

Regular Meeting

Monday, March 10, 2025 8:00 PM

Library - CALLAWAY PUBLIC SCHOOL, 101 N Needham, Callaway, NE 68825-0188

T.R. Anderson: Present
Rebecca Eggleston: Present
Liana Hrupek: Present
Rhonda Pandorf: Present
James Phelps: Present
Michael Reiff: Present

1. Roll Call/Call To Order/Pledge of Allegiance

Discussion: Meeting was called to order at 8:00 PM.

There were 7 guests of the public present.

2. Consent Agenda a. Approve the agenda for tonight's meeting

b. Approve the financial reports/claims

c. Approve the minutes of the February 10, 2025

Regular meeting

Action(s):

Motion by Liana Hrupek, seconded by Rebecca Eggleston to approve the consent agenda. Motion Carried.

Voting Detail:

T.R. Anderson: Yea
Rebecca Eggleston: Yea
Liana Hrupek: Yea
Rhonda Pandorf: Yea
James Phelps: Yea
Michael Reiff: Yea

Voting Summary: Yea: 6, Nay: 0

Discussion: 4 County Heating, 347.75; Agri-Best Feeds, 3001.51; Amazon Capital Services, 1746.04; T Anderson, 469.95; AT&T, 123.74; Callaway Chamber of Commerce, 50.00; Callaway Market, 323.51; Conditioned Air Mechanical Systems, 2250.00; Country Partners Cooperative, 3187.61; Cozad Services, 598.41; Egan Supply, 380.83; ESU 10, 6034.10; ESU 10, 978.81; First Interstate Bank, 180.48; Great Plains Comm, 477.42; HireRights Solutions, 81.55; KDAgency, 300.00; Matheson Tri-Gas, 33.30; Mead Lumber, 58.63; Menards, 13.99; Mid-American Research Chemical, 348.29; Mid-Plains Community College, 144.00; NASB, 270.00; NCS Pearson, 0.95; Nebraska Glass Co, 3995; NRCSA, 220.00; Nebraska Safety Center, 125.00; One Source the Background Check, 38.00; Quill, 833.11; Syndicate Publishing, 305.00; Team PT, 1376.54; University of Nebraska - Lincoln, 1750.00; US Bank, 159.90; US Bank, 1645.64; Verizon Wireless, 77.98; Village of Callaway,

3779.69; Yanda's, 107.00; Bill Total: 31,858.68.
Fixed Payroll: 103,374.58; Total Payroll:
226,158.27.

3. **Excuse Absent Board Members**

Discussion: There were no absent board members.

4. **District Celebrations**

5. **Correspondence/Guests/Public Comment to the Board of Education**

Discussion: There were no members of the public at the meeting to address the board.

6. **Principal's Report**

Discussion: Mrs. Jesseph and Mr. Birkel shared the happenings of the past month with the board. Mr. Birkel showed photos of different classroom activities and shared a recap of the winter sports season. Mrs. Jesseph informed the board of staff development opportunities that staff had been to in the last month. She also shared the upcoming testing schedules and some incentive plans to prepare our kids to test their best. The principals updated the board on the February attendance data. Attendance continues to be an emphasis for our school this year and our numbers continue to be impressive.

7. **Superintendent's Report**

7.1. Set April BOE Meeting Date & Time

Discussion: April BOE meeting is set for April 14, 2025 at 8:00 PM.

7.2. Property Tax Authority Update

Discussion: Mr. Furrow shared with the board the property tax authority thresholds for the district for the 2025-26 school year. The projection is that our state receipts will not change significantly in the coming school year.

7.3. Schedule Committee Meetings - Building and Grounds, Policy, and Personnel

Discussion: The policy committee will meet April 9th at 8:00 p.m.

The personnel committee will meet March 25th at 6:30 p.m.

The buildings/grounds/transportation committee will be March 25th at 7:00 a.m.

7.4. Certified Staff to be Tenured

Discussion: Mr. Furrow informed the board that Crysta Anderson, Kaylee Brogan, and Charmayne Popp will become tenured employees for the 2025-26 school year.

7.5. Buildings & Grounds Update

Discussion: Mr. Furrow and the B & G committee updated the board on property acquisition plans for the district. There was also discussion on the current state of the kitchen project and the board briefly discussed plans for summer maintenance.

7.5.1. Garlick Property

7.5.2. 101 S Needham

7.5.3. 103 S Needham

7.5.4. Walk-in Freezer

7.5.5. Summer

7.6. Superintendent Evaluation Tool

Action(s):

Motion by T.R. Anderson, seconded by Rhonda Pandorf to move 7.6 to an action item. Motion Carried.

Voting Detail:

T.R. Anderson: Yea
Rebecca Eggleston: Yea
Liana Hrupek: Yea
Rhonda Pandorf: Yea
James Phelps: Yea
Michael Reiff: Yea

Voting Summary: Yea: 6, Nay: 0

Discussion: Mr. Furrow shared an evaluation tool with the board for his upcoming evaluation. The board recognized the tool as one that had been used previously. It was determined to use the new tool for the upcoming evaluation.

7.7. Policies to Review

Discussion: Mr. Furrow and the policy committee discussed the new policies being introduced to the board for a first reading. Mr. Furrow also shared what policies were being reviewed or revised in the action items of tonight's meeting.

7.7.1. 204.07 - Meeting Notice

7.7.2. 504.11 - Weapons and Use by Authorized Security Personnel

7.7.3. 717.00 - Disposal of Property Under Federal Grants

7.7.4. 718.00 - Fiscal Management Internal Controls

7.7.5. 503.01 - Compulsory Attendance

7.7.6. 503.02 - Student Attendance Records

7.7.7. 503.03 - Student Absences - Excused

7.7.8. 503.04 - Addressing Barriers to Attendance

7.7.9. 503.05 - Student Release During School Hours

7.7.10. 503.07 - Pregnant Students

7.7.11. 503.08 - Married Students or Students
with Children

7.7.12. 503.09 - Homeless Children and Youth

7.8. Policy for First Read

7.8.1. 504.24 - Title IX Nondiscrimination,
504.24E1 - Title IX Reporting Form, and 504.24R1
- Title IX Nondiscrimination Procedures

7.8.2. 202.03 - Board Self-Evaluation

7.8.3. 202.04 - Ethics Violations

7.8.4. 301.01 - Structure of Management

7.8.5. 301.02 - Management Team

7.8.6. 301.03 - Succession of Authority to the
Superintendent

7.8.7. 302.03 - Superintendent Salary and Other
Compensation

7.8.8. 302.06 - Superintendent Professional
Development

7.8.9. 302.07 - Superintendent Civic Activities

7.8.10. 303.01 - Administrative Positions

7.8.11. 303.02 - Administrator Qualifications,
Recruitment, Appointment

7.8.12. 303.04 - Administrator Salary and Other
Compensation

7.8.13. 303.08 - Administrator Civic Activities

7.8.14. 305.00 - Administrator Code of Ethics

8. **Committee/AD/IPM Reports**

8.1. Personnel Committee Report on Principal
Contracts and Compensation

Discussion: Mr. Furrow and the personnel
committee debriefed the board on the committee
meeting to review the principal evaluations and
the discussion of salaries for the 2025-26 school
year.

9. **Past Business (Discussion Items)**

10. **Past Business (Action Items)**

10.1. Real Estate Signatory for Purchases

Action(s):

Motion by Liana Hrupek, seconded by James Phelps
to approve JD Furrow to be the real estate
signatory for all Callaway Public School property
purchases. Motion Carried.

Voting Detail:

T.R. Anderson: Yea

Rebecca Eggleston: Yea
Liana Hrupek: Yea
Rhonda Pandorf: Yea
James Phelps: Yea
Michael Reiff: Yea

Voting Summary: Yea: 6, Nay: 0

10.2. Move Cozad Services Payment from Special Building to Depreciation

Action(s):

Motion by T.R. Anderson, seconded by Liana Hrupek to authorize the payment of \$53,304.23 to Cozad Services from the Depreciation Fund. Motion Carried.

Voting Detail:

T.R. Anderson: Yea
Rebecca Eggleston: Yea
Liana Hrupek: Yea
Rhonda Pandorf: Yea
James Phelps: Yea
Michael Reiff: Yea

Voting Summary: Yea: 6, Nay: 0

11. New Business (Discussion Items)

12. New Business (Action Items)

12.1. Heath Birkel 7-12 Contract Renewal

Action(s):

Motion by Liana Hrupek, seconded by Rhonda Pandorf to renew Heath Birkel's 7-12 Principal contract for the 2025-2026 school year. Motion Carried.

Voting Detail:

T.R. Anderson: Yea
Rebecca Eggleston: Yea
Liana Hrupek: Yea
Rhonda Pandorf: Yea
James Phelps: Yea
Michael Reiff: Yea

Voting Summary: Yea: 6, Nay: 0

12.2. Brittany Jesseph PK-6 Contract Renewal

Action(s):

Motion by Rhonda Pandorf, seconded by Rebecca Eggleston to renew Brittany Jesseph's PK-6 Principal contract for the 2025-2026 school year. Motion Carried.

Voting Detail:

T.R. Anderson: Yea
Rebecca Eggleston: Yea
Liana Hrupek: Yea
Rhonda Pandorf: Yea
James Phelps: Yea

Michael Reiff: Yea

Voting Summary: Yea: 6, Nay: 0

12.3. Heath Birkel 7-12 Principal Contract Compensation

Action(s):

Motion by Rhonda Pandorf, seconded by Liana Hrupek to approve a 3% raise to Heath Birkel's 7-12 Principal contract compensation for the 2025-2026 school year. Motion Carried.

Voting Detail:

T.R. Anderson: Yea

Rebecca Eggleston: Yea

Liana Hrupek: Yea

Rhonda Pandorf: Yea

James Phelps: Yea

Michael Reiff: Yea

Voting Summary: Yea: 6, Nay: 0

12.4. Brittany Jesseph PK-6 Principal Contract Compensation

Action(s):

Motion by Liana Hrupek, seconded by Rebecca Eggleston to approve the 3% raise to Brittany Jesseph's PK-6 Principal contract compensation for the 2025-2026 school year and the addition of a SPED director stipend of \$7,510.00 for the 2025-2026 school year. Motion Carried.

Voting Detail:

T.R. Anderson: Yea

Rebecca Eggleston: Yea

Liana Hrupek: Yea

Rhonda Pandorf: Yea

James Phelps: Yea

Michael Reiff: Yea

Voting Summary: Yea: 6, Nay: 0

12.5. Policies for Revision and Review

Action(s):

Motion by T.R. Anderson, seconded by James Phelps to approve policies 204.07, 504.11, 717.00, and 718.00 as presented. Motion Carried.

Voting Detail:

T.R. Anderson: Yea

Rebecca Eggleston: Yea

Liana Hrupek: Yea

Rhonda Pandorf: Yea

James Phelps: Yea

Michael Reiff: Yea

Voting Summary: Yea: 6, Nay: 0

12.6. Approve First Reading of New Policies

Action(s):

Motion by Rhonda Pandorf, seconded by T.R. Anderson to approve the first reading of policies

504.24 (E1, R1), 202.03, 202.04, 301.01, 301.02, 301.03, 302.03, 302.06, 302.07, 303.01, 303.02, 303.04, 303.08, and 305.00 as presented. Motion Carried.

Voting Detail:

T.R. Anderson: Yea
Rebecca Eggleston: Yea
Liana Hrupek: Yea
Rhonda Pandorf: Yea
James Phelps: Yea
Michael Reiff: Yea

Voting Summary: Yea: 6, Nay: 0

12.7. Review and Reaffirm Student Attendance Policies

Action(s):

Motion by T.R. Anderson, seconded by James Phelps to approve the review of attendance policies 503.01 through 503.09. Motion Carried.

Voting Detail:

T.R. Anderson: Yea
Rebecca Eggleston: Yea
Liana Hrupek: Yea
Rhonda Pandorf: Yea
James Phelps: Yea
Michael Reiff: Yea

Voting Summary: Yea: 6, Nay: 0

12.8. Surplus Old Kitchen Freezers

Action(s):

Motion by T.R. Anderson, seconded by Rhonda Pandorf to surplus the 4 freezers in the kitchen. Motion Carried.

Voting Detail:

T.R. Anderson: Yea
Rebecca Eggleston: Yea
Liana Hrupek: Yea
Rhonda Pandorf: Yea
James Phelps: Yea
Michael Reiff: Yea

Voting Summary: Yea: 6, Nay: 0

12.9. Superintendent Evaluation Tool

Action(s):

Motion by Liana Hrupek, seconded by Rhonda Pandorf to use the superintendent evaluation tool as presented in 7.6. Motion Carried.

Voting Detail:

T.R. Anderson: Yea
Rebecca Eggleston: Yea
Liana Hrupek: Yea
Rhonda Pandorf: Yea
James Phelps: Yea

Michael Reiff: Yea

Voting Summary: Yea: 6, Nay: 0

13. **Board Report**

14. **Executive Session***

15. **Personnel**

16. **Adjournment**

Discussion: Meeting was adjourned at 9:08 PM.

Board Secretary