

## Regular Meeting

Tuesday, May 13, 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 2 guests of the public present. All Board Members were in attendance for the meeting.

### 2. Excuse Absent Board Members

**Discussion:** No absent board members.

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

**b. Approve the financial reports/claims**

**c. Approve the minutes of the April 14, 2025**

**Regular meeting**

**Action(s):**

Motion by Liana Hrupek, seconded by Rhonda Pandorf 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:** Active Internet Technologies, 1096.00; Amazon Capital Services, 1174.39; AT&T, 131.34; K Brogan, 2351.50; Callaway Market, 235.40; Callaway True Value, 246.78; Country Partners Cooperative, 4330.00; Eakes Office, 107.84; ESU 10, 6085.58; ESU 10, 821.42; EVERWhite Corp, 1314.00; Farritor Auto Parts, 375.00; Fresh Ideas, 162.80; H Furrow, 1155.00; Great Plains Comm., 477.77; Grocery Kart, 99.59; Hirerights Solutions, 469.70; B Johnson, 93.96; NCS Pearson, 17.20; NCSA, 2439.00; NSTA, 150.00; Norder Supply, 12,701.20; Prime Secured, 437.28; Quill, 601.41; Read Naturally, 832.00; Russell Title & Escrow, 226.25; Syndicate Publishing, 420.78; Team Physical Therapy, 2256.12; J Trumbull, 176.40; UNK Academic Advising, 175.00;

US Bank, 14,323.87; US Bank, 366.52; Verizon, 77.91; Village of Callaway, 3657.91; Wenquist, 679.19; Yandas, 101.00; Bills Total: 60,367.11. Fixed Payroll: 172,308.73; Total Payroll: 227,798.98.

#### 4. **District Celebrations**

**Discussion:** Mr. Furrow shared the overall results of our state testing improvement. The goal was set to be 710 total improvement points on NSCAS ELA, Math, and Science, and on the Junior ACT. The actual total growth ended up being 1358 points. Mr. Furrow expressed how proud he was of the students and their efforts, but also noted that the teachers deserved a great deal of credit for the marked improvement of our students. Mr. Birkel also noted that South Loup was the recipient of the Lee Miller Sportsmanship award for the MNAC conference. The award is based on the sportsmanship displayed by the players, coaches, and fans of all the schools in the conference and voted on by the school administrators of each school. This award is something we should be very proud of.

##### 4.1. Testing Update

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

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

#### 6. **Principal's Report**

**Discussion:** Mr. Birkel shared the events of the previous month with the board. We hosted lots of end-of-year celebrations for activities and recognized our students for their academic honors. Mr. Birkel also shared some of the fun end of the year activities with the students.

#### 7. **Superintendent's Report**

##### 7.1. Set June BOE Meeting Date & Time

**Discussion:** The June Board meeting is set for Monday, June 9th at 8:00 p.m.

##### 7.2. Rule 10 Recap

**Discussion:** Mr. Furrow shared the findings of the Rule 10 visit. All violations from the review have been corrected at this time except for the board's approval of all curricular areas. This will be an action item on the June regular Board meeting.

##### 7.3. Extra-Curricular Programs Debrief

**Discussion:** The school board, Mr. Birkel, and Mr. Furrow shared feedback and impressions from all ceremonies and banquets from the previous month. This discussion was both a celebration and an evaluation of each program.

##### 7.4. Report to the Board on Student FASFA Completion

**Discussion:** Mr. Furrow shared that Mrs. Denise Sughayar reported that all seniors had either

completed the FASFA or had signed the waiver to opt out of completing the FASFA.

#### 7.5. Surplus Outdated Curricular Materials

**Discussion:** Mr. Furrow explained to the board that there are a great deal of outdated educational materials and supplies that can be thrown away to help create cleaner and more orderly educational spaces.

#### 7.6. Unpaid Lunch Bills Updated Plan

**Discussion:** Mr. Furrow shared that there continues to be an issue with unpaid lunch bills. Options were discussed on how to encourage families that have not filled out the paperwork for free and reduced lunch and who have refused to make lunch program payments to rectify their balances. The board instructed Mr. Furrow to create a plan to consider, and it will be reviewed in the July board workshop

#### 7.7. Teacher Handbook

**Discussion:** Mr. Furrow presented an updated teacher handbook to the board for approval in tonight's meeting.

#### 7.8. Student Handbook

**Discussion:** Mr. Furrow presented the updated Student Handbook for approval in tonight's meeting.

#### 7.8.1. Include Financial Literacy to Graduation Requirements

**Discussion:** Mr. Furrow informed the board of the state statute requirement for all students to take a financial literacy course before they graduate high school. It is in tonight's action items to include this in the graduation requirements for CPS.

#### 7.9. Classified Staff Handbook

**Discussion:** Mr. Furrow presented the classified handbook for board approval in tonight's meeting.

#### 7.10. Policies for First Read

**Discussion:** Mr. Furrow noted the work of Mrs. Tiana Lisby and the Board Policy Committee in loading and reviewing all the policies that are being considered for first and final reading in tonight's meeting. Board members asked questions on any of the new policies they felt needed to be discussed. Mr. Furrow also pointed out changes in the policy on employees transporting students.

#### 7.10.1. 403.07 - Employee Use of Social Networks

#### 7.10.2. 502.04 - Attendance Center Assignment

#### 7.10.3. 502.11 - Assignment of Continuing Students to Class

#### 7.10.4. 503.06 - Students of Legal Age

7.10.5. 504.02 - Student Involvement in Decision Making

7.10.6. 504.13 - Use of Metal Detectors

7.10.7. 504.23 - Suicide Awareness and Assessment

7.10.8. 506.03 - Student Government

7.10.9. 506.04 - Student Advisory Councils

7.10.10. 506.07 - Student Performances

7.10.11. 507.03 - Student Photographs

7.10.12. 507.04 - Student Library Circulation Records

7.10.13. 508.10 - Referral of Students to Other Agencies

7.10.14. 508.11 - Defibrillators

7.10.15. 602.03 - Open or Closed Campus

7.10.16. 603.03 - Curriculum Guides and Course Outlines

7.10.17. 604.16 - Use of Artificial Intelligence in the School

7.10.18. 604.02 - Summer School Instruction

7.10.19. 604.06 - Physical Education

7.10.20. 604.07 - Career Education

7.10.21. 604.08 - Driver Education

7.10.22. 604.13 - Promoting Student Resilience

7.10.23. 604.14 - Reading Instruction and Improvement

7.10.24. 604.15 - Information Relating to Dyslexia

7.10.25. 605.02 - Alternative Education Program

7.10.26. 605.06 - English as a Second Language

7.10.27. 606.04 - Technology and Instructional Materials

7.10.28. 606.07 - District Website

7.10.29. 606.09 - Textbook Loans to Children Enrolled in Private Schools

7.10.30. 607.03 - Animals in the Classroom

7.10.31. 607.07 - Planning and Record-Keeping by Teachers

7.10.32. 607.08 - School Volunteers

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| 7.10.33. | 607.09   | - Service animals and Therapy Dogs  |
| 7.10.34. | 608.01   | - Student Guidance and Counseling Program                                   |
| 7.10.35. | 608.02   | - Student Health Services   |
| 7.10.36. | 609.01   | - Evaluation of Instructional Programs                                      |
| 7.10.37. | 611.06   | - Class Rankings and Grade Point Average                                    |
| 7.10.38. | 611.08   | - Early Graduation  |
| 7.10.39. | 611.09   | - Commencement  |
| 7.10.40. | 612.08   | - Least Restrictive Environment   |
| 7.10.41. | 612.15   | - Access to Instructional Materials   |
| 7.10.42. | 612.16   | - Over-Identification and Disproportionality                                |
| 7.10.43. | 612.17   | - Prohibition on Mandatory Medication                                       |
| 7.11.    |          | Policies for Second Read  |
| 7.11.1.  | 402.07   | - Transporting of Students by Employees                                     |
| 7.11.2.  | 402.10   | - Employee Political Activity   |
| 7.11.3.  | 402.12   | - Employee Involvement in Decision Making                                   |
| 7.11.4.  | 402.14   | - Employee Use of District Technology                                       |
| 7.11.5.  | 402.15   | - Staff Conduct with Students   |
| 7.11.6.  | 402.16   | - Prohibition on Aiding Sexual Abuse  |
| 7.11.7.  | 402.17   | - Workplace Privacy   |
| 7.11.8.  | 402.18   | - Use of School Facilities and Equipment by School Employees                |
| 7.11.9.  | 403.04   | - Gifts to Employees  |
| 7.11.10. | 403.08   | - Employee Fundraising  |
| 7.11.11. | 404.01   | - Employee Physical Examinations  |
| 7.11.12. | 404.06E1 | - Harassment Complaint Form & 404.06E2 - Harassment Witness Disclosure Form |
| 7.11.13. | 404.11   | Facilities for Milk Expression  |
| 7.11.14. | 404.13   | - School Closure Under Extraordinary Circumstances                          |
| 7.11.15. | 407.02   | - Certificated Employee Salary Schedule Advancement                         |
| 7.11.16. | 408.01   | - Certificated Employees Resignation  |

- 7.11.17. 408.05 - Certificated Employee Reduction-In-Force
- 7.11.18. 408.06 - Certificated Employee Early Retirement
- 7.11.19. 409.03 - Certificated Employee Mentor Teachers
- 7.11.20. 409.04 - Certificated Employee Publication or Creation of Materials
- 7.11.21. 410.02 - Certificated Employee Personal Illness Leave
- 7.11.22. 410.04 - Certificated Employee Bereavement Leave
- 7.11.23. 410.08 - Certificated Employee Unpaid Leave
- 7.11.24. 411.02 - Summer School Certificated Employees
- 7.11.25. 411.03 - Attendance Officer
- 7.11.26. 411.05 - Student Teachers
- 7.11.27. 412.02 - Support Staff Qualifications, Recruitment, and Selection
- 7.11.28. 412.03 - Support Staff Contracts
- 7.11.29. 412.04 - Support Staff Licensing Certification
- 7.11.30. 413.03 - Support Staff Group Insurance Benefits
- 7.11.31. 414.02 - Support Staff Retirement
- 7.11.32. 414.03 - Support Staff Suspension
- 7.11.33. 415.02 - Support Staff Personal Illness Leave
- 7.11.34. 415.04 - Support Staff Bereavement Leave
- 7.11.35. 415.08 - Support Staff Unpaid Leave

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

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

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

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

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

12.1. Approve Teacher Handbook for the 2025-2026 School Year

**Action(s):**

Motion by Liana Hrupek, seconded by Rhonda Pandorf to approve the Teacher Handbook 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. Approve Student Handbook for the 2025-2026 School Year

**Action(s):**

Motion by T.R. Anderson, seconded by Rebecca Eggleston to approve the Student Handbook 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. Approve Classified Staff Handbook for 2025-2026 School Year

**Action(s):**

Motion by Rhonda Pandorf, seconded by James Phelps to approve the Classified Staff Handbook 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. Surplus Outdated Curricular Materials

**Action(s):**

Motion by Liana Hrupek, seconded by James Phelps to surplus outdated curricular materials. 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. Include Financial Literacy as a Graduation Requirement

**Action(s):**

Motion by Rhonda Pandorf, seconded by T.R. Anderson to include the Financial Literacy course for 5 credits as a graduation requirement. 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 T.R. Anderson, seconded by Rebecca Eggleston 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: Yea  
Rhonda Pandorf: Yea  
James Phelps: Yea  
Michael Reiff: Yea

**Voting Summary:** Yea: 6, Nay: 0

12.7. Approve Second Reading of Policies

**Action(s):**

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

12.8. Approve the Purchase of Driver's Ed Car from Arnold Public Schools

**Action(s):**

Motion by James Phelps, seconded by Liana Hrupek to approve the purchase of the driver's ed car for the amount of \$5,000 to Arnold Public Schools from 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

13. **Board Report**

14. **Executive Session\***

15. **Personnel**

16. **Adjournment**

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Board Secretary