

Regular Meeting

Monday, April 14, 2025 8:00 PM

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

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

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

Discussion: The meeting was called to order at 8:00 PM. There were 8 guests of the public present.

Liana Hrupek was not in attendance for tonight's meeting.

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

b. Approve the financial reports/claims

c. Approve the minutes of the March 10, 2025

Regular meeting

Action(s):

Motion by T.R. Anderson, seconded by Rebecca Eggleston to approve the consent agenda. Motion Carried.

Voting Detail:

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

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

Discussion: 4 County Heating & Air, 91.00; Amazon Capital Services, 1669.08; Amazon Capital Services, 290.36; AT&T, 122.25; Callaway District Hospital, 130.00; Callaway Market, 290.79; Callaway True Value, 533.68; Conditioned Air Mechanical Systems, 2710.08; Country Partners Cooperative, 3149.87; Eakes Office, 1425.57; Egan Supply, 2029.73; Engineered Controls, 9700.00; ESU 10, 5994.20; ESU 10; 798.81; Farritor Auto Parts, 30.00; Gateway Motors, 1156.98; Great Plains Comm, 477.42; Grocery Kart, 336.75; Hinton's Lock & Alarm, 2172.00; Integrated Security Solutions, 400.00; IXL Learning, 778.13; JW Pepper, 54.74; KleenMark, 33.60; Lincoln Marriott Cornhusker, 179.00; Matheson Tri-Gas, 321.60; Mechanic McDaniel, 508.35; Midwest Grads, 256.40; Miller & Associates Consulting Engineers, 780.80; NASB, 375.36; NCS Pearson, 25.65; NCSA,

435.00; Nebraska Adaptive Sports, 100.00; NE Central Equipment, 88.16; Nebraska Safety Center, 125.00; Nebraska Scientific, 1143.23; Norder Supply, 13,256.96; One Source the Background Check Company, 29.00; Perry, Guthery, Haase, & Gessford, 229.00; Quill, 2541.26; School Specialty, 27.74; Student Activity Fund, 20.75; Syndicate Publishing, 150.19; J Trumbull, 58.80; University of Missouri, 885.00; US Bank, 359.60; Verizon Wireless, 77.91; Village of Callaway, 2990.84; Wenquist, 598.90; Yandas, 133.00; Bill Total: 62,6420.54. Fixed Payroll: 104,929.29; Total Payroll: 217,639.07.

3. **Excuse Absent Board Members**

Action(s) :

Motion by Rhonda Pandorf, seconded by James Phelps to excuse Liana Hrupek from the April 14, 2025 meeting. Motion Carried.

Voting Detail:

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

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

4. **District Celebrations**

Discussion: Mr. Furrow, Mr. Birkel, and Mrs. Jesseph shared recent accomplishments by our students at the State FFA Convention, the State FCCLA Convention, ESU 10 Quiz Bowl, and State Speech. Callaway has been represented very well in all these competitions. The board expressed appreciation for the sponsors of these teams and for the efforts of the students.

4.1. State Speech

4.2. State FFA

4.3. State FCCLA

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

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

6. **New Laptops - B Mowrey**

Discussion: Ms. Brianna Mowrey, our tech coordinator, put together a proposal for the replacement of outdated teacher computers. Mrs. Tiana Lisby presented the proposal to the board. The board discussed options and encouraged Mrs. Mowrey to see if she could find an education discount to potentially save the district and decided not to purchase a protection plan for the devices.

7. Principal's Report

Discussion: Mr. Birkel and Mrs. Jesseph shared the happenings of the month with the board. March and April has been a busy time for our kids and they have accomplished a great deal. Mrs. Jesseph shared staff PD and attendance data with the board as well.

8. Superintendent's Report

8.1. Set May BOE Meeting Date & Time

Discussion: The May board meeting was set for Tuesday, May 13th at 8:00 p.m.

8.2. Superintendent Evaluation Review

Discussion: Mr. Mike Reiff shared the results of Mr. Furrows 2nd evaluation. It was noted that the Mr. Furrow's self-evaluation and the board's composite were in agreeance about Mr. Furrow's strengths and areas that need improvement. The main focus for improvement was to continue to build community connection and relationships.

8.3. Certificated Staff Contracts 2025-26

Discussion: Mr. Furrow asked the board if they had previously approved certified staff contracts in action items and shared that it was unnecessary to take formal action on the contracts. Mr. Reiff added that the board had not approved certificated staff contracts in the past.

8.4. Classified Staff Wages

Discussion: Mr. Furrow presented the proposed classified staff changes that were determined by the personnel committee.

8.5. Student Handbook 2025-2026

Discussion: Mr. Furrow explained that the student handbook for the 2025-26 school year would be an action item on the next board agenda. The administrative team is working to revamp the attendance section to align more with current practices and state statute.

8.6. Vehicle Acquisition

Discussion: Mr. Furrow discussed the 2001 Ford Excursion that is action items to purchase.

8.7. Summer Fertilizing Plan

Discussion: Mr. Furrow shared with the board the plan for summer fertilization, aerating, sprinkler maintenance for the summer.

8.8. Junior High Sports- After School

Discussion: Mr. Furrow took comments from the board about the idea of having jr. high sports as an after school extra curricular program. Mr. Furrow also shared some of the pros and cons he compiled from the coaches of all teams. The board then discussed the academic implications of making the switch and determined that this discussion should be moved to the co-op committee meeting at the end of the spring sports season.

8.9. Middle School 6-8

Discussion: Mr. TR Anderson brought forward the idea of potentially changing our grade band classification for middle school to include the 6th grade. The board discussed the potential impact on our schools AQUESTT rating if three grade comprised our testing results instead of two. Mr. Furrow shared information obtained from his visit with Dr. Sandra Suiter of the NDE and Mrs. Jesseph also shared some of our current testing scores. Mrs. Jesseph recommended that we compile data over a few years and then revisit this conversation.

8.10. Schedule Committee Meetings and Summer Workshop

Discussion: The next policy committee meeting is set for April 30th and the next buildings/grounds/transportation committee meeting is set for May 21th. The July BOE Workshop is set for July 22, 2025 at 7:30 PM.

8.11. Rule 10 Visit Update

Discussion: Mr. Furrow shared the results of the NDE Rule 10 external review visit. He listed some of the items that needed to be addressed. Mrs. Jesseph also commented on the results of the visit.

8.12. Kitchen Freezer Update

Discussion: Mr. Furrow led a tour of our new walk-in freezer. The board was very pleased with the additional floor space created in the kitchen.

8.13. Teacher Handbook

Discussion: Mr. Furrow informed the board that the teaching staff had not had an updated teacher handbook for a few years. He hoped to have an old handbook updated and ready to approve at the May meeting.

8.14. Summer School Plan

Discussion: Mr. Furrow shared the plans for summer school. We will do a 3 week summer school this year. Partially because of financial concerns and partially due to attendance patterns.

8.15. Vaping Detection

Discussion: Mr. Furrow discussed concerns with student vaping in school and the board directed Mr. Furrow and Mr. Birkel to explore vape detection options and pricing. The administration will create a plan for the beginning of the 2025-26 school year.

8.16. 403.07 - Employee Use of Social Networks

Discussion: This policy was intentionally left out of tonight's first read policies. Mr. Furrow suggested to the board that he may not have given the best advice about the policy originally. The board discussed scenarios where the policy would

potentially be used and decided it should be put on the May board meeting first read policies.

8.17. Policies for First Read

Discussion: The following policies were considered by the policy committee and brought forward for approval in tonight's meeting. The committee continues to work and update our policy manual.

8.17.1. 402.07 - Transporting of Students by Employees

8.17.2. 402.10 - Employee Political Activity

8.17.3. 402.12 - Employee Involvement in Decision Making

8.17.4. 402.14 - Employee Use of District Technology

8.17.5. 402.15 - Staff Conduct with Students

8.17.6. 402.16 - Prohibition on Aiding Sexual Abuse

8.17.7. 402.17 - Workplace Privacy

8.17.8. 402.18 - Use of School Facilities and Equipment by School Employees

8.17.9. 403.04 - Gifts to Employees

8.17.10. 403.08 - Employee Fundraising

8.17.11. 404.01 - Employee Physical Examinations

8.17.12. 404.06E1 - Harassment Complaint Form & 404.06E2 - Harassment Witness Disclosure Form

8.17.13. 404.11 Facilities for Milk Expression

8.17.14. 404.13 - School Closure Under Extraordinary Circumstances

8.17.15. 407.02 - Certificated Employee Salary Schedule Advancement

8.17.16. 408.01 - Certificated Employees Resignation

8.17.17. 408.05 - Certificated Employee Reduction-In-Force

8.17.18. 408.06 - Certificated Employee Early Retirement

8.17.19. 409.03 - Certificated Employee Mentor Teachers

8.17.20. 409.04 - Certificated Employee Publication or Creation of Materials

8.17.21. 410.02 - Certificated Employee Personal Illness Leave

8.17.22. 410.04 - Certificated Employee Bereavement Leave

8.17.23. 410.08 - Certificated Employee Unpaid Leave

8.17.24. 411.02 - Summer School Certificated Employees

- 8.17.25. 411.03 - Attendance Officer
- 8.17.26. 411.05 - Student Teachers
- 8.17.27. 412.02 - Support Staff Qualifications, Recruitment, and Selection
- 8.17.28. 412.03 - Support Staff Contracts
- 8.17.29. 412.04 - Support Staff Licensing Certification
- 8.17.30. 413.03 - Support Staff Group Insurance Benefits
- 8.17.31. 414.02 - Support Staff Retirement
- 8.17.32. 414.03 - Support Staff Suspension
- 8.17.33. 415.02 - Support Staff Personal Illness Leave
- 8.17.34. 415.04 - Support Staff Bereavement Leave
- 8.17.35. 415.08 - Support Staff Unpaid Leave
- 8.18. Policies for Second Read
 - Discussion:** The following policies will be officially approved and added to the board policy manual pending tonight's action items.
 - 8.18.1. 202.03 - Board Self Evaluation
 - 8.18.2. 202.04 - Ethics Violations
 - 8.18.3. 301.01 - Structure of Management
 - 8.18.4. 301.02 - Management Team
 - 8.18.5. 301.03 - Succession of Authority to the Superintendent
 - 8.18.6. 302.03 - Superintendent Salary and Other Compensation
 - 8.18.7. 302.06 - Superintendent Professional Development
 - 8.18.8. 302.07 - Superintendent Civic Activities
 - 8.18.9. 303.01 - Administrative Positions
 - 8.18.10. 303.02 - Administrator Qualifications, Recruitment, Appointment
 - 8.18.11. 303.04 - Administrator Salary and Other Compensation
 - 8.18.12. 303.08 - Administrator Civic Activities
 - 8.18.13. 305.00 - Administrator Code of Ethics
 - 8.18.14. 504.24 - Title IX Nondiscrimination
 - 8.18.15. 504.24E1 - Title IX Reporting Form

8.18.16. 504.24R1 - Title IX Nondiscrimination Procedures

9. **Committee/AD/IPM Reports**

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

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

12. **New Business (Discussion Items)**

13. **New Business (Action Items)**

13.1. Purchase New Teacher Computers

Action(s):

Motion by T.R. Anderson, seconded by James Phelps to approve the purchase of 21 new teacher computers not to exceed the amount of \$12,599.79 from the general fund. Motion Carried.

Voting Detail:

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

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

13.2. 2025-2026 School Year Calendar

Action(s):

Motion by T.R. Anderson, seconded by James Phelps to approve the calendar for the 2025-2026 school year as presented. Motion Carried.

Voting Detail:

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

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

Discussion: There was discussion about potential changes to the school calendar. It was determined to approve this calendar for the upcoming school year, but to look at some of the potential changes early next school year.

13.3. Classified Staff 2025-2026 Wages

Action(s):

Motion by Rhonda Pandorf, seconded by Rebecca Eggleston to approve the classified staff wages for the 2025-2026 school year as presented. Motion Carried.

Voting Detail:

T.R. Anderson: Yea
Rebecca Eggleston: Yea

Liana Hrupek: Absent
Rhonda Pandorf: Yea
James Phelps: Yea
Michael Reiff: Yea

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

13.4. Vehicle Acquisition

Action(s):

Motion by Rhonda Pandorf, seconded by Rebecca Eggleston to approve the purchase of the Ford Excursion in the amount of \$12,000 to Jason Reese out of the depreciation fund. Motion Carried.

Voting Detail:

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

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

13.5. Approve First Reading of New Policies

Action(s):

Motion by T.R. Anderson, seconded by James Phelps to approve the first read policies as listed previously in the agenda as presented. Motion Carried.

Voting Detail:

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

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

13.6. Approve Second Reading of Policies

Action(s):

Motion by T.R. Anderson, seconded by Rebecca Eggleston to approve the second 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: Absent
Rhonda Pandorf: Yea
James Phelps: Yea
Michael Reiff: Yea

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

14. **Board Report**

15. **Executive Session***

16. **Personnel**

17. **Adjournment**

Discussion: Meeting adjourned at 11:00 PM.

Board Secretary