

Board of Education Regular Meeting

Monday, February 9, 2026 Immediately After American Civics Meeting
Minden High School Media Center, 543 West 5th, Minden, NE 68959-0301

Andy Craig: Present
Justin Glanzer: Present
Cody Krull: Present
Kevin Raun: Present
Darcie Reed: Present
Rusty Rhynalds: Present

1. Call to Order

1.a. Open Meetings Act is Posted

1.b. Mission Statement

1.c. Roll Call

1.d. Pledge of Allegiance

2. Public Comment

3. Consent Agenda

Action(s):

Motion to approve the Consent Agenda with the exception of the Landmark Implement payment of the \$7250 for 2025-26 skid steer payment until further information is obtained. This motion, made by Andy Craig and seconded by Justin Glanzer, Passed.

Voting Detail:

Andy Craig: Yea
Justin Glanzer: Yea
Cody Krull: Yea
Kevin Raun: Yea
Darcie Reed: Yea
Rusty Rhynalds: Yea

Voting Summary: Yea: 6, Nay: 0

3.a. Consider Minutes from Prior Meeting

3.b. Consider Financial Reports

3.c. Consider Expenditures and Claims for Payment

4. Reports

4.a. Board Committees

4.b. Principals

4.c. Superintendent

5. Policy Review and Updates

6. Action Items

6.a. Consider, Discuss, and Take Action on Amendments to Policy 3131 Procurement Plan and Policy 3132 Internal Controls

Action(s):

Motion to approve the amendments to Policy 3131 Procurement Plan and Policy 3132 Internal Controls. This motion, made by Cody Krull and seconded by Darcie Reed, Passed.

Voting Detail:

Andy Craig: Yea
Justin Glanzer: Yea
Cody Krull: Yea
Kevin Raun: Yea
Darcie Reed: Yea
Rusty Rhynalds: Yea

Voting Summary: Yea: 6, Nay: 0

6.b. Consider, Discuss, and Take Action on Certified Staff Resignations

Action(s):

Motion to approve with regret the resignation of Karen Space at the end of the 2025-26 school year. This motion, made by Justin Glanzer and seconded by Andy Craig, Passed.

Voting Detail:

Andy Craig: Yea
Justin Glanzer: Yea
Cody Krull: Yea
Kevin Raun: Yea
Darcie Reed: Yea
Rusty Rhynalds: Yea

Voting Summary: Yea: 6, Nay: 0

6.c. Consider, Discuss, and Take Action on New Certified Staff Contracts

Action(s):

Motion to approve the contracts of Maxton Yarnell as High School Industrial Arts Teacher, Melissa Myers as Special Education Teacher, Kylea Strasburg as Elementary Teacher, and Hannah Merrill as Elementary Teacher all for the 2026-27 school year and Chelsey Jacobitz as District Special Services Director beginning August 1, 2026. This motion, made by Andy Craig and seconded by Darcie Reed, Passed.

Voting Detail:

Andy Craig: Yea
Justin Glanzer: Yea

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

Voting Summary: Yea: 6, Nay: 0

6.d. Consider, Discuss, and Take Action on Membership in Nebraska Association of School Boards

Action(s):

Motion to approve membership in Nebraska Association of School Boards. This motion, made by Rusty Rhynalds and seconded by Cody Krull, Passed.

Voting Detail:

Andy Craig: Yea
Justin Glanzer: Yea
Cody Krull: Yea
Kevin Raun: Yea
Darcie Reed: Yea
Rusty Rhynalds: Yea

Voting Summary: Yea: 6, Nay: 0

6.e. Consider, Discuss, and Take Action on 2026-27 School Calendar

Action(s):

Motion to approve the 2026-27 school calendar. This motion, made by Kevin Raun and seconded by Justin Glanzer, Passed.

Voting Detail:

Andy Craig: Yea
Justin Glanzer: Yea
Cody Krull: Yea
Kevin Raun: Yea
Darcie Reed: Yea
Rusty Rhynalds: Yea

Voting Summary: Yea: 6, Nay: 0

6.f. Consider, Discuss, and Take Action on ESU 10 Contract and Agreements

Action(s):

Motion to approve the ESU 10 Special Education Contract and Cooperative Service Agreements. This motion, made by Andy Craig and seconded by Justin Glanzer, Passed.

Voting Detail:

Andy Craig: Yea
Justin Glanzer: Yea
Cody Krull: Yea
Kevin Raun: Yea
Darcie Reed: Yea
Rusty Rhynalds: Yea

Voting Summary: Yea: 6, Nay: 0

6.g. Consider, Discuss, and Take Action on
Administrators Salaries

Action(s):

Motion to approve a total package increase of 4.0% for administrator salaries for the 2026-27 school year. This motion, made by Cody Krull and seconded by Andy Craig, Passed.

Voting Detail:

Andy Craig: Yea
Justin Glanzer: Yea
Cody Krull: Yea
Kevin Raun: Yea
Darcie Reed: Yea
Rusty Rhynalds: Yea

Voting Summary: Yea: 6, Nay: 0

6.h. Consider, Discuss, and Take Action on
Superintendent Contract

Action(s):

Motion to approve the Superintendents Contract for the 2026-27 school year. This motion, made by Andy Craig and seconded by Darcie Reed, Passed.

Voting Detail:

Andy Craig: Yea
Justin Glanzer: Yea
Cody Krull: Yea
Kevin Raun: Yea
Darcie Reed: Yea
Rusty Rhynalds: Yea

Voting Summary: Yea: 6, Nay: 0

7. **Next Meeting & Educational Opportunities**

8. **Adjournment per Board President Action at 7:54
p.m.**

Board Secretary

**MINDEN PUBLIC SCHOOLS
BOARD OF EDUCATION
January 12, 2026**

The agenda for the January 12, 2026 meeting was posted at the United States Post Office in Minden, Minden Exchange Bank, First Bank and Trust Company, Kearney County Courthouse, and the Minden city office. Agendas were mailed to the United States Post Office in Upland and Heartwell. The agenda was posted in the superintendent's office and notice was published in the local paper.

The board meeting began at 7:00 pm with all board members present, except Glanzer.

Motion by Craig and second by Krull to excuse the absence of Glanzer. Roll call: Craig, aye; Glanzer, absent; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

Motion by Craig and second by Reed to keep the officers as Rusty Rhynalds, President; Justin Glanzer, Vice President; Kevin Raun, Secretary. Roll call: Craig, aye; Glanzer, absent; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

Motion by Rhynalds and second by Craig to approve Scott Johnson as District Treasurer. Roll call: Craig, aye; Glanzer, absent; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

Motion by Krull and second by Raun to approve the Perry Law Firm and KSB as District Legal Counsel. Roll call: Craig, aye; Glanzer, absent; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

Motion by Rhynalds and second by Craig to approve Minden Exchange Bank and First Bank and Trust Company as the Official Depositories of School Funds. Roll call: Craig, aye; Glanzer, absent; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

Motion by Craig and second by Reed to approve The Minden Courier as District Newspaper of Record. Roll call: Craig, aye; Glanzer, absent; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

Motion by Raun and second by Krull to approve current board policies and regulations. Roll call: Craig, aye; Glanzer, absent; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

2026 Committees

According to Board Policy #8151 committees have been established and the Superintendent appoints people to such committees. No vote is necessary since these positions are appointed.

Distribution and Signing of Conflict of Interest Forms

Motion by Craig and second by Raun to approve the consent agenda consisting of minutes from the December 8 meeting, financial reports, and claims for payment. Roll call: Craig, aye; Glanzer, absent; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

The board discussed the amendments to Policy 3131 Procurement Plan and Policy 3132 Internal Controls.

Motion by Craig and second by Reed to approve the 2026-27 agreement with the Minden Education Association for a 4.02% total package increase and a base salary of \$41,950.00. Roll call: Craig, aye; Glanzer, absent; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

Motion by Krull and second by Raun to approve Rachel Tagtmeyer as High School Language Arts teacher for the 2026-27 school year. Roll call: Craig, aye; Glanzer, absent; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

Motion by Craig and second by Reed to approve with regret the resignations of Bob Carlson, Barb Jacobsen, Michelle tenBensel, and Colleen Thatcher at the end of the 2025-26 school year. Roll call: Craig, aye; Glanzer, absent; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

Motion by Reed and second by Krull to approve the total transfer of all funds within the Kendall Peterson Memorial Scholarship Fund to the Minden Schools Foundation in accordance with and required by IRS regulations and guidance, and authorize the Superintendent to execute any documents necessary to effectuate the transfer. Roll call: Craig, aye; Glanzer, absent; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

Motion by Raun and second by Reed to approve the ESU #11 Master Services Agreement for the 2026-27 school year. Roll call: Craig, abstain; Glanzer, absent; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

Motion by Rhynalds and second by Craig to read motion and approve CMBA as architect for the facilities project with stated correction to grammatical error. Roll call: Craig, aye; Glanzer, absent; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

Motion by Craig and second by Krull to approve the resolution to authorize financing of the voter-approved projects. Roll call: Craig, aye; Glanzer, absent; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

At 7:59 pm, the meeting was adjourned per Board President action.

Secretary, Board of Education

MINDEN PUBLIC SCHOOLS
TREASURER'S REPORT
January 31, 2026

SCHOOL BALANCE - December 31, 2025		\$398,386.67
Current Months Receipts		\$1,547,066.97
Transfers from Investments		\$0.00
Total Beginning Balance and Receipts		\$1,945,453.64
Less: Disbursements		\$1,059,952.09
Transfer to Investments		\$0.00
Total Disbursements		\$1,059,952.09
SCHOOL BALANCE - January 31, 2026		\$885,501.55
 BALANCE PER BANK STATEMENT - January 31, 2026		 \$886,417.59
Deposits In Transit		\$0.00
LESS : Outstanding Checks		\$916.04
RECONCILED BANK BALANCE - January 31, 2026		\$885,501.55
(Balance - January 31, 2025 = \$909,123.21)		
 GENERAL FUND INVESTMENTS		 \$1,930,426.86
Money Market Minden Exchange	\$554,913.11	2.02% demand
Money Market First Bank	\$1,375,513.75	1.51% demand
(Balance January 31, 2025 = \$1,492,022.11)		
 DEPRECIATION FUND INVESTED		 \$325,041.62
Money Market Minden Exchange Bank	\$275,497.31	2.02% demand
Money Market First Bank	\$49,539.12	1.11% demand
Checking Minden Exchange Bank	\$5.19	
(Balance January 31, 2025 = \$180,106.64)		
 BUILDING FUND		 \$2,243,027.47
Money Market Minden Exchange Bank	\$682,378.68	2.02% demand
CD Minden Exchange Bank - 6/15/26 maturity	\$750,000.00	3.80% term
Money Market First Bank	\$134,434.77	1.51% demand
NE Liquid Asset Fund - Building Fund	\$676,209.52	3.48% demand
Checking Minden Exchange Bank	\$4.50	
(Balance January 31, 2025 = \$877,858.43)		
 BOND FUND		 \$1,094,409.23
Money Market Minden Exchange Bank	\$384,512.90	2.02% demand
NE Liquid Asset Fund - Bond Fund	\$709,896.33	3.48% demand
(Balance January 31, 2025 = \$1,067,060.74)		
 LUNCH FUND		 \$45,081.22
Money Market First Bank	\$1,909.95	1.00% demand
Checking First Bank	\$43,171.27	
(Balance January 31, 2025 = \$54,667.68)		
 FUNDS PLEDGED FOR DEPOSITS		
Minden Exchange Bank	\$7,000,000.00	Plus 250M FDIC
First Bank	\$2,065,000.00	Plus 250M FDIC

Scott W. Johnson, Treasurer

MINDEN PUBLIC SCHOOLS
TREASURER'S REPORT SUPPLEMENT
ACCOUNT RECONCILIATIONS
January 31, 2026

Bank	Account #	Beginning Balance	Plus: Receipts	Plus/(Minus) Transfers/Loans	Minus: Expenditures	Ending/ Reconciled Balance	Previous Year Ending Balance
General Fund							
MEB	401505	\$398,386.67	\$1,547,066.97	\$0.00	\$1,059,952.09	\$885,501.55	\$909,123.21
MEB	601096	\$554,002.42	\$910.69	\$0.00	\$0.00	\$554,913.11	\$138,279.24
FB&T	801472	\$1,373,763.61	\$1,750.14	\$0.00	\$0.00	\$1,375,513.75	\$1,353,742.87
	Subtotal	\$2,326,152.70	\$1,549,727.80	\$0.00	\$1,059,952.09	\$2,815,928.41	\$2,401,145.32
Depreciation Fund							
MEB	401919	\$5.19	\$0.00	\$0.00	\$0.00	\$5.19	\$5.19
MEB	613109	\$275,045.18	\$452.13	\$0.00	\$0.00	\$275,497.31	\$131,159.53
FB&T	807982	\$49,492.88	\$46.24	\$0.00	\$0.00	\$49,539.12	\$48,941.92
	Subtotal	\$324,543.25	\$498.37	\$0.00	\$0.00	\$325,041.62	\$180,106.64
Building Fund							
MEB	106690	\$4.50	\$0.00	\$116,447.00	\$116,447.00	\$4.50	\$4.50
MEB	603209	\$592,294.52	\$206,531.16	(\$116,447.00)	\$0.00	\$682,378.68	\$95,240.34
MEB	CD	\$750,000.00	\$0.00	\$0.00	\$0.00	\$750,000.00	\$0.00
FB&T	801407	\$134,263.72	\$171.05	\$0.00	\$0.00	\$134,434.77	\$132,307.01
NLAF	9300655	\$674,219.62	\$1,989.90	\$0.00	\$0.00	\$676,209.52	\$650,306.58
	Subtotal	\$2,150,782.36	\$208,692.11	\$0.00	\$116,447.00	\$2,243,027.47	\$877,858.43
Bond Fund							
MEB	620112	\$131,513.27	\$252,999.63	\$0.00	\$0.00	\$384,512.90	\$386,652.00
NLAF	9300692	\$709,219.81	\$676.52	\$0.00	\$0.00	\$709,896.33	\$680,408.74
	Subtotal	\$840,733.08	\$253,676.15	\$0.00	\$0.00	\$1,094,409.23	\$1,067,060.74
Lunch Fund							
FB&T	801399	\$1,908.33	\$1.62	\$0.00	\$0.00	\$1,909.95	\$1,889.15
FB&T	990119	\$79,808.22	\$31,021.49	\$0.00	\$67,658.44	\$43,171.27	\$52,778.53
	Subtotal	\$81,716.55	\$31,023.11	\$0.00	\$67,658.44	\$45,081.22	\$54,667.68
Grand Total		\$5,723,927.94	\$2,043,617.54	\$0.00	\$1,244,057.53	\$6,523,487.95	\$4,580,838.81

2025/26 Projections vs. Actuals for General Fund As of January 31, 2026

Income

2024/25 Budgeted Income = \$13,339,362.54

Month	Projected Income	Actual Income	Over/(Under) Projection	Running Balance Over/(Under) Projection
September	\$1,595,749.51	\$1,496,569.58	(\$99,179.93)	(\$99,179.93)
October	\$566,922.91	\$641,420.61	\$74,497.70	(\$24,682.23)
November	\$220,099.48	\$108,633.28	(\$111,466.20)	(\$136,148.43)
December	\$312,141.08	\$518,932.61	\$206,791.53	\$70,643.10
January	\$2,012,909.81	\$1,546,409.70	(\$466,500.11)	(\$395,857.01)
February	\$1,768,437.72			
March	\$1,187,203.27			
April	\$642,957.27			
May	\$3,436,219.79			
June	\$1,236,558.91			
July	\$176,079.59			
August	\$184,083.20			

Cash Flow

Month	Projected Cash Flow	Actual Cash Flow	Over/(Under) Projection	Running Balance Over/(Under) Projection
September	\$196,569.33	\$230,163.19	\$33,593.86	\$33,593.86
October	(\$632,988.78)	(\$554,424.67)	\$78,564.11	\$112,157.97
November	(\$948,273.32)	(\$1,023,386.76)	(\$75,113.44)	\$37,044.53
December	(\$874,868.34)	(\$540,464.77)	\$334,403.57	\$371,448.10
January	\$910,481.98	\$489,775.68	(\$420,706.30)	(\$49,258.20)
February	\$587,162.65			
March	\$40,334.27			
April	(\$561,255.19)			
May	\$2,273,581.34			
June	\$18,010.59			
July	(\$937,816.93)			
August	(\$1,067,437.60)			

Expenses

2024/25 Budgeted Expenses = \$14,335,862.54

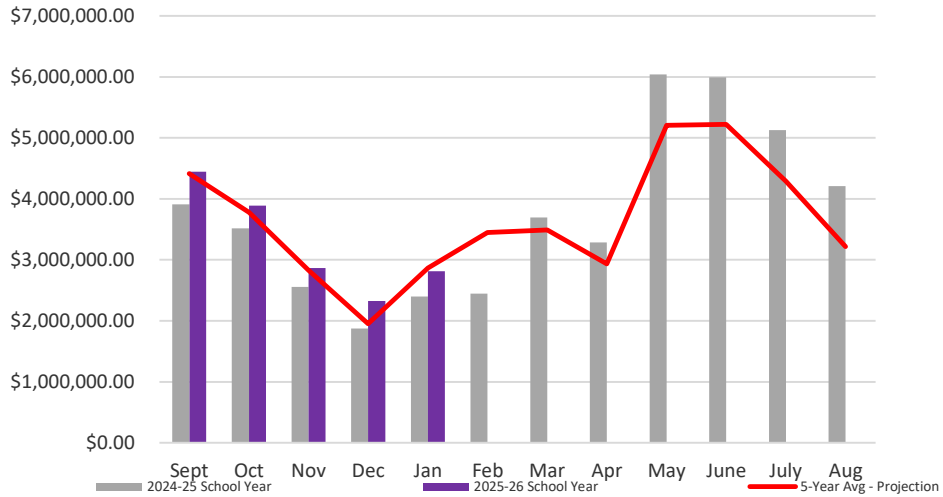
Month	Projected Expenses	Actual Expenses	Over/(Under) Projection	Running Balance Over/(Under) Projection
September	\$1,399,180.18	\$1,266,406.39	(\$132,773.79)	(\$132,773.79)
October	\$1,199,911.69	\$1,195,845.28	(\$4,066.41)	(\$136,840.20)
November	\$1,168,372.80	\$1,132,020.04	(\$36,352.76)	(\$173,192.96)
December	\$1,187,009.42	\$1,059,397.38	(\$127,612.04)	(\$300,805.00)
January	\$1,102,427.83	\$1,056,634.02	(\$45,793.81)	(\$346,598.81)
February	\$1,181,275.07			
March	\$1,146,869.00			
April	\$1,204,212.46			
May	\$1,162,638.45			
June	\$1,218,548.32			
July	\$1,113,896.52			
August	\$1,251,520.80			

General Fund Balance

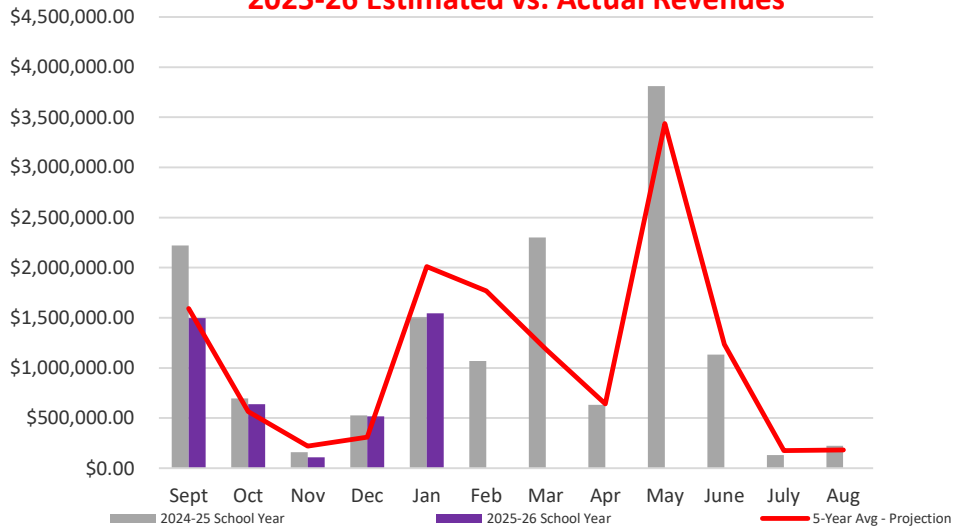
Beginning Reconciled GF Balance = \$4,214,265.71

Month	Projected GF Balance	Actual Reconciled GF Balance	Over/(Under) Projection
September	\$4,410,835.04	\$4,444,428.90	\$33,593.86
October	\$3,777,846.26	\$3,890,004.23	\$112,157.97
November	\$2,829,572.94	\$2,866,617.47	\$37,044.53
December	\$1,954,704.60	\$2,326,152.70	\$371,448.10
January	\$2,865,186.58	\$2,815,928.41	(\$49,258.17)
February	\$3,452,349.23		
March	\$3,492,683.50		
April	\$2,931,428.31		
May	\$5,205,009.65		
June	\$5,223,020.24		
July	\$4,285,203.31		
August	\$3,217,765.71		

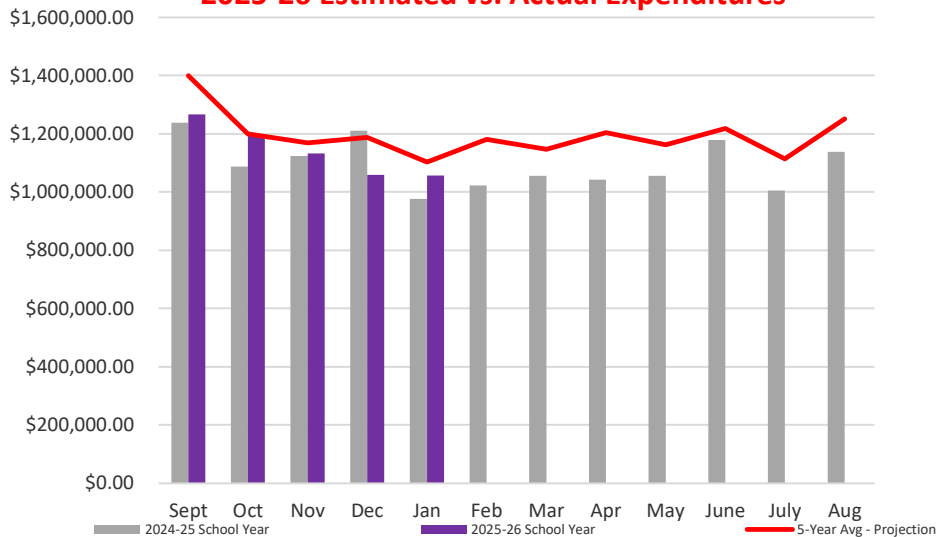
2025-26 Estimated vs. Actual General Fund Balance



2025-26 Estimated vs. Actual Revenues



2025-26 Estimated vs. Actual Expenditures



General Fund Revenues - Thru 01/31/26

Account Description	Adopted Budget	Received	Remaining Balance	Percent Received
01100 - Taxes Levied/Assessed	\$9,508,972.54	\$1,460,305.02	\$8,048,667.52	15.36%
01115 - Carline Taxes	\$3,500.00	\$0.00	\$3,500.00	0.00%
01120 - Public Power District Sales Tax	\$35,000.00	\$0.00	\$35,000.00	0.00%
01125 - Motor Vehicle Taxes	\$425,000.00	\$138,949.56	\$286,050.44	32.69%
01140 - Penalty & Interest on Delinquent Taxes	\$14,250.00	\$5,133.91	\$9,116.09	36.03%
01370 - Preschool Tuition and Fees	\$20,000.00	\$14,140.00	\$5,860.00	70.70%
01510 - Interest	\$40,000.00	\$24,535.87	\$15,464.13	61.34%
01910 - Rental of School Facilities & Equipment	\$1,000.00	\$25.00	\$975.00	2.50%
01911 - Local License Fees	\$3,750.00	\$0.00	\$3,750.00	0.00%
01920 - Contributions and Donations	\$1,000.00	\$0.00	\$1,000.00	0.00%
01921 - Police Court Fines	\$500.00	\$25.00	\$475.00	5.00%
01925 - Categorical Grants from Corporations/Private Sources	\$0.00	\$500.00	(\$500.00)	
01980 - Refund of Prior Year's Expenditures	\$0.00	\$480.15	(\$480.15)	
01990 - Miscellaneous Local Revenue	\$300.00	\$0.00	\$300.00	0.00%
02110 - County Fines & License Fees	\$20,000.00	\$10,859.59	\$9,140.41	54.30%
03110 - State Aid	\$1,320,697.00	\$660,350.00	\$660,347.00	50.00%
03120 - Special Education - School Age	\$1,400,000.00	\$384,263.00	\$1,015,737.00	27.45%
03125 - SPED Transportation - School Age	\$2,500.00	\$0.00	\$2,500.00	0.00%
03180 - Pro-Rate Motor Vehicle	\$20,000.00	\$1,988.57	\$18,011.43	9.94%
03400 - State Apportionment	\$148,750.00	\$190,258.11	(\$41,508.11)	127.90%
03535 - High Ability Learners Payments	\$7,358.00	\$7,848.00	(\$490.00)	106.66%
03551 - Career (CTE) Education	\$7,500.00	\$0.00	\$7,500.00	0.00%
04301 - CLSD Grant	\$0.00	\$1,504.49	(\$1,504.49)	
04505 - "ESSA Title I, Part A"	\$109,196.00	\$9,872.00	\$99,324.00	9.04%
04509 - "ESSA Title II, Part A"	\$22,363.00	\$0.00	\$22,363.00	0.00%
04516 - IDEA Preschool Base (619)	\$2,442.00	\$0.00	\$2,442.00	0.00%
04518 - IDEA Part B (611) Base & E-P Allocation	\$178,673.00	\$32,552.00	\$146,121.00	18.22%
04521 - IDEA Non-Public	\$1,111.00	\$0.00	\$1,111.00	0.00%
04525 - Carl Perkins Grant	\$2,000.00	\$0.00	\$2,000.00	0.00%
04708 - Medicaid in Public Schools (MIPS)	\$20,000.00	\$17,438.05	\$2,561.95	87.19%
04709 - Medicaid Administrative Activities (MAAPS)	\$17,500.00	\$1,771.52	\$15,728.48	10.12%
05300 - Sale of Property	\$5,000.00	\$5,156.45	(\$156.45)	103.13%
05690 - Other Non-revenue Receipts	\$1,000.00	\$0.00	\$1,000.00	0.00%
Total	\$13,339,362.54	\$2,967,956.29	\$10,371,406.25	22.25%

General Fund Expenditures

Account Description	Adopted Budget	Disbursed	Remaining Balance	Percent Spent
01100 - Regular Instruction	\$6,612,921.85	\$3,078,879.90	\$3,534,041.95	46.56%
01125 - Academic Intervention (Flex Funding)	\$102,981.59	\$50,360.79	\$52,620.80	48.90%
01200 - School Age SPED	\$1,761,833.00	\$837,246.39	\$924,586.61	47.52%
01291 - Preschool Age 3-5	\$11,630.53	\$859.46	\$10,771.07	7.39%
01292 - Preschool Age 0-2	\$125.00	\$0.00	\$125.00	0.00%
01300 - Summer School	\$20,942.64	\$137.55	\$20,805.09	0.66%
02120 - Guidance Counselor	\$331,913.32	\$162,126.34	\$169,786.98	48.85%
02130 - Health Services	\$95,608.07	\$46,175.40	\$49,432.67	48.30%
02141 - School Psychologist - School Age	\$130,264.42	\$64,076.10	\$66,188.32	49.19%
02151 - Speech Path & Deaf Ed	\$204,381.65	\$94,511.32	\$109,870.33	46.24%
02152 - Speech Path & Deaf Ed	\$1,400.00	\$0.00	\$1,400.00	0.00%
02153 - Speech Path & Deaf Ed	\$500.00	\$0.00	\$500.00	0.00%
02161 - Occupational Therapy	\$42,500.00	\$18,852.75	\$23,647.25	44.36%
02171 - Physical Therapy	\$13,500.00	\$6,095.25	\$7,404.75	45.15%
02172 - Physical Therapy	\$1,500.00	\$0.00	\$1,500.00	0.00%
02173 - Physical Therapy	\$1,250.00	\$1,418.06	(\$168.06)	113.44%
02190 - Student Activities	\$206,366.92	\$109,938.11	\$96,428.81	53.27%
02213 - Instructional Staff Training	\$20,000.00	\$10,021.98	\$9,978.02	50.11%
02220 - Media Center	\$282,687.51	\$136,306.95	\$146,380.56	48.22%
02230 - Technology Support	\$168,661.49	\$84,869.31	\$83,792.18	50.32%
02240 - Assessment Coordinator	\$18,972.75	\$5,595.67	\$13,377.08	29.49%
02310 - Board of Education	\$48,100.00	\$17,462.46	\$30,637.54	36.30%
02320 - Superintendent	\$327,998.17	\$163,422.00	\$164,576.17	49.82%
02330 - District Legal Services	\$30,000.00	\$9,638.00	\$20,362.00	32.13%
02410 - Principal	\$783,796.24	\$366,344.01	\$417,452.23	46.74%
02510 - Business Office	\$223,787.40	\$99,647.65	\$124,139.75	44.53%
02610 - Custodial	\$511,904.80	\$334,150.86	\$177,753.94	65.28%
02620 - Building Maintenance	\$975,951.29	\$391,529.93	\$584,421.36	40.12%
02630 - Grounds Maintenance	\$211,011.25	\$68,941.15	\$142,070.10	32.67%
02640 - Equipment Repair & Maintenance	\$29,481.79	\$12,944.83	\$16,536.96	43.91%
02650 - Non-Pupil Vehicle	\$6,500.00	\$2,890.52	\$3,609.48	44.47%
02660 - Security	\$90,500.00	\$47,981.14	\$42,518.86	53.02%
02670 - Safety	\$49,150.00	\$7,117.40	\$42,032.60	14.48%
02710 - School Bus Driving	\$255,772.60	\$164,542.80	\$91,229.80	64.33%
02712 - School Age SPED Driving	\$80,266.89	\$49,582.00	\$30,684.89	61.77%
02713 - Below Age 5 SPED Driving	\$12,964.89	\$4,997.06	\$7,967.83	38.54%
02730 - School Bus Driving Vehicle Maintenance	\$136,250.20	\$56,342.83	\$79,907.37	41.35%
02732 - School Age SPED Vehicle Maintenance	\$3,000.00	\$361.27	\$2,638.73	12.04%
03400 - Expenditures from Private/Corporate Grants	\$0.00	\$4,048.96	(\$4,048.96)	
03535 - High Ability Learners	\$46,200.69	\$21,951.15	\$24,249.54	47.51%
03551 - Career (CTE) Education	\$7,500.00	\$1,718.46	\$5,781.54	22.91%
06200 - Title IA	\$141,559.00	\$64,577.10	\$76,981.90	45.62%
06301 - CLSD Grant	\$0.00	\$1,502.14	(\$1,502.14)	
06406 - IDEA Preschool (619) Base Allocation	\$2,442.00	\$2,126.25	\$315.75	87.07%
06408 - IDEA Part B (611)	\$178,673.00	\$96,804.98	\$81,868.02	54.18%
06412 - IDEA Non-Public	\$1,111.59	\$1,111.00	\$0.59	99.95%
06700 - Carl Perkins	\$2,000.00	\$0.00	\$2,000.00	0.00%
08000 - Transfers (Outgoing)	\$150,000.00	\$75,000.00	\$75,000.00	50.00%
09000 - Reimbursed by Other Funds/Entities	\$0.00	\$2,861.14	(\$2,861.14)	
Total	\$14,335,862.54	\$6,777,068.42	\$7,558,794.12	47.27%

Bank Statement Reconciliation

Description

Adjustment Date

Adjustment Amount

Minden High School Activities 01/01/2026 through 01/31/2026

Bank Statement Reconciliation Summary

Statement Balance	\$ 459,467.95
- Outstanding checks	\$ 27,932.36
+ Outstanding Deposits	\$ 0.00
+ Outstanding Adjustments	\$ 0.00
- Outstanding Investment Transfers	\$ 0.00
Total	\$ 431,535.59
+ Investments	\$ 37,000.00
Book Balance	\$ 468,535.59

Checks For Payment Listing

Date	Check Number	Payee	Reason	Amount
02/10/2026	EFT	CenturyLink	Telephone Services	\$ 457.42
02/10/2026	EFT	Minden Exchange Bank - EFT	Direct Deposit Fees	\$ 35.20
02/10/2026	EFT	Wright Express Fleet Services	Station Fuel Purchases	\$ 392.83
02/10/2026	6545	Ameritas Life Insurance Corp..	Vision Insurance	\$ 1,227.68
02/10/2026	6546	Blue Cross Blue Shield	District Dental Insurance	\$ 173.49
02/10/2026	6546	Blue Cross Blue Shield	District HDHP Health Ins 2PT	\$ 4,453.80
02/10/2026	6546	Blue Cross Blue Shield	District HDHP Health Ins 9 Mo	\$ 2,279.97
02/10/2026	6546	Blue Cross Blue Shield	District HDHP Health Ins FAM	\$ 25,772.89
02/10/2026	6546	Blue Cross Blue Shield	District HDHP Health Ins SNG	\$ 3,617.90
02/10/2026	6546	Blue Cross Blue Shield	District Health Ins 2PT	\$ 31,039.20
02/10/2026	6546	Blue Cross Blue Shield	District Health Ins 9 Mo	\$ 14,122.41
02/10/2026	6546	Blue Cross Blue Shield	District Health Ins FAM	\$ 96,791.10
02/10/2026	6546	Blue Cross Blue Shield	District Health Ins SNG	\$ 8,378.20
02/10/2026	6546	Blue Cross Blue Shield	District Health Ins SPD	\$ 4,568.76
02/10/2026	6546	Blue Cross Blue Shield	District Health Ins Split	\$ 1,724.40
02/10/2026	6546	Blue Cross Blue Shield	Feba Bcbs Dental 2PT	\$ 838.08
02/10/2026	6546	Blue Cross Blue Shield	Feba Bcbs Dental FAM	\$ 2,371.03
02/10/2026	6546	Blue Cross Blue Shield	Feba Bcbs Dental SPD	\$ 107.92
02/10/2026	6547	Credit Management Services, Inc.	Kearney County Court CMSI	\$ 328.55
02/10/2026	6548	Fiduciary Trust Company	Flatwater Wealth TSA	\$ 500.00
02/10/2026	6549	Horace Mann Life Insurance Company	Horace Mann Life Insurance	\$ 1,275.00
02/10/2026	6550	Madison National Life Insurance Co., Inc.	Feba Life Insurance	\$ 203.50
02/10/2026	6550	Madison National Life Insurance Co., Inc.	Long-Term Disability	\$ 1,881.82
02/10/2026	6550	Madison National Life Insurance Co., Inc.	Term Life Policy	\$ 494.05
02/10/2026	6551	Minden Exchange Bank & Trust Co.	HSA Contribution	\$ 9,292.02
02/10/2026	6552	Minden Public Schools	District Court	\$ 1,186.00
02/10/2026	6552	Minden Public Schools	F/b Dependent Care	\$ 6,540.05
02/10/2026	6552	Minden Public Schools	F/b Medical Dental	\$ 4,633.38
02/10/2026	6552	Minden Public Schools	Increased Retirement Percent	\$ 4,906.64
02/10/2026	6552	Minden Public Schools	NE Retirement	\$ 98,906.26
02/10/2026	6553	Minden Public Schools.	Computer Lease Purchase	\$ 405.07
02/10/2026	6554	Mps Payroll	Federal Withholding	\$ 46,289.80
02/10/2026	6554	Mps Payroll	FICA	\$ 80,254.12
02/10/2026	6554	Mps Payroll	Medicare	\$ 18,768.90
02/10/2026	6555	Mps Payroll NE Income Tax	State Withholding - NE	\$ 18,839.28
02/10/2026	6556	Amazon Capital Services, Inc.	Custodial Supplies	\$ 29.28
02/10/2026	6556	Amazon Capital Services, Inc.	East Supplies	\$ 50.47
02/10/2026	6556	Amazon Capital Services, Inc.	HS Art Journal Supplies	\$ 544.11
02/10/2026	6556	Amazon Capital Services, Inc.	HS Digital Media Book	\$ 14.49
02/10/2026	6556	Amazon Capital Services, Inc.	HS Digital Media Books	\$ 509.40
02/10/2026	6556	Amazon Capital Services, Inc.	HS Life Skills Supplies	\$ 59.45
02/10/2026	6556	Amazon Capital Services, Inc.	HS Vocal Music Books	\$ 61.87
02/10/2026	6556	Amazon Capital Services, Inc.	Kindergarten Classroom Supplies	\$ 753.82
02/10/2026	6556	Amazon Capital Services, Inc.	MS Language Arts Classroom Supplies	\$ 305.61
02/10/2026	6556	Amazon Capital Services, Inc.	Preschool Supplies	\$ 32.15
02/10/2026	6557	Apple Computer	HS Counselor MacBook	\$ 1,088.00
02/10/2026	6558	Aurora Cooperative	Fuel	\$ 6,516.28
02/10/2026	6559	Black Hills Energy	Bus Barn Natural Gas	\$ 966.76
02/10/2026	6559	Black Hills Energy	East Natural Gas	\$ 2,959.07
02/10/2026	6559	Black Hills Energy	MS Activity Building Natural Gas	\$ 2,331.15
02/10/2026	6559	Black Hills Energy	MS/HS Natural Gas	\$ 13,776.78
02/10/2026	6560	City Of Minden	Utilities	\$ 15,737.67

Checks For Payment Listing

Date	Check Number	Payee	Reason	Amount
02/10/2026	6561	Clearly	Telephone Service	\$ 824.14
02/10/2026	6562	Communications Engineering, Inc.	HS Security System Repair	\$ 366.20
02/10/2026	6563	Cornerstone Electric	HS Electrical Repairs	\$ 142.60
02/10/2026	6564	DAS State Accounting - Central Finance	Internet Service	\$ 402.63
02/10/2026	6565	Dynamism, Inc.	3D Printer and Filament Spools	\$ 986.90
02/10/2026	6566	Eakes Office Solutions	Copier Paper	\$ 4,438.80
02/10/2026	6566	Eakes Office Solutions	Custodial Supplies	\$ 3,144.49
02/10/2026	6566	Eakes Office Solutions	MS Floor Scrubber Repair	\$ 71.00
02/10/2026	6567	Educational Service Unit #10	Powerschool Services	\$ 201.20
02/10/2026	6568	Educational Service Unit #11	Tech Support	\$ 318.60
02/10/2026	6569	Elan Financial Services	HS English Book	\$ 24.70
02/10/2026	6569	Elan Financial Services	HS Software Subscription	\$ 5.00
02/10/2026	6569	Elan Financial Services	NASB Legislative Conference Lodging	\$ 615.39
02/10/2026	6569	Elan Financial Services	Newspaper Subscription	\$ 32.99
02/10/2026	6569	Elan Financial Services	Software Subscription	\$ (40.94)
02/10/2026	6569	Elan Financial Services	Spray Cart Repair	\$ 118.24
02/10/2026	6569	Elan Financial Services	Transportation Supplies	\$ 18.71
02/10/2026	6570	Family Physical Therapy & Sports Center, P.C.	OT & PT Services	\$ 5,833.50
02/10/2026	6571	Foundations in Learning, LLC	Reading Intervention	\$ 1,125.00
02/10/2026	6572	Gopher	MS Music Classroom Supplies	\$ 287.20
02/10/2026	6573	Harris School Solutions	Tax Forms and Labor Law Posters	\$ 786.50
02/10/2026	6574	Hometown Leasing	Copier & Printer Lease	\$ 3,855.49
02/10/2026	6575	Jura, Michelle L	Interpreter Mileage	\$ 72.80
02/10/2026	6576	JW Pepper & Son, Inc.	HS Instrumental Sheet Music	\$ 174.91
02/10/2026	6576	JW Pepper & Son, Inc.	HS Vocal Sheet Music	\$ 7.50
02/10/2026	6577	Kearney Quality Sew & Vac., Inc	FCS Quilting Machine Repair	\$ 4,600.00
02/10/2026	6578	LandMark Implement, Inc.	24-25 Skid Steer Rental	\$ 3,000.00
02/10/2026	6578	LandMark Implement, Inc.	25-26 Skid Steer Rental	\$ 7,250.00
02/10/2026	6579	Mason's Market	East SPED Supplies	\$ 11.12
02/10/2026	6579	Mason's Market	HS FCS Supplies	\$ 224.19
02/10/2026	6579	Mason's Market	HS Life Skills Supplies	\$ 93.28
02/10/2026	6579	Mason's Market	Kindergarten Supplies	\$ 22.25
02/10/2026	6579	Mason's Market	Water	\$ 18.76
02/10/2026	6580	Matheson Tri-Gas, Inc.	HS Metals Shop Supplies	\$ 150.80
02/10/2026	6581	Medtox Laboratories	Bus Driver Drug Testing	\$ 40.93
02/10/2026	6582	Menards - Kearney	Grounds Supplies & Ticket Booth Repair	\$ 440.98
02/10/2026	6583	Mid-States Automation & Control, Inc.	HS HVAC Repairs	\$ 4,340.50
02/10/2026	6584	Minden Hardware	Supplies & Repairs	\$ 162.52
02/10/2026	6585	Minden Lumber	Sheet Rock	\$ 19.99
02/10/2026	6586	Napa Auto Parts	Bus 20P Maintenance	\$ 23.98
02/10/2026	6586	Napa Auto Parts	Coach Bus Oil	\$ 31.98
02/10/2026	6586	Napa Auto Parts	Diesel Fuel Additive	\$ 203.88
02/10/2026	6586	Napa Auto Parts	HCV Fuses	\$ 7.99
02/10/2026	6586	Napa Auto Parts	Transit Bus Repair	\$ 19.99
02/10/2026	6586	Napa Auto Parts	Transportation Maintenance Supplies	\$ 111.94
02/10/2026	6587	Ne Association School Boards	Legislative Issues Conference Registration	\$ 120.00
02/10/2026	6587	Ne Association School Boards	Legislative Issues Conference Registrations	\$ 240.00
02/10/2026	6587	Ne Association School Boards	Superintendent Evaluation Tool	\$ 400.00
02/10/2026	6588	Nebraska State Bandmasters Association	2026-27 NSBA Dues	\$ 90.00
02/10/2026	6588	Nebraska State Bandmasters Association	NSBA Convention Registration	\$ 107.00
02/10/2026	6589	Omnify Benefits	COBRA and FSA Fees	\$ 140.80
02/10/2026	6590	One Source	Background Checks	\$ 153.50

Checks For Payment Listing

Date	Check Number	Payee	Reason	Amount
02/10/2026	6591	Pearson Clinical Assessment	School Psych Testing Platform	\$ 975.00
02/10/2026	6592	Perry, Guthery, Haase & Gessford, P.C., L.L.O	Legal Services	\$ 1,000.00
02/10/2026	6593	Presto-X Company	Pest Control Services	\$ 203.40
02/10/2026	6594	Protex Central, Inc.	Fire Alarm & Range Hood Inspections	\$ 2,319.82
02/10/2026	6595	School Specialty, LLC	Media Seating	\$ 432.92
02/10/2026	6596	Syndicate Publishing, LLC	Board Legal Postings	\$ 76.48
02/10/2026	6597	Tri-County Glass, Inc.	Bus 20P Repair	\$ 145.00
02/10/2026	6598	Verizon	Transportation Tracking Subscription	\$ 203.53
02/10/2026	6599	Verizon Wireless	Wireless Hotspot Data Plan	\$ 160.04
02/10/2026	6600	Village Uniform	East Mat & Mop Service	\$ 153.48
02/10/2026	6600	Village Uniform	HS Mat & Mop Service	\$ 503.26
02/10/2026	6600	Village Uniform	MS Mat & Mop Service	\$ 366.15
02/10/2026	6601	Widdifield, James T	January Reimbursement	\$ 426.03
02/10/2026	6602	Woodward's Disposal Service, Inc.	Shredding Service	\$ 62.50
02/10/2026	6603	WorkMed Midwest PA	Bus Driver Drug Testing	\$ 40.00
02/10/2026	6603	WorkMed Midwest PA	Bus Driver Drug Testing Annual Fee	\$ 250.00
Subtotal				\$ 591,950.62
Net Payroll - February 2026				\$ 474,814.69
Total General Fund Disbursements - February 2026				\$ 1,066,765.31

Secretary Kevin Raun

Lunch Fund Checks and Liabilities

Check Number	Date	Payee	Reason	Amount
EFT	1/7/2026	Sysco - EFT	Commodities	\$ 9,243.25
6138	1/7/2026	Apple Acres Orchard	Apples	\$ 135.00
6139	1/7/2026	LinPepCo Partnership	Beverages	\$ 1,106.95
6140	1/7/2026	Village Uniform	Kitchen Apron and Rag Service	\$ 406.47
6142	1/7/2026	Cash-wa Distributing Co.	Commodities	\$ 35,594.19
6144	1/7/2026	Mason's Market	Commodities	\$ 52.62
603	2/10/2026	Ameritas Life Insurance Corp..	EE Vision Insurance Premiums	\$ 52.12
604	2/10/2026	Blue Cross Blue Shield	Health & Dental Insurance Premiums	\$ 4,991.47
605	2/10/2026	Madison National Life Insurance Co., Inc.	EE Life Insurance Premiums	\$ 37.05
605	2/10/2026	Madison National Life Insurance Co., Inc.	Long Term Disability	\$ 11.58
606	2/10/2026	Minden Public Schools	EE & ER Retirement Contributions	\$ 2,763.58
607	2/10/2026	Mps Payroll	EE & ER FICA, Medicare, & Federal Income Tax	\$ 3,052.24
608	2/10/2026	Mps Payroll NE Income Tax	EE Nebraska Income Tax Withholding	\$ 359.43
Subtotal				\$ 57,805.95
Net Payroll - February 2026				\$ 13,817.57
Total Lunch Fund Disbursements				\$ 71,623.52

Building Fund Liabilities

Check Number	Date	Payee	Reason	Amount
660	2/10/2026	CMBA Architects	Mileage	\$291.90
660	2/10/2026	CMBA Architects	Pre-Bond Services	\$7,500.00
Total Building Fund Disbursements - February 2026				\$ 7,791.90

Internal Board Policies - OrganizationStanding Committees

It shall be the policy of Minden Public Schools that the following will be the standing committees of the Board of Education:

1. Negotiations Committee
2. Committee on American Civics
3. Transportation/Facilities
4. Finance Committee
5. Policy Committee
6. Legislation Committee

It shall further be the policy of Minden Public Schools that the Superintendent shall appoint the members of the above committees.

Legal Reference: Neb. Rev. Stat. Sec. 79-724
Neb. Rev. Stat. Sec. 79-520

Date of Adoption: July 8, 2019
Date Reaffirmed: March 8, 2021



MINDEN PUBLIC SCHOOLS

C.L. Jones Middle School

Ed Rowse, MS Asst. Prin./Act. Dir.

520 W. 3rd Street

Minden, NE 68959-1598

308-832-2338 School

308-832-3236 Fax

**FEBRUARY 2026 BOARD MEETING
MIDDLE SCHOOL ASSISTANT PRINCIPAL/ATHLETIC DIRECTOR REPORT**

We are four weeks into the third quarter of school and things seem to be going very well. Our girls are competing in wrestling and our boys are in basketball. I have asked the head coaches of these three teams to give me a short summary of their season at this point and included them in my report.

7th-8th Girls Wrestling: Head Coach Lige Reed and Assistant Coach **Angela Soelberg**

Middle School Girls' Wrestling has 14 girls participating this year. Participation numbers are down from last year, but our year-over-year retention percentage remains strong. Although we are seeing continual growth in skill and understanding of the sport from all the girls, the growth that stands out most is the self-confidence we are seeing in each of our participants. The sport of wrestling demands ownership of what happens in competition, win or lose, and the girls are recognizing this and beginning to apply that lesson to other areas of their lives.

Monday, January 26th we hosted our first middle school girls wrestling invite with 6-teams and 170 wrestlers participating. Our goal was to get each wrestler 2-3 matches at this competition. There were three rounds of wrestling and we finished around 7 pm. Our wrestlers competed very well, I was impressed with their aggression and skills on the mat. I was also excited to see so many fans from Minden there to cheer for and watch our team.

7th Boys Basketball: Head Coach Dan Wilson and Assistant Coach Austin Lutkemeier

Our 7th grade basketball season is up and running. We currently have 19 players on the team and try to play A,B and C level games when possible. We have played 4 games so far this season and the boys seem to get better both with skills and understanding of the game each week. They are very competitive and play extremely hard for each other. They are a fun group to coach.

8th Boys Basketball: Head Coach **Drew Carlton** and Assistant Coach **Dan Kristensen**

The middle school boys basketball season has gotten off to a great start during the month of January. Our 7th grade boys have played 5 teams so far this season. There are 17 players on the 7th grade team, as long as our opponent has enough players we play three games each night we compete.

We will host the Kearney County Spelling Bee on Wednesday, February 25th starting at 3:45 in the Middle School. Mrs. Christensen is in charge of setting up the event and always does a great job running this competition. Each year I am amazed at the spelling ability of our students.

The past three weeks we have spent a great deal of time preparing for and interviewing candidates for multiple positions. We interviewed five candidates for the 4th grade position and offered the position and it was accepted. We have had one interview for a middle school/high school Special Education position and have other candidates to interview in the future. Two candidates were interviewed for the middle school Counselor position, this position has also been offered and accepted. There have been two candidates interviewed for the Special Education Director position and the position has been offered and accepted.

We are looking forward to getting back into our classrooms this week and getting to see our teachers and students at work.

Ed Rowse



MINDEN PUBLIC SCHOOLS
ACTIVITIES/ATHLETIC DEPARTMENT
Jason Strong, Asst. Prin./Act. Dir.

622 W. 3rd Street
Minden, NE 68959-1598
308-832-2254 School
308-832-1892 Fax

FEBRUARY 2026 BOARD MEETING ACTIVITY DIRECTOR REPORT

Speech:

The speech team is 27 members strong this year with 13 seniors leading the charge. The team is gaining momentum as the season progresses with many top six finishes in the varsity division. We host our home meet on February 14 which is open to the public. We will also have our annual public performance night on March 3. Speech competitors love to see the home crowd come out to watch their events. The creativity, composure, and confidence they learn across the season is astounding. The team looks forward to contending for a district title at our B5 district meet in Aurora on March 16.

Vocal:

The high school choir and singing club are currently working on music for Valentine Singing Grams and music for Districts and Spring Concerts. A survey was sent out to determine whether students are interested in bringing the show choir back next school year. Results are pending, but rehearsals and auditions will take place late February or early March if we move forward. We took one student to Hastings Honor Choir and four students to UNK Honor Choir, and will be taking three middle school students to Sing Around Nebraska on February 7th.

Band:

1/19 - Kearney Underclassmen Honor Band

Jaelyn, Sawyer, and Hailey spent the day at the Kearney Underclassmen Honor Band! Select 9th/10th grade students from across the state rehearse music all day to prepare for a concert to end the event. All 3 MHS band members were in the Wind Ensemble under the direction of Robert Cody from Concordia University.

1/26 - UNK Honor Band and Choir

These MHS musicians spent the day at the UNK Honor Band & Choral Clinic! Abby and Rebbeca were a part of the Honor Band. Ashlyn, Brooke, Kierra, and Lindsey were all part of the Treble Choir. They had a full day rehearsing music with other students selected for the event and ended the day with a fantastic concert to show off their hard work.

Esports:

Esports had a great start to the school year with its Fall 2025 season. We had several players for multiple games with a total of 13 students competing within 3 games and even more helping with practices and teaching younger students.

We had 5 students qualify for state competitions, 4 in Middle School Super Smash Bros.

Ultimate and 1 in Chess, including the #2 student in the state for Middle School Super Smash Bros. Ultimate. We had good results throughout and landed a student in the top 8 for Super Smash Bros. Ultimate.

The Spring 2026 season is looking just as promising with another 13 students mixed between 2 games including bringing back the state runner-up team from last year for Middle School Mario Kart.

FBLA:

FBLA has had a good start to the second semester. Members that are planning to attend State FBLA in April have been working hard on projects they will be competing in. We hope to continue the success we've had at state the past few years and continue to qualify some of our members for National FBLA in San Antonio this summer.

FBLA members had the opportunity to fundraise for upcoming conferences by working the concession stand for the Holdrege basketball games on Friday, January 23rd. The concession stand was one of the busiest that any of our members could remember, which means it was a great night for revenue into our FBLA account. These concession stands are a great way for our members to practice some real world business skills.

Finally, during the last week of January, FBLA sold Valentine's Day Cookies for students and staff to buy. This has been a fun event over the years for students and staff to buy cookies for their friends and colleagues. 29 dozen cookies were sold, which will be purchased from Eileen's Cookies in Kearney. Cookies will be delivered to students and staff on Friday, February 13th. All proceeds from this fundraiser will be donated to the Alzheimer's Association, which is the national service partner of FBLA.

Girls Wrestling:

The Minden girls wrestling team is in the midst of another strong season despite having a large number of underclassmen on the roster. This past week, the girls won the Southwest Conference Championship for the second time in as many seasons! The girls will travel to Plainview High School for their district competition on February 6th and 7th. This will be another highly competitive district meet and we are excited to see who can punch their tickets to the state tournament. The Girls State Wrestling Tournament takes place February 17th and 18th at the CHI Center in Omaha!

Boys Wrestling:

The Minden boys wrestling team has been working hard throughout the season. The biggest challenge for the squad this season has been overcoming injuries that have sidelined several of the participants. The team has some big competitions coming up including the Southwest Conference Meet on Friday February 6th at Holdrege and their District Meet on Saturday February 14th at Madison High School.

Girls Basketball:

The girls basketball team is having a successful season in the first year for head coach Allie Prosocki. Her assistants Trak Lewis and Caden Houghtelling have formed a solid coaching team and they work together well! The varsity record stands at 11-6 and they finished in 5th place in the Southwest Conference Tournament. The girls have conference games up at Cozad and Gothenburg on February 6th and 7th before they play their final two home games of the season against Adams Central on February 10th and against Wood River on February 12th.

Boys Basketball:

The boys basketball team is also having a season full of success. Despite the Southwest Conference being extremely competitive, the boys varsity team currently has a 11-6 record. The boys play 3 ranked teams in a row for their next three dates including at Cozad on February 6th, at Gothenburg on February 7th, and then Adams Central at home on February 10th. The final two games of the regular season includes a home game against Wood River on February 12th before traveling to Hastings High for a boys only game on February 20th. While it will be a tough stretch to finish the season, the boys team is playing some of its best basketball of the season and we are looking forward to the challenge before we gear up for district time!

The official start date for spring sports practices is Monday March 2nd!

Minden Public Schools

CL Jones Middle School

www.mindenwhippets.org

520 W 3rd Street
Minden, Nebraska 68959

308-832-2338
(Fax) 308-832-3236



Nathan Strasburg, Principal

Ed Rowse, Assistant Principal/AD

February 2026 Report to the Board of Education Mr. Nathan Strasburg, Administrator

The following information is a list of highlights at C.L. Jones Middle School:

Whippets of the Month-

Congratulations to our January Whippets of the Month! These students were selected by our staff based on the criteria of academic performance, character, and behavior. Students receive a certificate and Pizza Hut gift certificate.

The students include:

4th- Allison Talbert, Rowyn Hunt, Finley Poore, Aria Damratowski

5th- Emerson Binderup, Avery Fritson, Quentin Griffiths, Kristen Petersen, Jace VanPool

6th- Tobin Macias, Jacel Johnson, Jax Aschenbrenner, Brianna Guido

7th- Vincent Hansen, Sam Jorgensen

8th- Laynee Joyce, Duke Jorgensen, Blake Boudreau, Taya Tomsen



Middle School Vacancies-

Over the past couple weeks, we have been working to interview candidates to fill our open positions at the middle school. Our openings included 4th grade, guidance counselor, and two special education positions. We are fortunate to have multiple, quality applications for each spot. The interview process is a team effort that consists of administration along with teaching staff to find the best fit for our building.

Teacher Evaluations-

Mr. Rowse and I are continuing to plug away on teacher evaluations. We split the staff between us so we are each evaluating approximately half. We each have a handful left to go before we finish out the school year. It is always fun to observe classrooms since we have high quality teachers throughout the building.

Parent Teacher Conferences-

We're looking forward to meeting with parents/families during our upcoming parent-teacher conferences on February 4th and 5th at C.L. Jones Middle School. 6th, 7th, and 8th grade teachers will be located in the gym as parents arrive. 4th and 5th grade teachers will be in their classrooms as parents arrive for predetermined appointments. Conferences will be from 3:00-6:00 on Wednesday and 3:00-8:00 on Thursday. Students will also be dismissed at 1:10 each day in preparation for conferences.

CLJMS Book Fair-

The middle school will be hosting a book fair during conference week. The book fair will be open each day after school and during conferences as well.

Brittany Richmond-

On Thursday, January 22nd the middle school students had the opportunity to listen to Brittany Richmond. Kearney's "McKenna's Rae of Hope Foundation" brought Brittany to the area to speak to schools in central Nebraska. Brittany provided a fun, interactive, fast-paced talk with our students. Her message focused on conversation and connection to improve mental health.

The link to her website is below to learn more about message-
<https://www.brittanyrichmond.com/>

CLJMS Middle School Dance-

The Student Council is organizing a dance for 7th and 8th grade students on February 13, 2026, from 6:00 to 8:00 pm at C.L. Jones Middle School. Please note that this event is exclusively for current C.L. Jones Middle School 7th and 8th grade students, and unfortunately, no out-of-town guests are permitted to participate.

2026 NAEP Assessment-

Our 8th grade students were selected to participate in the National Assessment of Educational Progress (NAEP). This is an opportunity to help us understand how our students are learning, how our schools are growing, and how we are shaping the future of education. Our participation ensures that Nebraska's voice is part of the national story. Nebraska student results play a vital role in showing how our state's efforts and commitments to excellence compare with those across the country.

NAEP staff proctored the test in our building on January 28th. There was a preselected group of 8th grade students that were assessed on either Math or Reading. Students did not take both assessments and some students weren't selected to take either. NAEP decides who will be in the groups and provides that information to us. I would like to thank Mrs. Emery and the 8th grade teachers for doing much of the legwork getting this ready to go.

Important Dates-

Parent Teacher Conferences- February 4th & 5th (Students dismiss at 1pm)

No School- February 6th

7th/8th grade Dance- February 13th

4th-6th grade Vocal Concert- February 26th

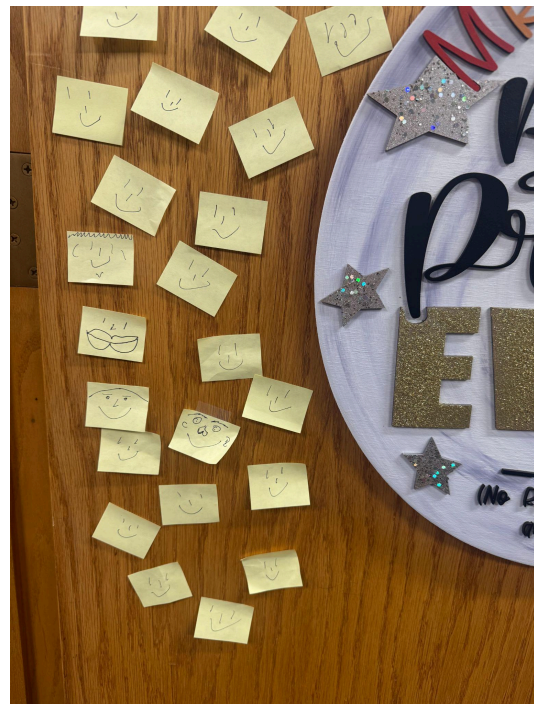
Minden Public School Board of Education Report
February 2026



Sandy Pohl, East Elementary and Minden Public Preschool Principal

I am in my tenth year as principal of East Elementary. If I had to choose just one lesson to pass on to beginning principals that I have learned during the last ten years, I would tell them that the things that seem little or minor are actually the really big things. I would argue that in order to maintain a strong academic progression with a positive staff climate with happy kids and an overall efficient system of a school, the “little things” must be done day in and day out by everyone and eventually those little things all add up to one big school of greatness. On a regular school day, I could list little things done by each adult in our building adding up to big days, but I’ll spend this February Board of Education report highlighting just a sample of what I witness.

There are three kindergarten students who needed extra practice being safe and respectful on Travis Dassinger’s bus route. Instead of bus driver Travis becoming impatient with the students’ progress toward better behavior and possibly dismissing them from the route, Travis communicated with myself and the children’s parents about an idea. Every morning, Travis collects data about each child’s bus behavior and then each child checks in with me upon arriving at school and we talk about what the data is saying about their individual choices on the bus. Then the data is compiled on my office door and each child takes pride in their positive data collection. The data Travis



collects just happens to be in sticky note smiley face form just perfectly age appropriate and rather simple for the children to take ownership of. Travis has even added creativity to the smiley faces he draws which the children love.

As you can see by the data collection, the students' bus behaviors have made progress and they are successfully riding the bus each day. A little thing that's big.

When you are a second grader, celebrating your birthday at school is a big deal. There's snacks and singing, but Mrs. Scott takes the celebration to another level. She keeps a saxophone behind her desk and plays the entire song of happy birthday while the students sing to their classmate. A little thing that's big.

Our school welcomed almost 100% attendance to February parent-teacher conferences. Mr. Houghtelling sat outside the entire conference in his winter coat, opening the door for each family and being visible and approachable for parents to talk with about their child. A little thing that's big.

Lindsey Armstrong is at the front door every morning at 7:30 on the dot and welcomes each child with their own special greeting. Some want hugs from her, some they have a special dance they do, you name it. A little thing that's big.

Parents of students with wiggly teeth actually send their children to school requesting that they see Mrs. Stepp or Mrs. Harsin. Hesitant children won't let their parents pull their teeth, but they don't blink an eye when Mrs. Stepp and Mrs. Harsin pulls it. Mrs. Stepp and Mrs. Harsin's competitive nature has them competing to see who can pull the most teeth each school year. A little thing that's big.

I'm so proud to spend my days with people who do the little things over and over that actually add up to a big thing. I'll end this February Board of Education report with a quote by Vincent Van Gogh.

"Great things are done by a series of small things brought together."

Superintendent Report

Meeting: February Board Meeting

Date: 2/9/26

Mr. Widdifield

=====

Topics:

Preconstruction Meetings: We've been meeting with CMBA, BD, admin, and the facilities committee to develop the overall design for the elementary. Over the next few weeks, we expect to have about 20% to 25% of the drawings completed, review pricing, and then determine which items with long lead times we can start ordering.

Legislative Meetings: Meetings with Senator Lonowski began a few weeks ago. I spoke with him about some bills that could impact schools and Nebraska. I will keep reaching out to him throughout the session.

Calendar Philosophy: The school calendar is always challenging to schedule. I have received feedback from staff and administration. My philosophy on the calendar is that it is all about the students, not about vacations or breaks. Second, maintaining a balanced schedule is important, and each semester should be similar. Lastly, each year varies in terms of professional development, holidays, and state requirements. State requirements have become more demanding, especially with the extension of the Reading Improvement Act and the mandate that schools meet with parents twice during the school year.

Hiring Season: Our administrative team has done an excellent job this winter in interviewing and hiring candidates. They have collaborated not only to fill the most challenging teaching position but also to find exceptional teachers for our students next year.

Thank You: I want to thank the teachers and administrators for their efforts during Parent-Teacher conferences. We had excellent turnout over the two days. Thanks also to all the committees that have been meeting during January and February. We are fortunate to have so many dedicated individuals working for and with Minden Public Schools.

Bylaws of the Board - Bylaws, Policies and RegulationsFormulation, Adoption, Amendment of Policies

Policy proposals and suggested amendments to or revisions of existing policies shall normally be submitted to all members of the Board of Education by the Superintendent in writing prior to a regularly scheduled Board of Education meeting in which such proposed policies, amendments, or revisions thereof shall be read and discussed.

Policies will be adopted or amended after consideration at two (2) meetings of the Board of Education. The agenda and minutes shall be marked to indicate policy matters.

The formal adoption of policies shall be by majority vote of all members of the Board of Education and the actions shall be recorded in the minutes of the Board of Education. Only those written statements so adopted and so recorded shall be regarded as official policy.

Policies shall be reviewed at least every two (2) years or at such other periodic time periods as may be required by law.

Reference: Robert's Rules of Order

Date of Adoption: December 15, 2009

Date Reaffirmed: March 8, 2021

Business Operations

Procurement Plan – School Food Authorities

The following procurement policy statement shall govern all purchasing activities that relate to any aspect of the National School Lunch and Breakfast Programs. This statement is meant to provide guidance to our personnel and vendors on acceptable and/or required procurement practices. Our goal is to fully implement all required and recommended procurement rules, regulations and policies set forth in 2 CFR 200, 7 CFR parts 210, 3016 and 3019, and by the State Agency.

Procurement Policy

The purchasing procedure to be followed shall be determined by the anticipated total annual expenditure on items related to the food service program:

- When the annual total for food service program related items is less than \$350,000 (simplified acquisition threshold) per procurement event or in aggregate purchases this organization will follow the informal simplified acquisition threshold procedures.
- When the annual total for food service program related items is greater than \$350,000 (simplified acquisition threshold) per year per procurement event or in aggregate purchases this organization will follow the Formal Competitive Solicitation Procedures.

Micro-Purchase Procedures

Micro-Purchases may be used for single purchases under \$15,000 made with a vendor [2 CFR 200.320(a)].

Prices will be reviewed for reasonableness [2 CFR 200.320(a)].

Purchases will be spread equitably among all qualified sources [2 CFR 200.320(a)].

Simplified Acquisition Threshold Procedures

For purchases made below the simplified acquisition threshold, simplified acquisition threshold procedures will be utilized to purchase necessary goods and services. When simplified acquisition threshold procedures are used, this organization will take the following steps:

1. Contact a reasonable number of qualified vendors.
2. Write specifications for goods and services.
3. Document each vendor's quoted price. (ex. log sheet)
3. Select the company that provides the lowest, most responsive, and responsible bid.
4. Document supplier who was awarded the quote.
5. Manage orders by confirming product and prices match quotes.

Formal Competitive Solicitation Procedures

For purchases made in excess of the simplified acquisition threshold, a Formal Competitive Solicitation will be conducted. When Formal Competitive Solicitation Procedures are used, this organization will take the following steps:

1. Prepare an Invitation for Bid (“IFB”) or Request for Proposal (“RFP”) document specifically addressing the items to be procured
 - a. Include detailed specifications
 - b. Ensure price will be most heavily weighted
2. Publicly announce and advertise the bid/proposal at least 21 calendar days prior to bid opening
 - a. Announcements will include the date, time and location in which bids will be opened
3. Determine the most responsive and responsible bid/proposal by using the selection criteria set forth in the bid/proposal document
 - a. Responsible bidders will be those whose bid/proposal conform to all of the terms, conditions and requirements of the IFB/RFP
 - b. Responsible bidders will be those who are capable of performing successfully under the terms and conditions of the contract.
4. Award the contract
 - a. To the most responsive and responsible bidder based on the criteria set forth in the IFB/RFP
 - b. At least two weeks before program operations begin
 - c. If a protest is received, it must be handled in accordance with 7 CFR 210.21
5. Retain all records pertaining to the formal competitive bid process for a period of five years plus the current year

(Note: If the simplified acquisition threshold established in the sponsor’s procurement policy statement is less than \$350,000, the smaller bid threshold will govern.)

Procurement Summary

This organization incorporates the following elements into the Procurement Policy Statement, as required by 2 CFR 200 and 7 CFR parts 210, 3016 and 3019.

- A. Competition: We shall demonstrate our goods and services are procured in an openly competitive manner. Competition will not be unreasonably restricted. [7 CFR 210.21(c)(1)] [2 CFR Part 200.319(a)(1-7)]
- B. Comparability: We recognize for true competition to take place, we must maintain reasonable product specifications to adequately describe the products to be purchased and the volume of planned purchases based upon pre-planned menu cycles. [2 CFR 200.319(d)(2)]
- C. Documentation: We shall maintain for the current year and the preceding three years all significant materials that will serve to document our policies and procedures. [2 CFR 200.318(i)]

- D. Code of Conduct: This program shall be governed by the attached Code of Conduct and it shall apply to all personnel, employees, directors, agents, officers, volunteers or any person(s) acting in any capacity concerning the food service procurement program. [2 CFR 200.318(c)(1)]
- E. Contract Administration: Purchases shall be checked or verified by designated staff to assure that all goods and services are received and prices verified. All invoices and receipts shall be signed, dated, and maintained in the documentation file. [2 CFR Part 200.318(b)]
- G. General Requirements:
1. Small, minority, veteran-owned, and women's businesses enterprises and labor surplus firms are used when possible. [2 CFR 200.321]
 2. Ensure compliance with the Buy American Provision when purchasing food 7 CRF 210.21(d).
 3. A cost or price analysis in connection with every procurement action in excess of the simplified acquisition threshold including contract modifications. [2 CFR 200.324(a)]
 4. Documented Procurement Procedures and activities will be maintained. [2 CFR 200.318(a)]
- H. Duties of Food Service Supervisor:
1. Plan the goods or services needed for the school food service program for the school year based on planned menus through needs assessment, forecasting and budgeting.
 2. Develop written specifications for food/supplies needed. Include details such as descriptions and product requirements (e.g. packaging, weight, pack size, etc.) for needed goods or services.
 3. Compare product specifications among all vendors/contractors. Information for prices obtained from grocery stores, farmer's markets, etc.
 4. Make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service, and price.
 5. Place and confirm orders with vendors or make plans to purchase the required items.
 6. To make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service and price.
 7. To work with vendors on a fair and equal basis.
 8. To conduct an in-house procurement review once per year.

Date of Adoption: [Insert Date]

Business OperationsInternal Controls

The District will develop and maintain internal control procedures as required by law and in accordance with sound fiscal monitoring practices that will ensure appropriate oversight of state and federal funds. The following internal control procedures will be utilized for all federal grants:

Generally: If the District receives federal awards, grants, or other funds, the District will:

- 1) Establish and maintain effective internal control over the federal award that provides reasonable assurance that the District manages the federal award in compliance with federal statutes, regulations, and the terms and conditions of the federal award. The District will endeavor to develop and align these internal controls consistent with the “Standards for Internal Control in the Federal Government” issued by the Comptroller General of the United States or the “Internal Control Integrated Framework” issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO);
- 2) Comply with the U.S. Constitution, federal statutes, regulations, and the terms and conditions of the federal award;
- 3) Evaluate and monitor the District's compliance with statutes, regulations and the terms and conditions of federal award;
- 4) Take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; and
- 5) Take reasonable cybersecurity and other measures to safeguard protected personally identifiable information and other information the federal awarding agency, or pass-through entity, designates as “sensitive” or the District considers sensitive, consistent with applicable federal, state, and local laws regarding privacy and responsibility over confidentiality.

Legal Reference: 2 C.F.R. § 200.303.

Management requirements: The District will manage equipment (including replacement equipment), whether acquired in whole or in part under a federal award, until the District disposes of such equipment. The District will, as a minimum, meet the following requirements:

- 1) Maintain property records of the equipment (including equipment description, serial number or other identification number, source of funding, acquisition date, and the like);
- 2) Maintain a physical inventory procedure, with an inventory occurring at a minimum of every two (2) years;
- 3) Implement a control system to ensure safeguards for preventing property loss, damage, or theft;
- 4) Implement adequate maintenance procedures for the equipment; and
- 5) Implement sales and disposition procedures for the equipment to ensure the highest possible return.

All equipment, whether acquired in whole or in part under a federal award, with a current fair market value of \$10,000 or less (per unit) may be retained, sold, or otherwise disposed of in accordance with the Board's Sale and Disposal of Property Policy.

All equipment, whether acquired in whole or in part under a federal award, with a current fair market value in excess of \$10,000 (per unit), may only be sold or otherwise disposed of in accordance with the provisions of 2 C.F.R. § 200.313(e)(2)-(3).

Legal Reference: 2 C.F.R. §§ 200.313 & 200.303.

Procurement: The District will use its own documented procurement procedures which reflect applicable State, local, and tribal laws and regulations, provided that the procurements conform to applicable federal law and the requirement standards imposed by law, including:

- 1) A procedure for micro-purchases (Under \$15,000);
- 2) A procedure for simplified acquisition thresholds (between \$15,000 to \$350,000);
- 3) A procedure for sealed bids (over \$350,000);
- 4) A procedure for competitive proposals (with an explanation for why sealed bids were not accepted if over \$350,000); and
- 5) A procedure for noncompetitive bids.

Legal Reference: 2 C.F.R. §§ 200.317 through 200.326.

Cross-Reference: Policies 3130 & 3131.

Contract Terms: All contracts funded (in whole or in part) by federal funds and/or federal awards must contain the following terms or, via this Policy, the following terms are required and incorporated into any such contracts:

- 1) An assurance that minority business enterprises and labor surplus area firms are used, when possible;
- 2) An Anti-Lobbying clause for all contracts, including an Anti-Lobbying Certification, for contracts exceeding \$100,000;
- 3) A Suspension and Debarment clause;
- 4) A provision for termination for cause and for convenience, including the manner by which it will be affected and the basis for settlement;
- 5) A clause that addresses administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and a provision for sanctions and penalties;
- 6) For contracts in excess of \$150,000, a clause addressing the Clean Air Act and the Federal Water Pollution Control Act;
- 7) A provision maintaining contract oversight to ensure that contractors perform in accordance with the terms, conditions, and specifications of their contracts or purchase orders;
- 8) A provision addressing the District's conflict of interest policies; and
- 9) A requirement that the contractor maintains records related to the contracted work.

Legal Reference: 2 CFR § 200.319(d); 2 CFR § 200.321; 2 CFR § 200, Appendix II(I); 2 CFR § 200, Appendix II(H); 2 CFR § 200, Appendix II(B); 2 CFR § 200, Appendix II(A); 2 CFR § 200, Appendix II(G); 2 CFR § 200.318(b); 2 CFR § 200.318(c)(1); 2 CFR § 200.318(i); 2 CFR § 200.324(a); 2 CFR § 200.324(b).

Federal Interest Reporting: The District will follow the required federal interest reporting and recording requirements, if applicable, for any real property or improvement interest financed, in whole or in part, with federal funds.

Legal Reference: 2 CFR §§ 200.310-200.313.

Record Retention: Financial records, supporting documents, statistical records, and all other related records pertinent to a federal award will be retained for a period of three (3) years from the date of submission of the final expenditure report or, for federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the federal awarding agency or pass-through entity in the case of a sub-recipient, or as otherwise specified by the federal award or federal law.

For all other records, the District will retain such records for the length of time as required by law.

Legal Reference: 2 C.F.R. § 200.333, 2 C.F.R. § 200.334 & 34 C.F.R. § 81.31.

Suspension and Debarment: The District will not contract with any entity or individual who has been debarred, suspended, or otherwise excluded from or ineligible for participation in federal assistance programs or activities. Before entering into a contract regarding a federal award, the District will either: (1) verify that a vendor has not been debarred, suspended or otherwise excluded via SAM.gov, (2) collect a verification from that vendor; or (3) add a clause to the contract with the vendor. The District will maintain a copy of said verification or documentation.

Legal Reference: 2 C.F.R. § 200.213.

Financial Management: The District will maintain financial management systems to account for the federal funds, including records documenting compliance with federal statutes, regulations, and the terms and conditions of the federal award. These records will be sufficient to permit the District to prepare reports required by general and program-specific terms and conditions and the tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the federal statutes, regulations, and the terms and conditions of the federal award. The financial management system will provide for the following:

- 1) Identifying all of the federal awards received and expended and the federal programs under which they were received;
- 2) Ensuring that accurate, current, and complete disclosure of the financial results of each federal award or program are maintained in accordance with reporting requirements;
- 3) Maintaining records and documentation that sufficiently identify the amount, source, and expenditure of funds for federally funded activities;
- 4) Ensuring effective controls over accountability and safeguards for all funds, property, and other assets;
- 5) Comparing actual expenditures with budget amounts for each federal award;
- 6) Ensuring payments of federal funds are made in accordance with applicable law, including 2 CFR § 200.305; and
- 7) Determining the allowability of costs in accordance with applicable law and the conditions of the federal award.

Legal Reference: 2 C.F.R. § 200.302.

Program Income: The District will consult with the federal awarding agency and refer to the applicable law and federal program terms and conditions to determine how to account for, deduct and otherwise handle income from federal programs.

Legal Reference: 2 C.F.R. § 200.307.

Cost Sharing or Matching: For all federal awards, any shared costs or matching funds and all contributions, including cash and third party in-kind contributions, must be accepted as part of the District's cost sharing or matching, when such contributions meet all of the following criteria:

- 1) Are verifiable from the District's records;
- 2) Are not included as contributions for any other federal award;
- 3) Are necessary and reasonable for accomplishment of project or program objectives;
- 4) Are allowable under the applicable Cost Principles requirements;
- 5) Are not paid by the Federal Government under another federal award, except where the federal statute authorizing a program specifically provides that federal funds made available for such program can be applied to matching or cost sharing requirements of other federal programs;
- 6) Are provided for in the approved budget when required by the federal awarding agency; and
- 7) Conform to other provisions of the law or terms and conditions of the federal award, as applicable.

Legal Reference: 2 C.F.R. § 200.306.

Compensation: Compensation for personal services includes all remuneration for services of employees rendered during the period of performance under the federal award, including, but not limited to wages, salaries, and fringe benefits. Costs of compensation may be allowable under federal law and the federal grant to the extent that they satisfy the following requirements:

- 1) Is reasonable for the services rendered; and
- 2) Conforms to the established written expectations of the District, as applied consistently to both federal and non-federal activities.

If the District intends to charge compensation to federal awards, such charges will be based on records that accurately reflect the work performed, and will:

- 1) Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- 2) Be incorporated into the official records of the District;
- 3) Reasonably reflect the total activity for which the employee is compensated by the District, not exceeding 100% of compensated activities;
- 4) Encompass both federally assisted, and all other activities compensated by the District on an integrated basis, but may include the use of subsidiary records as defined in the District's written procedures;
- 5) Comply with the established accounting policies and practices of the District; and
- 6) Differentiate and account for the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one (1) federal award; a federal award and non-federal award; an indirect cost activity and a direct cost activity; two (2) or more indirect activities which are allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity.

Any leave and/or fringe benefits charged to a federal award must satisfy all criteria set forth in 2 C.F.R. § 200.431(b) and/or (c).

Budget estimates will generally not be used to support charges to federal awards but may be used for interim accounting purposes.

Legal Reference: 2 C.F.R. §§ 200.430 & 200.431.

Federal Funds for Construction Projects: If the District is granted the authority to use federal funds for a construction project, the District will follow the Davis-Bacon and Related Acts, including the payment of “prevailing wages” to those who work on the job site, as well as the contractor bonding requirements.

Legal Reference: 40 U.S.C. § 3141, et seq; 2 C.F.R. § 200.326.

Capitalization and Depreciation: The District will follow the rules for selected items of cost at 2 C.F.R. Part 200, Subpart E, when charging these specific expenditures to a federal grant. When applicable, District staff will check costs against the selected items of cost requirements to ensure the cost is allowable. In addition, federal, state, or program-specific rules, including the terms and conditions of the award, may deem a cost as unallowable and District personnel shall follow those requirements. The following rules of allowability apply to equipment and other capital expenditures:

- 1) Capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the federal awarding agency or pass-through entity.
- 2) Capital expenditures for special purpose equipment are allowable as direct costs, provided that items with a unit cost of \$10,000 or more have the prior written approval of the federal awarding agency or pass-through entity.
- 3) Capital expenditures for improvements to land, buildings, or equipment which materially increase their value or useful life are unallowable as a direct cost except with the prior written approval of the federal awarding agency or pass-through entity.
- 4) Allowability of depreciation on buildings, capital improvements, and equipment shall be in accordance with 2 CFR § 200.436 and 2 CFR § 200.465.
- 5) When approved as a direct cost by the federal awarding agency or pass-through entity under Sections A - C, capital expenditures will be charged in the period in which the expenditure is incurred, or as otherwise determined appropriate and negotiated with the federal awarding agency.
- 6) If the District is instructed by the federal awarding agency to otherwise dispose of or transfer the equipment, the costs of such disposal or transfer are allowable.

- 7) Any depreciation will be computed, charged, and recorded in a manner consistent with federal regulations and any requirements of the federal awarding agency.

Legal Reference: 2 C.F.R. §§200.436 & 200.439.

Conflict of Interest: No District employee, agent, or Board Member with a real or apparent conflict of interest may participate in the selection, award, or administration of a contract supported by or with federal funds. A “conflict of interest” includes, but is not limited to, a financial or other interest in or a tangible personal benefit from federal funds that would directly or indirectly benefit either (1) the employee, agent, or board member; (2) any member of their immediate family; or their spouse or partner, or (3) an organization that employs or is about to employ those individuals. District employees, agents, and Board Members may only accept gratuities, favors, or anything of monetary value from federally funded contractors in accordance with the District’s Conflict of Interest Policy. Any District employee, agent, or Board Member who knowingly violates these terms may be subject to discipline, up to and including termination of employment and/or referral for possible criminal prosecution.

Legal Reference: 2 C.F.R. §§ 200.112 & 200.318.

Unexpected or Extraordinary Circumstances: For all federal awards, if the District does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the District may amend or create a policy at a later date in order to put emergency contingencies in place for federal and non-federal similarly situated employees. If the conditions exist for charges to be made to the federal grant, then charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The District will take other steps to comply with federal award requirements in the event of unexpected or extraordinary circumstances.

Legal Reference: 2 C.F.R. § 200, et seq.

Date of Adoption: [Insert Date]

January 21, 2026

C.L. Jones Middle School
520 West Third Street
Minden NE 68959

Dear Minden Public Schools Administration and Board of Education,

I am writing to formally resign from my position as Special Education teacher with the Minden Public School District at the end of the 2025-2026 school year.

After 25 years of teaching in this district, this decision did not come easily. My time here has been deeply meaningful, and I am grateful for the students, colleagues, and families who have made my career so rewarding. It has been a privilege to grow professionally and personally while serving Minden Public Schools.

I want to sincerely thank the district for the support, collaboration, and opportunities I have been given throughout the years. I will always value the relationships and experiences I have gained here.

Thank you again for 25 wonderful years. I wish the district continued success in the future.

Sincerely,

A handwritten signature in cursive script that reads "Karen Space". The signature is written in black ink and is positioned below the word "Sincerely,".

Karen Space

MEMBERSHIP DUES INVOICE

in account with

Nebraska Association of School Boards

1311 Stockwell, Lincoln, NE 68502 (402) 423-4951 or 1-(800) 422-4572

Name: Minden Public Schools

County: Kearney

NASB Region: 13

DATE	DESCRIPTION	AMOUNT DUE
January 29, 2026	Annual Membership Dues for NASB Fiscal Year 4/1/2026 to 3/31/2027	\$5,815
	Pay by 4/1/2026 to receive a 2% discount.	\$116
	TOTAL AMOUNT DUE IF PAID BY APRIL 1, 2026	<u>\$5,699</u>

Thank you for your support and participation in NASB.

Minden Public Schools
2026-2027-Final
School Calendar

August 2026						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2026						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Total Student Days	##
Total Teacher Days	##
First Semester Days	88
Second Semester Days	92

Teacher Days by Month			
Aug	17	Jan	20
Sept	20	Feb	19
Oct	21	Mar	19
Nov	19	Apr	21
Dec	15	May	14

Aug 4-5	New Teacher In-Service/ESU 11
Aug 3-7	Teacher Flex Days-(Pick One)
Aug. 10, 11	Teacher In-Service
Aug. 12	School begins

14 Sept. 7	NO SCHOOL - Labor Day.
17 Sept. 16	P/T Conf 1:00 dismissal Conf. 3:00-6:00
Sept. 17	P/T Conf 1:00 dismissal Conf. 3:00-8:00
Sept. 18	NO SCHOOL

Oct. 15	1st Quarter Ends (45 Days)
Oct. 16	NO SCHOOL

20 Nov. 25	2:00 dismiss for Thanksgiving break
20 Nov. 26	No School - Thanksgiving break.
Nov. 27	No School - Thanksgiving break.

Dec. 18	2:00 dismiss for Christmas break
Dec. 18	2nd Quarter ends (43 days)
Dec. 19-Jan. 3	Teacher Flexday

21 Jan. 4	School Begins
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Feb. 3	P/T Conf 1:00 dismissal Conf. 3:00-6:00
Feb. 4	P/T Conf 1:00 dismissal Conf. 3:00-8:00
Feb. 5	NO SCHOOL

Mar. 9	3rd Quarter Ends (46 days)
Mar. 10-12	No School - Spring Break
Mar. 26	No School-Easter Break

Apr. 16	No School
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May 15	Commencement
May 19	4th Quarter Ends (46 days) Early Dimissal-12:00
May 19	Estimated last day for students
14	Actual last day determined by snow
15	or tournament dismissals.
May 20	Teacher Workday
May 24-26	Snow days TBD
May 31	Memorial Day

Key	
⊗	No School
□	Start/End of Qt. and Sem.
○	Teacher Workdays

January 2027						
S	M	T	W	T	F	S
						1
						2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2027						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2027						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2027						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2027						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Student Days by Month			
Aug	14	Jan	20
Sept	20	Feb	19
Oct	21	Mar	19
Nov	19	Apr	21
Dec	14	May	13
	88		92

**EDUCATIONAL SERVICE UNIT 10
CONTRACT FOR
SPECIAL EDUCATION SERVICES**

THIS AGREEMENT, made and entered into this 5th day of January, 2026, by and between **EDUCATIONAL SERVICE UNIT 10** of the State of Nebraska hereinafter called "**SERVICING AGENCY**," and **Minden Public Schools**, called "**DISTRICT**."

WITNESSETH:

The District does hereby agree to hire the Servicing Agency to service its age-eligible students with disabilities during the school year 2026-27, and the Servicing Agency agrees to act as such Servicing Agency, for the consideration and under the terms and conditions as hereinafter set forth:

1. A description of the program of special education and related services to be provided to District students shall be as set forth in Schedule "A" hereto attached, including full-time equivalency (FTE) provided in 2025-26 and anticipated in 2026-27 unless district notifies servicing agency otherwise.
2. The District shall pay the Servicing Agency for said special education and related services in accordance with Schedule A. This Schedule shall be in full force and effect during the school year of 2026-27, commencing not earlier than August 1, 2026, and ending not later than August 20, 2027. The total dollar amount of this contract will be submitted to the district on or before July 1, 2026, or as soon as the budgets are set for the Servicing Agency, whichever is later.
3. The District agrees that the costs for the actual services rendered will be reconciled by the Service Agency, and the amount payable for those special education services to be delivered by the Servicing Agency shall be paid in full. All programs and services will be billed based on the actual services delivered as outlined in Schedule A, based on the structure in Schedule B.
4. The District agrees that the amount payable for special education services the first month of the school year will be one-tenth (1/10) of the budgeted cost with payment due on or before October 16, 2026.
5. The Servicing Agency agrees to bill the District for the actual cost of special education services rendered and to reconcile prior overpayment or underpayment based on actual services rendered.
6. The Servicing Agency agrees to provide the District with the final billing, a complete reconciliation of the actual costs of services rendered, and the actual rate for cost of services. The final billing to the District shall serve as a final reconciliation of the amount of payment previously agreed upon in item two of this contract.
7. The District agrees that the final billing for special education services submitted to the District by the Servicing Agency for actual services rendered during the contract period shall be considered as an amendment to the original contract and shall be included in full by this reference. If the District does not dispute any of the amounts or services contained in the final billing within 30 days, the parties agree that it will be incorporated in full as an amendment to this contract.
8. Special education programs or services which extend beyond the regular school year will be provided by the Servicing Agency upon request by the District. Extended programs shall be covered by separate contract.
9. It is further agreed that in the event the District does not pay the Servicing Agency as herein set forth, the Servicing Agency may cancel this contract and refuse further service. In the event of such Cancellation, the Servicing Agency may recover any past due amounts and exercise any other rights that may exist by law.
10. The Servicing Agency shall record and supply to the District, upon request, information on each child for whom services are contracted, including time-and-effort logs detailing the services provided, the name of the provider, the duration of the services, and the date on which services were provided. The Servicing Agency agrees to confer with the District for purposes of evaluating such child's progress and the District's compliance with applicable laws.

11. The Servicing Agency shall assist the District with the preparation of plan and budget, financial reports and other procedures, artifacts, and obligations required by NDE Rule 51 or 52.
12. The District and the Servicing Agency agree to abide by the mandated procedures for identification, verification, placement, development of the individualized program, inspection and review of student records, and other requirements as specified in NDE Rules 51 and 52, Regulations and Standards for Special Education Programs, Nebraska State Department of Education, and the current Federal Regulations implementing IDEA.
13. The District hereby agrees that changes or modifications in the program or children served shall be mutually agreed upon before said change or modifications are implemented.
14. Should the Servicing Agency be unable to render the services contracted because of the Servicing Agency's inability to employ personnel who meet the criteria for employment of the Servicing Agency and/or the certification requirements of the State of Nebraska, or for other reasons which are determined by the Servicing Agency to be valid, the Servicing Agency has no obligation to provide services contracted for but not provided or reimburse the District for any additional cost incurred to procure those services. The Servicing Agency values its collaborative relationship with the District and will give reasonable efforts to assist the District in procuring those services. The District will be notified no later than September 1, 2026 of the Service Agency's inability to provide any services under this contract.
15. The District agrees that any act intentionally and unilaterally done which may cause litigation against the Servicing Agent shall be defended at the sole expense of the District and any damages assessed against the District for the Servicing Agency or either of them shall be borne entirely by the District. This paragraph shall not operate to indemnify or relieve the Servicing Agency of any liability otherwise attaching to it under any applicable state or federal law, nor to any action undertaken by the District in the provision of special education services or related services which are undertaken in consultation with the Servicing Agency or in a good faith effort by the District to comply with lawful obligations of the District.
- 16. The District agrees that in the event the District desires to change the services provided by this contract for a subsequent year whether by change in full-time equivalency, staffing, change in percentage FTE of any area of endorsement held by personnel presently assigned to the District, or to eliminate any program or service being provided pursuant to this contract, the District shall notify the Servicing Agency administrator in writing of such requested change on or before March 1, 2026 (next preceding the starting date of the school year to be affected by any changes) as are described in this paragraph.**
- 17. The District agrees that in the event that no such written notice is made to the Servicing Agency on or before March 1, that the Servicing Agency shall be entitled to assume that the District desires the same FTE in all areas of endorsement, certification or other qualification, and in all programs it had through this contract with the Servicing Agency, including in Schedule A. In the event the District should later notify the Servicing Agency of a diminished request for FTE in any area of endorsement, certification or other qualification, or in any program or service provided by this contract, the Servicing Agency shall use its best effort to find other employment for such affected personnel, provided, however, that in the event such personnel cannot be reassigned and to the extent that such personnel constitute a cost to the Servicing Agency that cannot be passed through by way of contract or otherwise, the District agrees to pay any cost incurred by the Servicing Agency for such personnel.**
18. This contract may be renegotiated or amended by mutual agreement.

ACCEPTED FOR MINDEN PUBLIC SCHOOL AS DISTRICT

THIS _____ DAY OF _____ 2026

BY: _____
 President or Secretary of Board

ACCEPTED FOR EDUCATIONAL SERVICE UNIT 10 AS SERVICING AGENCY

THIS _____ DAY OF _____ 2026

BY: _____
 Secretary of the Board of Education, ESU 10

Schedule A

EDUCATIONAL SERVICE UNIT 10 BUDGET FORM
2026-2027
Agency Code--950010

District Name: Minden Public Schools

Contracted Reimbursable School Age Services	NDE Service Code	2025-26 Percent Per District	2026-27 Percent Per District
Speech Teacher School Age - Secondary	4001		
Speech Teacher School Age - Elementary			
SpEd Supplemental Super School Age - Secondary	0001		0.10
SpEd Supervision School Age - Elementary			
D/E Audiology School Age - Secondary	1003		
D/E Audiology School Age - Elementary			
Deaf Education Services School Age - Secondary	2014		0.0217
Deaf Education Services School Age - Elementary			0.0217
D/E Psychology School Age - Secondary	1002		
D/E Psychology School Age - Elementary			
Occupational Therapy School Age - Secondary	4006		
Occupational Therapy School Age - Elementary			
Physical Therapy School Age - Secondary	4005		
Physical Therapy School Age - Elementary			
Vision Services School Age - Secondary	2008		
Vision Services School Age - Elementary			
Orientation & Mobility - Secondary	4048		
Orientation & Mobility - Elementary			
Vocational	4012		
Licensed Mental Health Provider Service - Secondary			
Licensed Mental Health Provider Service- Elementary			

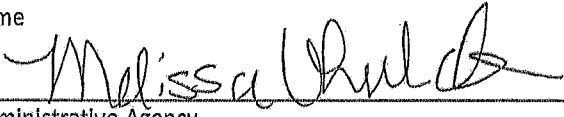
Contracted Nonreimbursable Preschool Services		2025-26 Percent Per District	2026-27 Percent Per District
Speech Teacher Ages 3 - 4	4001		
Speech Teacher Birth - 2			
SpEd Supervision Ages 3 - 4	0001		
SpEd Supervision Birth - 2			
D/E Audiology Ages 3 - 4	1003		
D/E Audiology Birth - 2			
Deaf Education Services Ages 3 - 4	2014		
Deaf Education Services Birth - 2			
D/E Psychology Ages 3 - 4	1002		
D/E Psychology Birth - 2			
Occupational Therapy Ages 3 - 4	4006		
Occupational Therapy Birth - 2			
Physical Therapy Ages 3 - 4	4005		
Physical Therapy Birth - 2			
Vision Services Ages 3 - 4	2008		
Vision Services Birth - 2			
Orientation & Mobility - 3 - 4	4048		
Orientation & Mobility - Birth - 2			

signature of authorized school representative

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2026-2027

Cooperative Program Name: ESU 10 Supplement Supervision Cooperative

Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU Number	950010
Address:	P.O. Box 850 Kearney, NE 68848		
Phone:	308-237-5927		
Name / Title of Administrative Agency Representative: Dr. Melissa Wheelock, Administrator			
Name / Title of Contact Person: Jean Anderson, Special Education Director			
Address:	Same		
Phone:	Same		
Signature:		Date:	02 / 03 / 2026
	Administrative Agency		

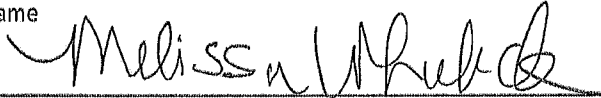
Part VI:

Cooperative Program Participant:	Minden Public School	School District or ESU Number:	50-0503
Address:	543 West Fifth, PO Box 301 Minden, NE 68959-0301		
Phone:	308-832-2440		
Name / Title of Cooperative Program Participant Representative: James Widdifield, Superintendent			
Name / Title of Contact Person: Same			
Address:	Same		
Phone:	Same		
Signature:		Date:	
	Cooperative Program Participant Representative		

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2026-2027

Cooperative Program Name: ESU 10 Deaf Education Cooperative

Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU Number	950010
Address:	P.O. Box 850 Kearney, NE 68848		
Phone:	308-237-5927		
Name / Title of Administrative Agency Representative:	Dr. Melissa Wheelock, Administrator		
Name / Title of Contact Person:	Jean Anderson, Special Education Director		
Address:	Same		
Phone:	Same		
Signature:		Date:	02 / 03 / 2026
	Administrative Agency		

Part VI:

Cooperative Program Participant:	Minden Public School	School District or ESU Number:	50-0503
Address:	543 West Fifth, PO Box 301 Minden, NE 68959-0301		
Phone:	308-832-2440		
Name / Title of Cooperative Program Participant Representative:	James Widdifield, Superintendent		
Name / Title of Contact Person:	Same		
Address:	Same		
Phone:	Same		
Signature:		Date:	
	Cooperative Program Participant Representative		

CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

THIS CONTRACT is made by and between the Board of Education of the Kearney County School District 0503, a/k/a Minden Public Schools, hereinafter referred to as "the Board," and James Widdifield, hereinafter referred to as "the Superintendent." This contract shall supersede all prior contracts of employment between the parties.

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 9th day of February 2026, the Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

1. **Term of Contract.** This Contract is for a term of two (2) years, beginning on the 1st day of July 2026 and expiring on the 30th day of June 2028. A "contract year" for purposes of this Contract shall be from July 1 to June 30.
2. **Salary.**
 - a. Salary. The annual salary for the contract year of July 1, 2026, through June 30, 2027, shall be: One Hundred Seventy-Three Thousand Dollars (\$173,000.00). The annual salary for the 2027-2028 contract year shall be agreed upon after completion of teacher negotiations for that year and shall not be less than that in the 2026-2027 contract year.
 - b. Payment of Salary and Adjustments. The salary shall be paid in equal installments in accordance with the Board's policy governing the payment of other professional staff employees of the District. Salary payments shall be subject to state and federal withholding required by law, including, without limitation, retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.
3. **Benefits.** As further consideration for the services to be performed by the Superintendent, it is agreed as follows:
 - a. Leave Benefits.

Amount and Use. The Superintendent shall be allowed twenty (20) working days of vacation and ten (10) sick leave days each contract year. When the school is closed for holidays or scheduled breaks on the school calendar (e.g., Labor Day, Fall Break, Thanksgiving, Semester Break, Christmas), such days shall not be considered a working days for the use of vacation or sick leave. Weekend days shall also not be regarded as working days for the use of vacation or sick leave, though it is understood that duties may need to be performed on such days. When school is closed for inclement weather, the Superintendent is expected to be at work if practicable; if not possible, absence on such a day shall not be considered a working day for purposes of use of vacation or sick leave.

 - (i) Accumulation. The maximum accumulation of vacation days shall be twenty (20). Once the maximum accumulation is reached, no additional vacation leave may be given. When the number of vacation days falls below the maximum, additional vacation days may be granted to restore it to the maximum as of the beginning of any contract year. Unused sick leave may not be accumulated from one contract year to the next.
 - (ii) Reimbursement Upon End of Employment. Reimbursement for unused vacation days will be made at the conclusion of the Superintendent's final

contract year at the Superintendent's effective daily rate of pay established in the Superintendent's final contract year.

(iii) Log. The Superintendent shall maintain a vacation and annual leave log, which shall be available to the Board for review upon request of the Board President from time to time.

b. Health, Dental, and LTD Insurance. The District will pay the Superintendent's group health insurance and dental insurance for the Superintendent, the Superintendent's spouse, and children, and long-term disability insurance for the Superintendent, through the District's group insurance plan.

c. Meetings and Dues. The Superintendent shall attend appropriate professional meetings at the local, state, and national levels, provided that such attendance does not interfere with the proper performance of the Superintendent's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. In addition, the District shall pay the Superintendent's annual dues to NCSA and NRCSA. The Board may pay dues for other professional organizations suitable for the Superintendent's position upon the Superintendent's request.

d. Cell Phone. Cell phone monthly charges will be reimbursed or paid by the District.

e. Transportation Expenses. The reasonable and necessary transportation expenses required in the performance of the Superintendent's official duties shall be reimbursed at the rate set by the Board for District travel.

f. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's capacity or the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District.

g. Other Benefits. The Superintendent may be provided such other benefits as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Superintendent meets the conditions and eligibility requirements for such benefits.

h. Avoidance of Fines or Penalties. The District may elect not to provide any benefit set forth herein in the event the District determines in its discretion that the provision of the benefit would result in a fine or penalty. In the event the District makes such an election, the District shall negotiate with the Superintendent to obtain a like-benefit that would not result in a fine or penalty, and in the event, such is not available, the Superintendent's salary shall be grossed up in an amount equal to the cost savings from not providing the benefit (excluding the costs of fines and penalties).

4. Duties.

a. Specification of Duties. The Superintendent shall perform the duties of Superintendent as are regularly and customarily expected for such position, and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The duties as prescribed in the Board of Education Policies shall not be substantially changed during this Contract without the Superintendent's consent, except by amendment to this Contract. The Superintendent shall be subject to such

other duties as the Board may assign from time to time. The Superintendent shall not be responsible for the performance of duties assigned by individual members of the Board of Education or duties assigned without official action of the Board of Education, except as specifically set forth in the Board of Education Policies. In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

b. Use of Time. The Superintendent agrees to devote full time to the assigned duties, provided that, with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties.

c. Performance of Duties. In performing assigned duties, the Superintendent shall be governed by the Board of Education's policies, regulations, and directions. The Superintendent shall, in all respects, diligently and faithfully perform the assigned duties to the best of the Superintendent's professional ability. Regular, dependable in-person attendance at Board meetings and committees, and at other assigned duties, is an essential function of the Superintendent's position.

5. **Board-Superintendent Relationship.** The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer of the District and shall have primary responsibility for implementing Board policy. The Superintendent shall be responsible for developing policies for adoption by the Board and developing regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment and consistent with legal requirements; provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, to promptly refer all criticism, complaints, and suggestions called to its attention to the Superintendent for action, study, or recommendation, as appropriate.
6. **Evaluation of the Superintendent.** The Superintendent shall be evaluated twice during the first contract year and once during each subsequent contract year unless the Board deems additional evaluations appropriate. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Superintendent's personnel file. The Superintendent shall notify the President of the Board to remind the Board of the need to evaluate.
7. **Renewal/Nonrenewal.** This contract shall automatically renew for twelve months from the ending date outlined in section 1 above, unless the Board takes action on or before December 31 of the current school year to terminate or non-renew the automatic renewal provision.
8. **Contract Termination.** In the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent's ability to discharge

the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a superintendent or elementary principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15 of the final year of the Contract or any extension of the Contract term; and (7) 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; then the Superintendent may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law.

Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the District are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

The Board of Education may require a certificate of health and physical fitness for the Superintendent at any time during this Contract's term, in accordance with applicable law. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical capacity or any reason beyond the Superintendent's control, and said disability exists for a period exceeding the Superintendent's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Superintendent unable to perform essential functions of the positions for which the Superintendent is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights, and obligations hereof shall terminate.

9. **Representations and Legal Requirements.** The Superintendent affirms that: (1) the Superintendent 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 is understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent 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.

The Superintendent further warrants and represents as follows: (1) all information set forth in the Superintendent's application for employment and other information provided by the Superintendent in seeking employment are true and accurate, and if said information ceases to be true, Superintendent will advise the Board of Education immediately; (2) Superintendent has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003 .12 through 003 .14 of 92 NAC 21; and (3) Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for the Superintendent's release or resignation from this Contract, provided that no resignation shall become effective until the expiration of the remaining term of the Contract, unless the Board fixes an earlier effective date. This Contract is subject to the provisions of the School Employees Retirement Act.

10. **Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in the performance of their respective duties and obligations under this Contract.
11. **Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before March 15, 2026, shall constitute a rejection by the Superintendent of the offer of employment.

Executed this _____ day of _____, 2026

Superintendent

Executed this ___ day of _____, 2026

Board of Education of the Kearney
County School District 0503, a/k/a Minden
Public Schools

By: _____
President

Attest: _____
Secretary