AM

Minden High School Media Center, 543 West 5th, Minden, NE 68959-0301

Andy Craig: Present

Justin Glanzer: Absent

Cody Krull: Present

Kevin Raun: Present

Darcie Reed: Present

Rusty Rhynalds: Present

RR motion to to excuse glanzer. Second by CK

## 1. Call to Order

1.a. Open Meetings Act is Posted

1.b. Mission Statement

1.c. Roll Call

### Action(s):

Motion to excuse the absence of Glanzer. This motion, made by Rusty Rhynalds and seconded by Cody Krull, Passed.

### Voting Detail:

Andy Craig: Yea

Justin Glanzer: Absent

Cody Krull: Yea

Kevin Raun: Yea

Darcie Reed: Yea

Rusty Rhynalds: Yea

**Voting Summary:** Yea: 5, Nay: 0, Absent: 1

1.d. Pledge of Allegiance

## 2. Public Comment

## 3. Action Items

3.a. Consider, Discuss, and Take Action on New Certified Staff Contracts

### Action(s):

Motion to approve the contracts of Caden Houghtelling as K-3 PE teacher, Jacob Tracy as High School Industrial Arts teacher, and Brittany Kreikemeier as the High School Family Consumer Science teacher for the 2025-26 school year, pending background checks. This motion, made by Andy Craig and seconded by Cody Krull, Passed.

### Voting Detail:

Andy Craig: Yea

Justin Glanzer: Absent

Cody Krull: Yea

Kevin Raun: Yea  
Darcie Reed: Yea  
Rusty Rhynalds: Yea

**Voting Summary:** Yea: 5, Nay: 0, Absent: 1

4. **Adjournment per Board President Action at 7:16  
a.m.**

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Board Secretary

**MINDEN PUBLIC SCHOOLS  
TEACHING CONTRACT**

Step: **1**  
Years: **.0**  
Educ. Hours: **BS**

**THIS CONTRACT** is made by and between the Board of Education of Kearney County School District 0503, a/k/a Minden Public Schools ("District") and **Britney Kreikemeier** ("Teacher") and supercedes any prior contract between the parties. The Board of Education agrees to employ the Teacher and the Teacher accepts such employment as follows:

**School Year:** School Year begins on or about **August 4, 2025** and ends on or about **May 24, 2026** subject to Board modification.

**Days of Service:** Teacher shall be employed for at least **185 days of service, including at least 177.5 teaching days**, subject to terms of the negotiated agreement.

**Full Time Equivalency:** Teacher shall be employed for a full-time equivalency (**FTE**) of **1.0**.

**Salary Schedule Placement:** Teacher's salary schedule placement is subject to final terms of the negotiated agreement for the applicable contract year between the Board and the bargaining unit representing the certificated employees of the District. The Teacher's salary schedule placement and other terms of employment for the **2025-2026** contract year may be set forth on the Annual Supplemental Renewal form to be executed subsequent to this Teacher's Contract.

**FIRST: Salary.** Teacher agrees to accept such employment at a **salary of \$41,150.00**. The salary of the Teacher shall be payable in **twelve (12) equal installments**. The first installment shall be payable on the **15<sup>th</sup> day of September, 2025**, and the remaining installments shall be payable on same day of each month thereafter. Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof. This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and Teacher's Retirement. Other deductions may be withheld as agreed to by the parties to this contract. Upon termination of this contract by the Board or the Teacher, the compensation shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the applicable contract year. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

**SECOND: Duties.** The Teacher hereby agrees to be governed by the policies of the Board of Education of the District. The duties to be performed by the Teacher shall be subject to assignment by the Superintendent or the Board. Days of service may be adjusted from year to year by the Board. The Teacher further agrees to devote full time during days of school to the Teacher's position and in all respects to diligently and faithfully perform the assigned duties to the best of the Teacher's professional ability. Regular dependable attendance is an essential function of the Teacher's position.

**THIRD: Extra Duty Assignments.** In addition to the normal duties traditionally required of certificated employees, the Teacher may be assigned "extra duty" assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Teacher and the District may agree upon; provided, that the Teacher shall not unreasonably refuse to accept such assignments. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of this Teacher's Contract.

**FOURTH: Contract Termination.** To the extent this Contract is subject to the continuing contract statutes, this Contract may be amended, cancelled or terminated subject to required procedures in the event the Teacher violates any of the provisions of this Contract, or performs any act or does anything which is materially harmful to the employer, or which substantially inhibits the Teacher's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to teach in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. Non-renewal, suspension or other disciplinary action may be enforced in accordance with applicable law. This Contract and assignments, to the extent they are not subject to the continuing contract statutes, are terminable at will without cause or hearing.

**FIFTH: Legal Requirements.** The Teacher affirms that: (1) Teacher holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed this contract is not valid until the required certificate is registered in accordance with law and the Teacher shall not be compensated for services performed prior to the date of registration of this certificate; (3) Teacher is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract and (4) there shall be no penalty for release or resignation by Teacher from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. It is understood that this Contract is also subject to provisions of the School Teachers Retirement Act.

**SIXTH: Renewal.** Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference except as stated on such Renewal Agreement. Renewal Agreements must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen calendar days of receipt thereof from the District. Said Renewal agreement shall not be required to be signed by the Teacher prior to March 15. Failure to return the Renewal Agreement or an intent card by the required date shall constitute grounds for termination.

Failure to return a signed copy of this contract to the Secretary of the Board of Education or the Superintendent of Minden Public Schools on or before **12:00 noon on March 17, 2025** shall constitute a rejection by the Teacher of the offer of employment.

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| Executed this ____ day of _____, 20__ | Executed this ____ day of _____, 20__   |
| _____<br>Teacher                      | Board of Education of Kearney County School District 0503, a/k/a<br>Minden Public Schools<br><br>By: _____ Attest: _____<br>President Secretary |