

**Regular Monthly Meeting of the Kearney
Public Schools Board of Education
Monday, December 11, 2023 5:30 PM
2nd Floor Staff Development Room,
Administration Building
320 W 24th St
Kearney, NE 68845**

1. **Routine Business -**
 - 1.A. Holiday Music Provided by Central Elementary Under the Direction of Kandi Stelling -
2. **Call to Order -**
3. **Open Meetings Act Announcement -**

This is an open, public meeting of the Kearney Public Schools Board of Education, and a copy of the Open Meetings Act is posted in this room.
4. **Pledge of Allegiance -**
5. **Roll Call -**
 - 5.A. Excuse Absent Board Member -
Move to excuse absent Board member _____ from the meeting.
6. **Approval of the Agenda -**

Move to approve the agenda for the meeting, as presented.
7. **Recognitions - None -**
8. **Presentations -**
 - 8.A. Annual "State of the Schools" Report -
9. **Public Participation/Comment -**

Board meetings may have on the agenda, a specific time entitled Public Participation/Comment, during which patrons may address the Board on matters of general concern. No public body shall require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any members of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. Patrons wishing to address the Board during the Public Participation/Comment will be allowed up to five (5) minutes per speaker to express their view. Public Participation/Comment may not exceed sixty (60) total minutes. The Board-imposed time limits may be extended by a majority vote of the Board, following a motion to do so. Board action may not be taken on matters discussed during the Public Participation/Comment, unless the matter specifically appears on the prepared agenda. Board of Education members will refrain from expressing personal opinions during Public Participation/Comment.

Any members of the public desiring to address the body shall be required to sign in with the recording secretary prior to the start of the meeting and identify himself or herself, including an address, phone number, and name of any organization represented by such person, unless the address and phone number requirement is waived to protect the security of the individual.

10. **Board Reports -**
 - 10.A. Follow-up Report from Attendees of the 2023 NASB Annual State Education Conference -
Attendees will report on the various sessions that they attended at the State Education Conference.
11. **Consent Agenda -**

Note: Items on the consent agenda are considered routine and will be enacted under one motion. There will be no separate discussion of these items at the meeting unless a Board Member requests an item removed from the agenda for a separate action.

Move to approve the items on the Consent Agenda, as presented.

 - 11.A. Approval of Minutes of the November 13, 2023 Regular Meeting and the December 6, 2023 Committee of the Whole Meeting -
 - 11.B. Approval of the December 2023 Claims -
 - 11.C. Approval of the December 2023 Financial Reports -
 - 11.D. Acceptance of the KHS Athletic Boosters Revised Annual Self-Audit Report for the 2022-2023 School Year -
 - 11.E. Set the Date for the January Special, Public Retreat Meeting of the Board of Education as January 29, 2024, 6:00-9:00 PM, in the Staff Development Room, Administration Building, 320 W 24th St, Kearney, NE -
 - 11.F. Approval of the KHS FFA Missouri Welding Institute, 14th Annual Welding Competition Trip to Nevada, Missouri, January 24-25, 2024, with no direct costs incurred by the school district -
12. **Regular Agenda - Personnel -**
 - 12.A. Acceptance of Resignations -
Move to accept, with regret, the following resignations: Ross Berggren, math teacher at Kearney High School; Megan Pahl, 1st grade teacher at Kenwood Elementary School; and Christopher Smithell, orchestra teacher at Kearney High School, effective the end of the 2023-2024 school year.
 - 12.B. Approval of the Employment of Certificated Staff -
Move to approve the employment of Shawna Reger, MA, Step 14, 1.0 FTE first-grade teacher at Central Elementary School and Jacqueline Kalkwarf, BA, Step 3, 1.0 FTE business/computer teacher at Horizon Middle School, both pending certification, and Madison High, BA+18, Step 10, 1.0 FTE 6th grade math teacher at Horizon Middle School, for the 2024-2025 school year.
 - 12.C. Approval of Administrative Employment Recommendation -
Move to employ Michelle Dutcher as the Principal of Kenwood Elementary School for the 2024-2025 school year.
13. **Regular Agenda - Business - None -**
14. **Regular Agenda - Miscellaneous -**
 - 14.A. Closed Session -
Move to closed session for the purpose of conducting a strategy session in regard to the Superintendent's contract negotiations for the 2024-2025 school year.
 - 14.B. Return to Open Session -
Move to return to open session.

14.C. Discuss, Consider and Take Possible Action on the Superintendent's Contract Commencing July 1, 2024 -

Move that the Board should and does hereby approve the contract for the Superintendent of Schools, Jason Mundorf, a copy of which is incorporated herein by this reference and maintained in the records of the School District, and authorizes and directs the President of the Board of Education to execute the contract of employment on behalf of the School District, and cause such contract to be posted on the School District's website, along with a reasonable estimate and description of all current and future costs to the School District that will be incurred as a result of said contract, pursuant to the Superintendent Pay Transparency Act, Nebraska Revised Statutes 79-2401 to 79-2405.

14.D. Closed Session -

Move to closed session for the purpose of conducting a strategy session in regard to negotiations for the 2024-2025 school year.

14.E. Return to Open Session -

Move to return to open session.

15. **Next Meeting -**

The next regular meeting of the Kearney Public Schools Board of Education will be held on January 8, 2024 at 5:30 P.M. in the Staff Development Room in the Administration Building at 320 West 24th St, Kearney, NE 68845.

16. **Adjournment -**

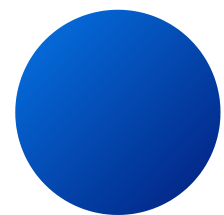
Move to adjourn the meeting.



K E A R N E Y
Public Schools
kearneypublicschools.org

Annual Report & Audit Access

Fiscal Year End 2023



Dr. Chris Loofe
Associate Superintendent

KPS BOARD OF EDUCATION

KATHY GIFFORD

7 Years of Service
2024 Term Expires



STEVE GAASCH

4 Years of Service
2024 Term Expires

DAVE BRANDT

4 Years of Service
2024 Term Expires



DREW BLESSING

5 Years of Service
2026 Term Expires

PAUL HAZZARD

1 Years of Service
2026 Term Expires



JOHN ICENOGL

1 Years of Service
2026 Term Expires

FY 23 ACTUAL VALUATION

	City/Rural Real Estate	Public Utilities	Personal Property	Total
Buffalo	3,878,876,334	121,448,376	146,537,718	4,146,862,428
Kearney	102,659,060	193,202	5,860,411	108,712,673
Phelps	24,260,643	54	341,444	24,602,141
	● 4,005,796,037	● 121,641,632	● 152,739,573	● 4,280,177,242

VALUATION HISTORY

SCHOOL YEAR	REAL ESTATE	PUBLIC UTILITIES	PERSONAL PROPERTY	TOTAL	% INCREASE
2013-14	\$2,147,420,001	\$65,086,936	\$139,368,003	\$2,351,874,940	1.60%
2014-15	\$2,336,566,405	\$69,838,416	\$150,080,336	\$2,556,485,157	8.70%
2015-16	\$2,607,971,830	\$74,466,897	\$140,801,189	\$2,823,239,916	10.43%
2016-17	\$2,991,246,779	\$87,907,177	\$164,007,851	\$3,243,161,807	14.87%
2017-18	\$3,236,934,564	\$92,415,621	\$166,634,458	\$3,495,984,643	7.80%
2018-19	\$3,407,439,150	\$94,193,915	\$170,983,205	\$3,672,616,270	5.05%
2019-20	\$3,595,025,766	\$101,095,156	\$171,750,427	\$3,867,871,349	5.32%
2020-21	\$3,703,968,134	\$102,634,718	\$160,210,050	\$3,966,812,902	2.56%
2021-22	\$3,770,350,281	\$106,623,953	\$159,984,574	\$4,036,958,808	1.77%
2022-23	\$4,056,703,9827	\$121,641,632	\$152,739,573	\$4,280,177,242	5.51%

AVERAGE DAILY MEMBERSHIP

Year	Elementary	Secondary	Total	% of Increase or Decrease	KPS Valuation/ADM	% of Increase or Decrease	Valuation
2013-14	2,742.60	2,445.58	5,188.18	1.4%	\$492,751.82	7.2%	2,351,874,940
2014-15	2,726.55	2,462.00	5,188.55	0.0%	\$544,128.88	10.4%	2,556,485,157
2015-16	2,748.34	2,597.38	5,345.72	3.0%	\$606,683.82	11.5%	2,823,239,916
2016-17	2,784.17	2,605.22	5,389.39	0.8%	\$648,679.10	6.9%	3,243,161,807
2017-18	2,818.21	2,679.82	5,498.03	2.0%	\$667,987.67	3.0%	3,495,984,643
2018-19	2,833.67	2,750.61	5,584.28	1.6%	\$692,635.64	3.7%	3,672,616,270
2019-20	2,860.58	2,828.52	5,689.10	1.9%	\$697,265.46	0.7%	3,867,871,349
2020-21	2,856.23	2,853.70	5,709.93	0.37%	\$707,006.71	1.4%	3,966,812,902
2021-22	2,815.29	2,856.21	5,671.50	-0.67%	\$754,681.70	6.7%	4,036,958,808
2022-23	2,780.11	2,840.42	5,620.53	1.01%	\$755,227.66	.01%	4,280,177,242

Cost Per Pupil
\$12,914.00

DEBT ADMINISTRATION

**RATED
"AA-"**

Despite state-mandated budget and levy limitations and other fiscal pressures on school districts in Nebraska, the School District has maintained exceptional bond ratings. Buffal County School District 07 is currently rated **"AA-"** by Standar & Poor's.

BONDS

- In September 2013, voters passed a \$75,400,000 bond issue.
- In February 2015, \$48,920,000 worth of bonds were sold.
- In April of 2016, the remaining bonds were sold.
- In October 2020, the Series 2015 bonds were refinanced through an advanced refunding with proceeds of \$49,625,000.
- Payments will be made according to schedule until December 2024 when the Series 2015 bonds become callable.
- In October 2022, \$9,650,000 worth of bonds were issued.

DEBT

At year-end (8-31-23), the School District had outstanding debt in the following categories:

General Obligation Refunding Bonds (Prin. & Int.)	\$160,659,434
Lease Purchase Obligations (Prin. & Int.)	-
TOTAL DISTRICT DEBT	\$160,659,434

FISCAL YEAR

FISCAL YEAR ENDING	SERIES 2015 BONDS		SERIES 2016 BONDS		SERIES 2017 BONDS		SERIES 2020A BONDS	
	Principal	Interest	Principal	Interest	Principal	Interest	Principal	Interest
2024	\$ 830,000	\$ 1,878,479	\$ 1,220,000	\$ 647,550	\$ 1,045,000	\$ 125,146	\$ 700,000	\$ 123,150
2025	42,730,000	933,014	1,255,000	610,425	1,050,000	107,075	735,000	101,625
2026	-	-	1,285,000	572,325	945,000	88,175	865,000	81,950
2027	-	-	1,300,000	533,550	890,000	69,158	885,000	64,450
2028	-	-	1,310,000	487,850	920,000	49,010	905,000	46,550
2029-2033	-	-	7,140,000	1,620,250	1,535,000	46,245	1,875,000	37,650
2034-2037	-	-	6,375,000	387,525	-	-	-	-
TOTAL	\$ 43,560,000	\$ 2,811,493	\$ 19,885,000	\$ 4,859,475	\$ 6,385,000	\$ 484,809	\$ 5,965,000	\$ 455,375

FISCAL YEAR

FISCAL YEAR ENDING	SERIES 2020B BONDS		SERIES 2020C BONDS		SERIES 2022 BONDS		TOTAL	
	Principal	Interest	Principal	Interest	Principal	Interest	Principal	Interest
2024	\$ 990,000	\$ 137,707	\$ 680,000	\$ 830,108	\$ 790,000	\$ 409,200	\$ 6,255,000	\$ 4,151,340
2025	1,015,000	119,910	685,000	825,800	815,000	369,075	48,285,000	3,066,924
2026	1,030,000	101,248	1,590,000	817,167	855,000	327,325	6,570,000	1,988,190
2027	1,100,000	80,720	1,655,000	802,426	895,000	283,575	6,725,000	1,833,879
2028	1,100,000	58,445	1,700,000	784,009	940,000	237,700	6,875,000	1,663,564
2029-2033	2,120,000	47,435	14,310,000	2,755,353	5,355,000	551,900	32,335,000	5,058,833
2034-2037	-	-	27,655,000	1,434,179	-	-	34,030,000	1,821,704
TOTAL	\$ 7,355,000	\$ 545,465	\$ 48,275,000	\$ 8,249,042	\$ 9,650,000	\$ 2,178,775	\$141,075,000	\$ 19,584,434

FY 23 TAX INFORMATION

SCHOOL DISTRICT TAX RATES (\$ PER \$100)	YEARS	GENERAL FUND LEVY	SPECIAL BUILDING FUND	ELEM BOND FUND	KHS BOND FUND	QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND	TOTAL LEVY
	2018-2019	1.0085	0.0059	0.0861	0.1195	0.0000	1.2200
	2019-2020	1.0021	0.0204	0.0822	0.1153	0.0000	1.2200
	2020-2021	1.0043	0.0237	0.0712	0.1108	0.0000	1.2100
	2021-2022	1.0243	0.0000	0.0722	0.0988	0.0000	1.1953
	2022-2023	1.0165	0.0083	0.1735	0.0000	0.0300	1.2283

SCHOOL DISTRICT SCHEDULE OF TAX COLLECTIONS (GENERAL FUND)	YEARS	TAX CERTIFIED*	AMOUNT COLLECTED**	% COLLECTED
	2018-2019	38,618,318	36,994,634	95.8
	2019-2020	39,355,092	39,384,882	100.1
	2020-2021	40,139,482	40,372,368	100.6
	2021-2022	41,136,363	41,361,130	100.5
	2022-2023	43,074,493	43,235,239	100.4

**Does not include the 1% collection fee the County assesses.*

***Includes property taxes collected, homestead exemption receipts from the State and property tax credit.*

COMPARISON OF SOURCES OF INCOME

The largest single source of receipts for the School District is property tax. In 2022-2023, the School District's valuation increased from \$4,056,703,982 to \$4,280,177,242 or 5.51%. The following table shows the property tax rates, by fund, for the fiscal years, including a calculation of the amount and percentage by which each levy changed. Note: levies are expressed in dollars and cents per \$100 of valuation.

Fund	FY 23	FY 22	Change
General Fund	1.0165	1.0243	(0.0078)
Building Fund	0.0083	0.0000	0.0083
2013 Bond Fund	0.1735	0.0722	0.1013
2009 Bond Fund	0.0000	0.0988	(0.0988)
Qualified Capital Purpose Undertaking Fund	0.0300	0.0000	0.0300
District Totals	<u>1.2283</u>	<u>1.1953</u>	<u>0.0330</u>

TOTAL RECEIPTS

Below is information from that Statement, rearranged slightly, so you can see our total receipts and disbursements for the year.

Receipts	Governmental Activities	Business Type Activities	2023 Total	2022 Total
Program Receipts				
Charges for Services	\$ 51,103	\$ 1,463,457	\$ 1,514,560	\$ 558,842
Operating Grants	8,487,232	2,333,704	10,820,936	11,284,818
General Receipts				
Taxes	52,536,378	-	52,536,378	63,801,782
Interest	1,174,579	111,640	1,286,219	151,928
Fines & License Fees	546,306	-	546,306	583,143
State Aid	16,869,041	-	16,869,041	14,673,493
Activities Receipts	2,102,481	-	2,102,481	2,341,884
Student Fee Receipts	295,592	-	295,592	338,467
Other	10,851,394	-	10,851,394	274,170
Total Receipts	<u>\$ 92,914,106</u>	<u>\$ 3,908,801</u>	<u>\$ 96,822,907</u>	<u>\$ 94,008,527</u>

TOTAL DISBURSEMENTS

Below is information from that Statement, rearranged slightly, so you can see our total receipts and disbursements for the year.

Disbursements	Governmental Activities	Business Type Activities	2023 Total	2022 Total
Instruction	\$ 38,915,924	\$ -	\$ 38,915,924	\$ 35,458,447
Support Services	21,791,986	\$ -	21,791,986	18,292,246
General & Administrative	5,428,172	\$ -	5,428,172	5,717,103
Federal Programs	3,967,613	\$ -	3,967,613	6,104,636
Debt Services	7,554,571	\$ -	7,554,571	7,378,643
Capital Outlay	426,459	\$ -	426,459	713,202
Activities	2,245,568	\$ -	2,245,568	2,842,787
Student Fees	197,206	\$ -	197,206	239,121
School Nutrition		3,887,917	3,887,917	3,472,475
Total Disbursements	<u>\$ 80,527,499</u>	<u>\$ 3,887,917</u>	<u>\$ 84,415,416</u>	<u>\$ 80,218,660</u>

STATE AID HISTORY

YEAR	AMOUNT	DIFFERENCE	%CHANGE
13-14	\$13,380,902	\$955,251	7.69 %
14-15	\$11,927,040	(\$1,453,862)	-10.87 %
15-16	\$10,680,479	(\$1,246,561)	-10.45 %
16-17	\$9,453,347	(\$1,227,132)	-11.49 %
17-18	\$7,897,369	(\$1,555,978)	-16.46 %
18-19	\$6,694,300	(\$1,203,069)	-15.23 %
19-20	\$6,882,243	\$187,943	2.81%
20-21	\$8,045,293	\$1,163,050	16.90 %
21-22	\$8,439,117	\$393,824	4.6%
22-23	\$10,092,488	\$1,653,371	8.36%

TEN YEAR ENROLLMENT HISTORY

Year	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
2011-12	488	440	483	452	393	402	332	346	373	339	340	367	383	5,138
2012-13	452	469	430	480	441	386	350	334	340	370	350	340	396	5,138
2013-14	474	456	471	414	481	439	333	343	351	346	373	332	372	5,185
2014-15	462	453	444	469	418	472	390	342	347	340	338	365	354	5,194
2015-16	460	475	458	440	471	414	400	399	351	350	357	336	398	5,309
2016-17	454	464	489	461	450	469	369	404	405	373	357	366	346	5,407
2017-18	491	454	467	482	460	449	420	375	412	408	362	346	381	5,507
2018-19	483	470	459	478	481	467	413	423	376	422	394	372	359	5,597
2019-20	528	470	463	449	468	475	417	407	412	391	420	404	384	5,688
2020-21	467	497	446	458	429	442	416	421	392	417	377	422	382	5,566
2021-22	528	472	486	460	451	430	406	411	409	398	406	361	416	5,634
2022-23	395	466	507	449	471	455	403	393	403	408	398	403	402	5,553

FY 23 REVENUE REPORT BY FUND

School District 7

Revenue Report

 Summary Only

From Date: 9/1/2022

To Date: 8/31/2023

Fiscal Year: 2022-2023

Account Number / Description

			Budget	Range To Date	YTD	Uncollected Balance	% Remaining
Fund:	01	General Fund					
		Fund 01 Total:	\$68,128,808.00	\$69,310,892.56	\$69,310,892.56	(\$1,182,084.56)	-1.74%
Fund:	02	Depreciation Fund					
		Fund 02 Total:	\$704,703.00	\$795,252.93	\$795,252.93	(\$90,549.93)	-12.85%
Fund:	03	Employee Benefit Fund					
		Fund 03 Total:	\$312,166.00	\$13,271.82	\$13,271.82	\$298,894.18	95.75%
Fund:	05	Activities Fund					
		Fund 05 Total:	\$1,905,000.00	\$2,345,787.76	\$2,345,787.76	(\$440,787.76)	-23.14%
Fund:	06	School Nutrition Fund					
		Fund 06 Total:	\$2,019,500.00	\$3,908,800.29	\$3,908,800.29	(\$1,889,300.29)	-93.55%
Fund:	07	Bond Fund					
		Fund 07 Total:	\$7,397,495.00	\$7,735,702.01	\$7,735,702.01	(\$338,207.01)	-4.57%
Fund:	08	Special Building Fund					
		Fund 08 Total:	\$354,500.00	\$630,502.95	\$630,502.95	(\$276,002.95)	-77.86%
Fund:	09	Qualified Capital Fund					
		Fund 09 Total:	\$12,476,214.00	\$11,872,624.29	\$11,872,624.29	\$603,589.71	4.84%
Fund:	10	Coop Fund					
		Fund 10 Total:	\$691,948.00	\$926,620.36	\$926,620.36	(\$234,672.36)	-33.91%
Fund:	12	Student Fee Fund					
		Fund 12 Total:	\$70,000.00	\$295,592.00	\$295,592.00	(\$225,592.00)	-322.27%
		Grand Total:	\$94,060,334.00	\$97,835,046.97	\$97,835,046.97	(\$3,774,712.97)	-4.01%

End of Report

FY 23 EXPENDITURE REPORT BY FUND

Expenditure Budget Balance Report

 Summary Only

From Date: 9/1/2022

To Date:

8/31/2023

Fiscal Year: 2022-2023

Budget Balance

Account Number / Description	Budget	Range To Date	YTD	Balance	Encumbrance	% Remaining Bud
Fund: 01 General Fund						
Fund 01 Total:	\$68,128,808.00	\$68,177,448.11	\$68,177,448.11	(\$48,640.11)	\$0.00	(\$48,640.11) -0.07%
Fund: 02 Depreciation Fund						
Fund 02 Total:	\$704,703.00	\$426,459.33	\$426,459.33	\$278,243.67	\$0.00	\$278,243.67 39.48%
Fund: 03 Employee Benefit Fund						
Fund 03 Total:	\$312,166.00	\$1,918.12	\$1,918.12	\$310,247.88	\$0.00	\$310,247.88 99.39%
Fund: 05 Activities Fund						
Fund 05 Total:	\$3,955,936.00	\$2,245,567.61	\$2,245,567.61	\$1,710,368.39	\$0.00	\$1,710,368.39 43.24%
Fund: 06 School Nutrition Fund						
Fund 06 Total:	\$4,559,552.00	\$3,887,916.02	\$3,887,916.02	\$671,635.98	\$0.00	\$671,635.98 14.73%
Fund: 07 Bond Fund						
Fund 07 Total:	\$13,430,139.00	\$7,354,394.53	\$7,354,394.53	\$6,075,744.47	\$0.00	\$6,075,744.47 45.24%
Fund: 08 Special Building Fund						
Fund 08 Total:	\$2,614,762.00	\$1,002,843.66	\$1,002,843.66	\$1,611,918.34	\$0.00	\$1,611,918.34 61.65%
Fund: 09 Qualified Capital Fund						
Fund 09 Total:	\$12,476,214.00	\$1,322,774.61	\$1,322,774.61	\$11,153,439.39	\$0.00	\$11,153,439.39 89.40%
Fund: 10 Coop Fund						
Fund 10 Total:	\$700,000.00	\$811,029.80	\$811,029.80	(\$111,029.80)	\$0.00	(\$111,029.80) -15.86%
Fund: 12 Student Fee Fund						
Fund 12 Total:	\$217,728.00	\$197,205.99	\$197,205.99	\$20,522.01	\$0.00	\$20,522.01 9.43%
Grand Total:	\$107,100,008.00	\$85,427,557.78	\$85,427,557.78	\$21,672,450.22	\$0.00	\$21,672,450.22 20.24%

CASH RECEIPTS, DISBURSEMENTS & CASH BALANCES FYE 2023

COMBINED SCHEDULE OF CASH RECEIPTS, DISBURSEMENTS AND CASH BALANCES
For the Year Ended August 31, 2023

	Cash Balance at the Beginning of the Year	Receipts and Transfers	Disbursements and Transfers	Excess (Deficiency) of Receipts Over (Under) Disbursements	Cash Balance at the End of the Year
General Fund	\$ 25,900,060	\$ 69,310,893	\$ 68,177,448	\$ 1,133,445	\$ 27,033,505
Activity Fund	2,579,658	2,345,788	2,245,568	100,220	2,679,878
School Nutrition Fund	2,766,125	3,908,801	3,887,917	20,884	2,787,009
Bond Fund	9,699,032	7,735,702	7,354,394	381,308	10,080,340
Special Building Fund	2,287,026	630,503	1,002,844	(372,341)	1,914,685
Depreciation Fund	707,403	795,253	426,459	368,794	1,076,197
Employee Benefit Fund	312,524	13,272	1,918	11,354	323,878
Cooperative Fund	15,094	926,621	811,030	115,591	130,685
Student Fee Fund	189,192	295,592	197,206	98,386	287,578
Qualified Capital Purpose Undertaking Fund	-	11,872,625	1,322,775	10,549,850	10,549,850
Grand Total All Funds	<u>\$ 44,456,114</u>	<u>\$ 97,835,050</u>	<u>\$ 85,427,559</u>	<u>\$ 12,407,491</u>	<u>\$ 56,863,605</u>

Kearney Public Schools 2023 Audit

KEARNEY PUBLIC SCHOOL DISTRICT NO. 07
KEARNEY, NEBRASKA

FINANCIAL REPORT
(Audited)

AUGUST 31, 2023

[Access KPS FY 23 Audit](#)

Dr. Chris Loofe

Associate Superintendent
chrloofe@kearneycats.com
308-698-8006



Regular Monthly Meeting of the Kearney Public Schools Board of Education
Kearney Public Schools Board of Education
Monday, November 13, 2023 at 5:30 PM
2nd Floor Staff Development Room, Administration Building
320 W 24th St
Kearney, NE 68845

1. Routine Business

2. Call to Order

President Blessing called the meeting to order at 5:30 PM.

3. Open Meetings Act Announcement

This is an open, public meeting of the Kearney Public Schools Board of Education, and a copy of the Open Meetings Act is posted in this room.

4. Pledge of Allegiance

5. Roll Call

Attendance Taken at 5:32 PM.

Paul Hazard: Absent

Drew Blessing: Present

Dave Brandt: Present

Steve Gaasch: Present

Kathy Gifford: Present

John Icenogle: Present

5.A. Excuse Absent Board Member

- Mr. Hazard joined the meeting via Zoom.

Move to excuse absent Board member Paul Hazard from the meeting. This motion, made by Kathy Gifford and seconded by Steve Gaasch, Passed.

Paul Hazard: Absent, Drew Blessing: Yea, Dave Brandt: Yea, Steve Gaasch: Yea, Kathy Gifford: Yea, John Icenogle: Yea

Yea: 5, Nay: 0, Absent: 1

6. Approval of the Agenda

Move to approve the agenda for the meeting, as presented. This motion, made by Kathy Gifford and seconded by John Icenogle, Passed.

Paul Hazard: Absent, Drew Blessing: Yea, Dave Brandt: Yea, Steve Gaasch: Yea, Kathy Gifford: Yea, John Icenogle: Yea

Yea: 5, Nay: 0, Absent: 1

7. Recognitions

7.A. Recognition of the KHS Football Team for Team Academic Excellence Award

- Mr. Jeff Ganz, Kearney High School Principal, spoke about his pride in the KHS football team and coaching staff for their work on and off the field. He stated that KHS

was the only class A school that was awarded the Nebraska Coaches' Association Academic Excellence Award. The KHS football team is receiving this award for the second year in a row. He introduced Coach Brandon Cool.

- Coach Cool thanked the Board for the recognition of the KHS football team and acknowledged all of the people involved in the nomination process. He noted that this award was presented to the team for the 2022-2023 season. Students on the team achieved an overall GPA of 3.62, and it was noted that a number of the students were in honors and AP classes, on the KHS honor roll, on the 4.0 scholar list, and some of them received All Conference/All Academic awards. Coach Cool stated that volunteerism was a category of qualification for this award and referenced some of the many things that these students volunteer for. He stressed the longstanding KHS football culture that emphasizes the importance of academics and noted that conversations, encouragement, and extra support is provided to those who may be struggling in the classroom. This was also exemplified in the team goal of receiving this award every year.
- Mrs. Gifford thanked him for all of his work on helping students achieve this, noting that it was great to hear that encouragement was being given to ALL students.
- Mr. Belssing congratulated Coach Cool, the KHS football team, and Mr. Ganz. He thanked them for all of their efforts, stating that it was clear that this was a priority for students and leadership as well.

7.B. Recognition of the KHS Boys Soccer Team for Team Academic Award

- Mr. Jeff Ganz, Kearney High School Principal, spoke about his pride in the KHS boys soccer team and coaching staff for their work on and off the field. He stated that this team is the only team in the state of Nebraska that was honored with the Team Academic Award as presented by the United Soccer Coaches organization for the 2023 season and for the 8th consecutive year. He stated that tonight's recognitions tell a lot about what is valued at Kearney High. He introduced Coach Scott Steinbrook.
- Coach Steinbrook spoke about this award being strictly GPA-driven, the qualifying threshold being a 3.25 and the KHS boys soccer team achieving a 3.57. He acknowledged those who helped him prepare and submit information for the award, as well as the fact that he feels fortunate to work with some of the best student athletes at KHS. Coach Steinbrook voiced the usefulness of the list that Kearney High puts out to teachers as a means for helping them identify and have conversations with those students that need extra help and encouragement to improve their grades. He stated that of the 24 students on the KHS soccer roster last year, 16 of them had received Academic All Conference or Academic All State recognition.
- Mrs. Gifford congratulated the KHS boys soccer team and thanked Coach Steinbrook for all of his work.

7.C. Resolution of Support of Military Students and Families

Move to adopt the resolution of support for military families in our schools. This motion, made by John Icenogle and seconded by Kathy Gifford, Passed.

Paul Hazard: Absent, Drew Blessing: Yea, Dave Brandt: Yea, Steve Gaasch: Yea, Kathy

Gifford: Yea, John Icenogle: Yea
Yea: 5, Nay: 0, Absent: 1

8. Presentations

8.A. Presentation by Northeast Elementary on Morning Meeting Implementation

- Mrs. Cathy Gundersen, Northeast Elementary School principal, spoke to the Board about morning meeting implementation as it relates to Positive Behavioral Interventions and Supports (PBIS) at Northeast Elementary. Through the use of visual aids (posters) throughout the building, videos, and various incentives, the expectations are made clear to the students. Staff continually work to reinforce positive behavior at all times. Mrs. Gundersen stated that while she does not feel that all of the improvement at Northeast can be attributed directly to the morning meeting time, she does feel that it has significantly helped to improve the overall school climate, increase student achievement, reduce the suspension and referral rates, as well as increase student attendance.
- Mrs. Gifford voiced her appreciation for the system and how it gives the students the opportunity to see what positive, respectful behavior looks like in a diverse student population.
- Mr. Brandt inquired if other building principals had reached out about this program.
- Mrs. Gundersen stated that one principal had observed the morning meeting and others had asked various questions in regard to it and most specifically how long it took to implement it.

8.B. Announcement of "American Education Week"

- American Education Week is being observed this week in the Kearney Public Schools and throughout the country. On Tuesday, November 14, Kearney Public Schools and UNK will co-host a reception for new staff members and members of the community in the atrium at the new Discovery Hall on the UNK campus, from 4:00 to 5:30 PM. Other activities will be conducted in the school buildings to observe this special week.
- Mr. Mundorf stated his appreciation for the KPS collaboration partnership with UNK and emphasized the great opportunity for new and current KPS staff to meet and talk to colleagues at UNK.

9. Public Participation/Comment

- Mrs. Brooke Ritter again voiced her concern about books in the Kearney Public Schools libraries. She stated that after receiving the emailed response from Mr. Blessing, it was clear to her that the Board still does not understand what is being asked of them. She noted that she felt it had been made very clear by the Kearney community that they want a defined standard for what is and is not acceptable for minor children to read, and not just that a child finds it entertaining. She expressed her abhorrence of some of the information that she feels glorifies certain behaviors that are against all moral standards. She stressed that she has not yet had anyone explain to her what the literary value of these books is.

10. Board Reports - None

11. Consent Agenda

Move to approve the items on the Consent Agenda, as presented. This motion, made by Kathy Gifford and seconded by Steve Gaasch, Passed.

Paul Hazard: Absent, Drew Blessing: Yea, Dave Brandt: Yea, Steve Gaasch: Yea, Kathy Gifford: Yea, John Icenogle: Yea

Yea: 5, Nay: 0, Absent: 1

11.A. Approval of Minutes of the October 9, 2023 Regular Meeting and the November 8, 2023 Board Committee of Whole Meeting

11.B. Approval of the November, 2023 Claims

11.C. Approval of the November, 2023 Financial Reports

11.D. Acceptance of the Park Elementary PTO Annual Self-Audit Report for the 2022-2023 School Year

11.E. Acceptance of the KHS Athletic Boosters Annual Self-Audit Report for the 2022-2023 School Year

11.F. Acceptance of the Bryant Elementary PAC Annual Self-Audit Report for the 2022-2023 School Year

11.G. Approval of the FBLA National Leadership Conference Trip to Orlando, Florida, June 27 through July 3, 2024, with no direct costs incurred by the school district

12. Regular Agenda - Personnel

12.A. Acceptance of Resignations and Retirements

- Dr. Herrmann stated that it is always bittersweet to accept retirements and resignations and expressed her thankfulness for all of the staff and their years of service with Kearney Public Schools.
- Mrs. Gifford thanked these teachers and expressed her appreciation for their commitment and all of their years of service, whether with Kearney Public Schools or another school. She noted that hopefully someone will be found to take their place, but their amount of experience cannot be replaced.
- Mr. Blessing echoed Mr. Gifford's sentiment and noted that the reason for the large number of resignations and retirements at this time of year is because the district requests that if they know that they will be leaving, please give as much notice as possible so advertising for their positions can begin. This is not something that is required, but it is appreciated.

Move to accept, with regret, the resignations of Jessica Day, social studies teacher at Kearney High School; Trevor Clark, woods teacher at Kearney High School; and Taylor Jensby, SPED teacher at Buffalo Hills Elementary School, effective the end of the 2023-2024 school year. Accept with regret, the retirement resignations of Tami Frye, Title I teacher at Central Elementary School; Teresa Cordes, counselor at Central Elementary School; Chris Weis, 4th grade teacher at Emerson Elementary School; Ginny Klingelhofer, counselor at Emerson

Elementary School; Kelly Peak, kindergarten teacher at Buffalo Hills Elementary School; John Weis, 6th grade teacher at Horizon Middle School; Betty Smith, 6th grade math teacher at Horizon Middle School; Jill Clevenger, principal at Kenwood Elementary School; Kathleen Erickson, SPED teacher at Bryant Elementary School; Kelli Teahon, business teacher at Horizon Middle School; Hallie Hagan, school librarian at Sunrise Middle School; Maria Beucke, art teacher at Central and Bryant Elementary Schools; and Kathy Petri, alternative education teacher at Kearney High School, effective the end of the 2023-2024 school year. This motion, made by Dave Brandt and seconded by John Icenogle, Passed.
Paul Hazard: Absent, Drew Blessing: Yea, Dave Brandt: Yea, Steve Gaasch: Yea, Kathy Gifford: Yea, John Icenogle: Yea
Yea: 5, Nay: 0, Absent: 1

12.B. Approval of the Employment of Certificated Staff

- Dr. Herrmann stated that these are three hires that she could not be more excited about bringing into the KPS fold.
- Mr. Blessing thanked Mr. Herrmann for bringing these new teachers before the Board so early. He stated his appreciation for all staff members at KPS and the importance of filling all of these positions. He noted that he believed everyone to be especially pleased with the employment of a construction tech teacher, as this type of career-centered position at Kearney High has historically been challenging to fill.

Move to approve the employment of Kelsey Borowski, BA, Step 3, 1.0 FTE kindergarten teacher at Buffalo Hills Elementary School; Erik Sutterfield, BA, Step 7, 1.0 FTE construction tech teacher at Kearney High School; and Austin Mishou, BA+18, Step 4, 1.0 FTE 4th grade teacher at Emerson Elementary School, for the 2024-2025 school year. This motion, made by Kathy Gifford and seconded by Dave Brandt, Passed.

Paul Hazard: Absent, Drew Blessing: Yea, Dave Brandt: Yea, Steve Gaasch: Yea, Kathy Gifford: Yea, John Icenogle: Yea
Yea: 5, Nay: 0, Absent: 1

13. Regular Agenda - Business

13.A. Approval of EduPoint as the New School Information System

- Mr. Mondorf stated that, as explained in the committee meeting, EduPoint produces a student information system called Synergy. Kearney Public Schools has been using Infinite Campus for the last 8 years, and there is concern about the number of districts moving away from it and that we should look at going in another direction. Mr. DeHaven has brought forward a quote from EduPoint in the amount of \$543,992 over the next 5 years. He noted that student information systems are never cheap, and while this quote does seem pricey, this amount actually accounts for a savings of around \$160,000 over the 5 years. Mr. Mondorf stated, for those that don't know, that our student information system is where we house grades, attendance, and student demographic data. Synergy also has modules that will help with data analytics for tracking behavioral and academic progress and other data tools that will aid in special education meetings, to name a few. He noted the service, support, and coherence with other districts as additional points that he believes will serve us well. This quote

accounts for all implementation services, licensing, and modules needed, as well as professional development for staff.

- Mrs. Gifford expressed her thankfulness for Mr. DeHaven seeking out this opportunity for the district so that we can stay ahead of data security issues and the overall importance of keeping the student information system updated.
- Mr. Icenogle stated that it has been advantageous to be one of the latter districts to move over to Synergy so that this platform could be evaluated to determine if it's a good fit for KPS, noting the added benefit that it will ultimately save us money as well.
- Mr. Belssing thanked Mr. DeHaven and Mr. Mundorf, stating that this has been a multi-year process for the district since 2019-2020. He emphasized the fact that this system will benefit technology staff and teachers alike, as well as saving the district money.
- Mr. Hazard said that he felt that the most important information on this topic is the fact that there are only two Nebraska education systems still using Infinite Campus. Noting that if Omaha Public Schools decided to make a change, KPS would be left in a vulnerable position, and adding to that the additional cost savings and customer support from this company, the decision was obvious. Mr. Hazard thanked Mr. DeHaven and Mr. Mundorf for their work bringing this to KPS.

Move to change our school information system vendor from Infinite Campus to EduPoint with the approval of a 5 year quote from EduPoint in the amount of \$543,992 over the next 5 years. This quote accounts for all implementation services, licensing and modules needed, as well as professional development for staff. This motion, made by Dave Brandt and seconded by Kathy Gifford, Passed.

Paul Hazard: Absent, Drew Blessing: Yea, Dave Brandt: Yea, Steve Gaasch: Yea, Kathy Gifford: Yea, John Icenogle: Yea
Yea: 5, Nay: 0, Absent: 1

14. Regular Agenda - Miscellaneous

14.A. Adoption of the 2024-2025 School Calendar

- Mr. Mundorf stated that the proposed 2024-2025 school calendar has been vetted through the Executive Cabinet, Leadership Council, KEA, and the Superintendent's Parent Advisory Committee, as well as various staff members, during today's professional development meetings. He noted that through that process, changes had been made, some of which are as follows:
 1. Moving the first day of school to later in August
 2. KHS adjustment of conference times in September to accommodate coaches and their practices
 3. PK-8 conference time adjustment per parental feedback
 4. There will not be a professional development day in November
 5. Two full weeks of holiday break in December/January
 6. Spring break will be a week later to coincide with State Speech (KPS has a contract with NSAA to host this)

7. Graduation will be on May 18th, avoiding Mother's Day and Kearney Catholic graduation, per community feedback

- Mrs. Gifford pointed out that creating the school calendar is not an easy job, due in part to the way the days fall. She praised the administration for considering feedback from several sources, noting that many other districts do not do this.
- Mr. Blessing acknowledged all of Mr. Mundorf's efforts in creating the best possible calendar for the 2024-2025 school year. He made special note of the adjustments to conference times, stating that, through parent feedback over the past couple of years, there have been efforts made to accommodate a variety of parent schedules.
- Mr. Mundorf closed by saying that he feels that conferences, which provide time for conversations with parents and teachers, are critically important for student success. He stated his appreciation for the Board's support of this as well.

Move to adopt the school calendar for the Kearney Public Schools for the 2024-2025 school year, as presented. This motion, made by Kathy Gifford and seconded by Dave Brandt, Passed.

Paul Hazard: Absent, Drew Blessing: Yea, Dave Brandt: Yea, Steve Gaasch: Yea, Kathy Gifford: Yea, John Icenogle: Yea
Yea: 5, Nay: 0, Absent: 1

14.B. Conduct a Performance Evaluation of the Superintendent

- Mr. Blessing expressed his appreciation for Mr. Mundorf's willingness to be evaluated in open session, noting that this is not how evaluations are done for most people, but it is an expectation of superintendents in the state of Nebraska. In the Board's efforts to maintain transparency, the first portion of this evaluation will be in open session, but a closed session is reserved for anything that they may need to follow up on. Mr. Blessing clarified that the reason for the seemingly numerous evaluations that have been done is due to state statute which, requires first-year superintendents to be evaluated twice within the first year. After today's evaluation, Mr. Mundorf will be evaluated annually at this time of the year.
- Mrs. Gifford praised Mr. Mundorf for his strong communication with the Board and all of his work with Dr. Loofe in creating the budget with a mindfulness of making our schools safer for staff and students.
- Mr. Brandt expressed his appreciation for Mr. Mundorf's focus on being visible throughout the community at events and in the multiple presentations that he and Dr. Loofe gave to different groups in the community, informing them of how the school budget works. He requested that Mr. Mundorf continue to be active at local school and community events, as well as the other organizations that he is a part of, such as the Greater Nebraska Schools Association, and to continue to advocate for Kearney Public Schools.
- Mr. Icenogle noted that he felt that the last five years have been challenging times in the community, in education, and culturally. In light of the aging infrastructure in the district, teacher shortages, and ever-changing budgets, Mr. Icenogle stated that he was very impressed by Mr. Mundorf's ability to balance all of this and still be able to

maintain a long-term vision for the district. He praised Mr. Mundorf's drive and pursuit to make the district better, citing tonight's proposal and acceptance of a new student information system as an example.

- Mr. Gaasch praised Mr. Mundorf for his approachability and his willingness to address concerns and questions promptly and fairly. He thanked Mr. Mundorf for being consistent and fair in all situations.
- Mr. Blessing praised Mr. Mundorf's visibility in the community and noted that he scored at the top in community relations in the evaluation process. He commended Mr. Mundorf for his approachability and willingness to have difficult conversations, and in meeting them headon it tends to alleviate a lot of situations. Mr. Blessing noted his transparency, citing the example of the budget presentations that were given to different groups. Through the evaluation process, Mr. Blessing stated that policy was an area that saw some of the biggest growth in that the Board sought to empower Mr. Mundorf through the confines of policy, allowing him to make more decisions and, in turn, having fewer issues come before the Board. He stated that an area of potential growth for Mr. Mundorf would be in educational leadership, acknowledging that Mr. Mundorf has built a great leadership team within the district, but there is an opportunity available for him to direct and assist them in carrying out policy. Overall, a very good evaluation.
- Mr. Hazard stated that he supports Mr. Mundorf and his administrative team and that they are doing a great job. He expressed his wishes to make sure that Mr. Mundorf and his team feel that they are empowered to make decisions, many of which they already make, knowing that they are supported by him. Mr. Hazard praised Mr. Mundorf for his communication skills, approachability, and openness to all, as well as his proactiveness when opportunities are presented or problems arise. He cited examples of new programs within the district that are targeted at meeting students wherever they are educationally throughout the district. Mr. Hazard voiced his appreciation for Mr. Mundorf's understanding of the need for KPS to adapt to retain quality teachers.
- Mr. Blessing closed by stating his appreciation for all that Mr. Mundorf is doing for Kearney Public Schools.

14.C. Closed Session

- Mr. Blessing made it clear that there would be no action taken tonight upon the return to either open session; the closed sessions would be for further evaluation and the beginning of contract negotiations, and any action taken on Mr. Mundorf's contract will take place at the next board meeting.
- The Board moved to closed session for the purpose of conducting a performance evaluation of the Superintendent, and to prevent needless injury to the reputation of the person, and if the person has not requested a hearing at 7:28 PM.

Move to enter closed session for the purpose of conducting a performance evaluation of the Superintendent, and to prevent needless injury to the reputation of the person, and if the person has not requested a hearing. This motion, made by Kathy Gifford and seconded by John Icenogle, Passed.

Paul Hazard: Absent, Drew Blessing: Yea, Dave Brandt: Yea, Steve Gaasch: Yea, Kathy

Gifford: Yea, John Icenogle: Yea
Yea: 5, Nay: 0, Absent: 1

14.D. Return to Open Session

- The Board returned to open session at 7:53 PM.

Move to return to open session. This motion, made by Kathy Gifford and seconded by John Icenogle, Passed.

Paul Hazard: Absent, Drew Blessing: Yea, Dave Brandt: Yea, Steve Gaasch: Yea, Kathy Gifford: Yea, John Icenogle: Yea
Yea: 5, Nay: 0, Absent: 1

14.E. Closed Session

- The Board moved to closed session for the purpose of conducting a strategy session in regard to the Superintendent's contract negotiations for the 2024-2025 school year at 7:55 PM.

Move to enter closed session for the purpose of conducting a strategy session in regard to the Superintendent's contract negotiations for the 2024-2025 school year. This motion, made by Kathy Gifford and seconded by Dave Brandt, Passed.

Paul Hazard: Absent, Drew Blessing: Yea, Dave Brandt: Yea, Steve Gaasch: Yea, Kathy Gifford: Yea, John Icenogle: Yea
Yea: 5, Nay: 0, Absent: 1

14.F. Return to Open Session

- The Board returned to open session at 8:56 PM.

Move to return to open session. This motion, made by Kathy Gifford and seconded by Dave Brandt, Passed.

Paul Hazard: Absent, Drew Blessing: Yea, Dave Brandt: Yea, Steve Gaasch: Yea, Kathy Gifford: Yea, John Icenogle: Yea
Yea: 5, Nay: 0, Absent: 1

15. Next Meeting

- The next regular meeting of the Kearney Public Schools Board of Education will be held on December 11, 2023 at 5:30 P.M. in the Staff Development Room in the Administration Building at 320 West 24th St, Kearney, NE 68845.

16. Adjournment

- Meeting was adjourned at 8:58 PM.

Move to adjourn the meeting. This motion, made by Kathy Gifford and seconded by John Icenogle, Passed.

Paul Hazard: Absent, Drew Blessing: Yea, Dave Brandt: Yea, Steve Gaasch: Yea, Kathy

Gifford: Yea, John Icenogle: Yea
Yea: 5, Nay: 0, Absent: 1

Notice of Meeting

This meeting was publicized in the Kearney Hub on November 9, 2023; radio stations KGFW and KKPR; and KSNB and KHGI T.V.

Dave Brandt, Secretary

Special Committee of the Whole Meeting of the Kearney Public Schools Board of Education

**Kearney Public Schools Board of Education
Wednesday, December 6, 2023 at 5:00 PM
1st floor Administration Building Conference Room
320 W 24th St
Kearney, NE 68845**

1. Call to Order

President Blessing called the meeting to order at 5:00 PM

2. Open Meetings Act Announcement

This is an open, public meeting of the Kearney Public Schools Board of Education, and a copy of the Open Meetings Act is posted in this room.

3. Roll Call

Attendance Taken at 5:00 PM.

Drew Blessing: Present

Dave Brandt: Present

Steve Gaasch: Present

Kathy Gifford: Present

Paul Hazard: Present

John Icenogle: Present

4. Approval of Agenda

Move to approve the agenda of the meeting, as presented. This motion, made by Kathy Gifford and seconded by Steve Gaasch, Passed.

Drew Blessing: Yea, Dave Brandt: Yea, Steve Gaasch: Yea, Kathy Gifford: Yea, Paul Hazard: Yea, John Icenogle: Yea

Yea: 6, Nay: 0

5. Agenda

5.A. Preview of the December 11, 2023 Regular Meeting Agenda

5.A.I. Holiday Music Provided by Central Elementary

5.A.II. Annual "State of Schools" Report

5.A.III. Follow-up Report from Attendees of the 2023 NASB Annual Education Conference

5.A.IV. Approval of the KHS FFA Missouri Welding Institute, 14th Annual Welding Competition Trip to Nevada, MO, January 24-25, 2024

5.A.V. Acceptance of the KHS Athletic Boosters Revised Annual Self-Audit Report for the 2022-2023 School Year

5.A.VI. Set the date for the January Special, Public Retreat Meeting of the Board of Education

5.A.VII. Acceptance of the Resignations of Ross Berggren and Megan Pahl

5.A.VIII. Approval of the Employment of Certificated Staff - Shawna Reger, 1st Grade Teacher at Central Elementary School and Jacqueline Kalkwarf, Business/Computer Teacher at Horizon Middle School, both pending certification, for the 2024-2025 School Year

5.A.IX. Approval of Administrative Employment Recommendation

5.A.X. Closed Session for the Purpose of Conducting a Strategy Session in Regard to the Superintendent's Contract Negotiations for the 2024-2025 School Year

5.A.XI. Discuss, Consider and Take Possible Action on the Superintendent's Contract Commencing July 1, 2024

5.A.XII. Closed Session for the Purpose of Conducting a Strategy Session in Regard to Negotiations for the 2024-2025 School Year

5.B. 2024-2025 Transportation Registration Changes

5.C. 2022-2023 Emergency Operations Plan Audit

5.D. Student Assistance Program Numbers/Stronger Connections Grant Update

5.E. November Professional Development Day Review

5.F. ASCEND Program 2023-2024

5.G. Duty Hours Discussion

5.H. 2024-2025 Staffing Requests

5.I. Closed Session

- The Board moved to closed session for the purpose of conducting a strategy session in regard to negotiations for the 2024-2025 school year at 7:00 PM. At 7:01 PM, Mrs. Gifford realized that she had a personal conflict of interest and excused herself from the closed session.

Move to closed session for the purpose of conducting a strategy session in regard to negotiations for the 2024-2025 school year. This motion, made by Kathy Gifford and seconded by Paul Hazard, Passed.

Drew Blessing: Yea, Dave Brandt: Yea, Steve Gaasch: Yea, Kathy Gifford: Yea, Paul Hazard: Yea, John Icenogle: Yea
Yea: 6, Nay: 0

5.J. Return to Open Session

- The Board returned to open session at 7:52 PM.

Move to return to open session. This motion, made by Dave Brandt and seconded by John Icenogle, Passed.

Kathy Gifford: Abstain (With Conflict), Drew Blessing: Yea, Dave Brandt: Yea, Steve Gaasch: Yea, Paul Hazard: Yea, John Icenogle: Yea
Yea: 5, Nay: 0, Abstain (With Conflict): 1

5.K. Winter Retreat Topics

5.K.I. Facilities Plan Update

5.K.I.a. Turf Playgrounds

5.K.I.b. Sunrise Classrooms (FCA/IT)

5.K.I.c. Glenwood (Water/East Hallway Exit)

5.K.I.d. District Update (Buffalo Hills, Windy Hills, Horizon)

5.K.I.e. Central Entrance

5.K.I.f. Board Policy Update/Review

5.K.II. AI Policy Development

5.K.III. In District Travel Policy

5.K.IV. Strategic Plan Objectives

5.K.IV.a. ROTC Update

5.K.V. Board Policy Update/Review

6. Adjournment

- Meeting was adjourned at 8:00 PM.

Move to adjourn the meeting. This motion, made by John Icenogle and seconded by Kathy Gifford, Passed.

Drew Blessing: Yea, Dave Brandt: Yea, Steve Gaasch: Yea, Kathy Gifford: Yea, Paul Hazard: Yea, John Icenogle: Yea

Yea: 6, Nay: 0

Notice of Meeting

This meeting was publicized in the Kearney Hub on December 2, 2023; radio stations KGFW and KKPR; and KSNB and KHGI T.V.

Dave Brandt, Secretary

KEARNEY PUBLIC SCHOOLS DISTRICT #7**CLAIMS TO BE PAID IN DECEMBER 2023****PUBLICATION OF CHECKS**

VENDOR	DESCRIPTION	AMOUNT
24 Hour Tees / DripShip	Supplies	\$ 1,308.00
Active Internet Technologies	Advertising	\$ 30,000.00
Adrienne Rall	Miscellaneous Expenditure	\$ 357.96
Adventure Enterprises LLC	Transportation Charges	\$ 732.70
Adventure Enterprises LLC	Transportation Charges	\$ 1,118.00
Adventure Enterprises LLC	Transportation Charges	\$ 385.30
Adventure Enterprises LLC	Transportation Charges	\$ 1,118.00
AGParts Worldwide, Inc.	Repairs & Maintenance Services	\$ 159.30
All Makes	Furniture and Fixtures	\$ 137.60
All Makes Auto Supply	Tires and Parts	\$ 231.27
All Makes Auto Supply	Supplies	\$ 26.68
All Makes Auto Supply	Tires and Parts	\$ 160.86
Alyssa Clay	Travel	\$ 148.29
Alyssa Prososki	Miscellaneous Expenditure	\$ 42.00
Alyssa Prososki	Dues and Fees	\$ 126.00
Alyssa Prososki	Miscellaneous Expenditure	\$ 42.00
Amazon Capital Services	Supplies	\$ 247.35
Amazon Capital Services	Supplies	\$ 163.30
Amazon Capital Services	Supplies	\$ 179.67
Amazon Capital Services	Supplies	\$ 12.77
Amazon Capital Services	Supplies	\$ 84.46
Amazon Capital Services	Supplies	\$ 193.51
Amazon Capital Services	Supplies	\$ 268.11
Amazon Capital Services	Supplies	\$ 32.34
Amazon Capital Services	Supplies	\$ 303.29
Amazon Capital Services	Supplies	\$ 48.70
Amazon Capital Services	Supplies	\$ 169.21
Amazon Capital Services	Supplies	\$ 105.19
Amazon Capital Services	Supplies	\$ 397.72
Amazon Capital Services	Supplies	\$ 187.24
Amazon Capital Services	Supplies	\$ 57.67
Amazon Capital Services	Supplies	\$ 324.82
Amazon Capital Services	Supplies	\$ 253.63
Amazon Capital Services	Textbooks Consumables	\$ 62.53
Amazon Capital Services	TechnologyRelated Hardware	\$ 202.00
Amazon Capital Services	Explore	\$ 108.49
Amazon Capital Services	Supplies	\$ 24.68
Amazon Capital Services	Supplies	\$ 508.56
Amazon Capital Services	Supplies	\$ 234.86
Amazon Capital Services	Supplies	\$ 226.18
Amazon Capital Services	Supplies	\$ 103.60
Amazon Capital Services	Supplies	\$ 8.99
Amazon Capital Services	Supplies	\$ 606.12
Amazon Capital Services	Supplies	\$ 129.12

Amazon Capital Services	Supplies	\$	226.91
Amazon Capital Services	Supplies	\$	27.85
Amazon Capital Services	Supplies	\$	781.02
Amazon Capital Services	Supplies	\$	51.43
Amazon Capital Services	Supplies	\$	575.65
Amazon Capital Services	Supplies	\$	32.55
Amazon Capital Services	Supplies	\$	89.40
Amazon Capital Services	Supplies	\$	29.99
Amazon Capital Services	Supplies	\$	1,002.77
Amazon Capital Services	TechnologyRelated Hardware	\$	116.16
Amazon Capital Services	Supplies	\$	72.74
Amazon Capital Services	Supplies	\$	59.67
Amazon Capital Services	Supplies	\$	57.96
Amazon Capital Services	Supplies	\$	45.32
Amazon Capital Services	Supplies	\$	40.48
Amazon Capital Services	Supplies	\$	359.96
Amazon Capital Services	Supplies	\$	48.99
Amazon Capital Services	Supplies	\$	513.84
Amazon Capital Services	Supplies	\$	278.13
Amazon Capital Services	Supplies	\$	1,155.01
Amazon Capital Services	Supplies	\$	287.88
Amazon Capital Services	Supplies	\$	23.98
Amazon Capital Services	Supplies	\$	599.00
Amazon Capital Services	Miscellaneous Expenditure	\$	87.96
Amazon Capital Services	Miscellaneous Expenditure	\$	125.58
Amazon Capital Services	Miscellaneous Expenditure	\$	159.71
Amazon Capital Services	Miscellaneous Expenditure	\$	327.97
Amazon Capital Services	Miscellaneous Expenditure	\$	1,249.00
Amazon Capital Services	Miscellaneous Expenditure	\$	2,286.80
Amazon Capital Services	Miscellaneous Expenditure	\$	146.84
Amazon Capital Services	Miscellaneous Expenditure	\$	714.32
Amazon Capital Services	Miscellaneous Expenditure	\$	2,100.28
Amazon Capital Services	Miscellaneous Expenditure	\$	160.35
Amazon Capital Services	Miscellaneous Expenditure	\$	110.98
Amazon Capital Services	Miscellaneous Expenditure	\$	35.96
Amazon Capital Services	Miscellaneous Expenditure	\$	909.09
Amazon Capital Services	Miscellaneous Expenditure	\$	1,209.96
Amazon Capital Services	Miscellaneous Expenditure	\$	25.99
Amazon Capital Services	Miscellaneous Expenditure	\$	33.99
Amazon Capital Services	Miscellaneous Expenditure	\$	33.82
Amazon Capital Services	Miscellaneous Expenditure	\$	22.78
Amazon Capital Services	Miscellaneous Expenditure	\$	265.86
Amazon Capital Services	Miscellaneous Expenditure	\$	43.99
Amazon Capital Services	Miscellaneous Expenditure	\$	236.73
Amazon Capital Services	Miscellaneous Expenditure	\$	206.63
Amazon Capital Services	Supplies	\$	637.62
Amazon Capital Services	Supplies	\$	306.38
Amazon Capital Services	Supplies	\$	1,543.59
Amazon Capital Services	Miscellaneous Expenditure	\$	673.96

American Butchers LLC	Food	\$	919.50
America's Fundraising Express	Miscellaneous Expenditure	\$	1,488.00
Amplify Education Inc	Textbooks	\$	13,772.79
Amplify Education Inc	Textbooks	\$	687.50
Amy Haskett	Travel	\$	74.60
Amy Haskett	Travel	\$	32.23
Amy Humphrey	Family Sales	\$	12.05
Angela Wright	Miscellaneous Expenditure	\$	75.75
Angie Runnells	Professional Services	\$	345.00
Apple Inc	Supplies	\$	897.00
Apple Inc	Supplies	\$	897.00
Apple Inc	Supplies	\$	2,990.00
Apple Inc	AudioVisual Materials	\$	307.12
Apple Market	Food	\$	111.15
Arnold Motor Supply	Supplies	\$	183.11
AUCA Chicago Lockbox	Uniforms	\$	1,598.10
AUCA Chicago Lockbox	Uniforms	\$	157.04
B & H Photo Video	Supplies	\$	10,045.87
BD Construction	Construction Services	\$	958.03
BD Construction	Construction Services	\$	958.02
Best Western Plus Lincoln Inn & Suites	Travel	\$	1,785.00
Big Apple Fun Center	Miscellaneous Expenditure	\$	540.00
Big Apple Fun Center	Miscellaneous Expenditure	\$	540.00
Black Hills Energy	Natural Gas	\$	642.03
Black Hills Energy	Natural Gas	\$	1.35
Blick Art Materials II	Supplies	\$	662.18
Body Worx	Vehicle Repair	\$	500.00
Brian Haas	Miscellaneous Expenditure	\$	30.00
Broadfoot's Sand & Gravel Incorporated	Miscellaneous Expenditure	\$	210.00
Bryce Abbey	Miscellaneous Expenditure	\$	355.00
Bryce Abbey	Miscellaneous Expenditure	\$	130.00
BSN SPORTS LLC	Miscellaneous Expenditure	\$	71.50
BSN Sports, LLC	Supplies	\$	1,573.96
BSN Sports, LLC	Miscellaneous Expenditure	\$	9,881.77
BSN Sports, LLC	Supplies	\$	139.52
BSN Sports, LLC	Supplies	\$	139.52
BSN Sports, LLC	Miscellaneous Expenditure	\$	585.65
BSN Sports, LLC	Supplies	\$	1,190.00
BSN Sports, LLC	Miscellaneous Expenditure	\$	2,315.60
BSN Sports, LLC	Uniforms	\$	58.91
BSN Sports, LLC	Miscellaneous Expenditure	\$	88.29
BSN Sports, LLC	Miscellaneous Expenditure	\$	127.14
BSN Sports, LLC	Miscellaneous Expenditure	\$	57.24
Buffalo County Ag Association	Supplies	\$	574.25
Builders HowTo Warehouse	Miscellaneous Expenditure	\$	250.47
Builders HowTo Warehouse	Supplies	\$	333.60
Builders HowTo Warehouse	Supplies	\$	13.33
Builders HowTo Warehouse	Supplies	\$	270.28
Builders HowTo Warehouse	Supplies	\$	29.97

Bulk Bookstore	Miscellaneous Expenditure	\$	134.75
Carol Kenton	Travel	\$	73.95
Carol Kenton	Travel	\$	62.55
Carolina Biological Supply	Supplies	\$	268.00
CashWa Distributing	Food	\$	153,377.65
CashWa Distributing	Food	\$	7,564.85
CDW Government	TechnologyRelated Hardware	\$	416.88
CDW Government	TechnologyRelated Hardware	\$	256.02
CDW Government	Professional Services	\$	10,452.78
CDW Government	TechnologyRelated Hardware	\$	24,117.42
CDW Government	Technology Software	\$	45,409.92
Central Community College GI	Professional Services	\$	2,892.18
Central Restaurant Products	Furniture and Fixtures	\$	4,776.00
Century Lumber Center	Miscellaneous Expenditure	\$	91.30
Charles Stefka	Family Sales	\$	107.80
Charter Communications	Supplies	\$	35.48
Charter Communications	Other Communication	\$	2,901.80
Charter Communications	Dues and Fees	\$	16.95
Charter Communications	Other Communication	\$	22.25
Chase Erwin	Professional Services	\$	125.00
Chesterman Co.	Supplies	\$	2,311.05
Chesterman Co.	Miscellaneous Expenditure	\$	635.25
Chesterman Co.	Miscellaneous Expenditure	\$	96.60
Chesterman Co.	Food	\$	5,233.95
Cheyenne DevoreHester	Travel	\$	210.30
Chris Loofe	Travel	\$	172.92
Chris Smithell	Travel	\$	82.53
Chris Weis	Supplies	\$	19.48
Cindy Pawloski	Travel	\$	63.40
City of Kearney School Resource Office	Security Officer	\$	13,311.17
City of KearneyWater,Sanitn,Sewer Dept	Garbage	\$	8,034.76
Clubs Choice	Miscellaneous Expenditure	\$	4,819.68
CNA Surety	Employee Training and Development Services	\$	40.00
CNA Surety	Dues and Fees	\$	40.00
Coach Master's Inc	Vehicle Repair	\$	874.03
Cody Dvorak	Miscellaneous Expenditure	\$	670.00
Construction Rental Kearney	Miscellaneous Expenditure	\$	190.00
Cornhusker Cleaning Supply.	Supplies	\$	157.26
Cottonmill Enterprises, Inc	Miscellaneous Expenditure	\$	150.00
Country Meats	Supplies	\$	118.00
CPI	Dues and Fees	\$	3,249.00
Cummins Central Power LLC	Vehicle Repair	\$	1,061.71
Curzon Promotional Graphics	Miscellaneous Expenditure	\$	1,182.71
Dan Schumacher	Furniture and Fixtures	\$	23,425.00
Danielle Burkett	Professional Services	\$	60.00
Danielle Steffensmeier	Professional Services	\$	90.00
Dan's Sanitation Inc	Garbage	\$	127.98
Dan's Sanitation Inc	Garbage	\$	0.27
Dawson Public Power District	Electricity	\$	673.19

Dawson Public Power District	Electricity	\$	1.42
Debra Suhr	Professional Services	\$	60.00
Delana Grantham	Professional Services	\$	475.00
Desiree John	Travel	\$	40.35
Desiree John	Travel	\$	40.61
Deterdings	Supplies	\$	897.96
DHHS Licensure Unit	Dues and Fees	\$	25.00
Didax Inc	Supplies	\$	19.49
Dmilaco Sports Fashions	Miscellaneous Expenditure	\$	250.00
Domino's Pizza	Food	\$	3,374.00
Donald D Koller	Miscellaneous Expenditure	\$	55.40
Donald D Koller	Supplies	\$	25.34
Donald D Koller	Supplies	\$	99.05
DreamSeats, LLC	Miscellaneous Expenditure	\$	2,290.00
Driverge Vehicle Innovations LLC	Tires and Parts	\$	2,215.45
Eakes Office Solutions	Copier & Printing Usage	\$	328.44
Eakes Office Solutions	Supplies	\$	2,189.47
Eakes Office Solutions	Supplies	\$	129.47
Eakes Office Solutions	Supplies	\$	252.20
Eakes Office Solutions	Furniture and Fixtures	\$	732.59
Eakes Office Solutions	Supplies	\$	26.23
Echo Group Inc.	Supplies	\$	1,065.06
Electronic Systems Inc	Professional Services	\$	245.40
Elizabeth Lopez	Travel	\$	18.41
Enid Hansen	Professional Services	\$	180.00
Erin Small	Travel	\$	321.55
ESU 10	Professional Services	\$	60.00
ESU 10	Sped Tuition/Agencies	\$	212.92
ESU 10	Employee Training and Development Services	\$	20.00
ESU 10	Sped Tuition/Agencies	\$	2,971.02
ESU 10	Sped Tuition/Agencies	\$	5,783.15
ESU 10	Sped Tuition/Agencies	\$	5,142.25
ESU 10	Sped Tuition/Agencies	\$	1,738.16
ESU 10	Sped Tuition/Agencies	\$	1,094.22
ESU 3	Travel	\$	100.00
ESU 3	Travel	\$	200.00
ESU 3	Travel	\$	100.00
ESU 7	Sped Tuition/Agencies	\$	1,787.50
ESUCC	Dues and Fees	\$	696.72
Eustis Body Shop Kearney	Vehicle Repair	\$	500.00
Farmers Union Coop Assn	Vehicle Gasoline	\$	1,966.53
Farmers Union Coop Assn	Vehicle Gasoline	\$	429.90
Fastenal Company	Supplies	\$	11.89
Fearless Ink Custom Apparel, Inc	Miscellaneous Expenditure	\$	230.00
First Book	Supplies	\$	290.34
Flinn Scientific Inc	Supplies	\$	75.60
Follett Content Solutions LLC	Library Referances	\$	212.06
Follett Content Solutions LLC	Library Referances	\$	785.86
Follett Content Solutions LLC	Library Referances	\$	965.70

Follett School Solutions Inc	Library Referances	\$	491.51
Frontier	Professional Services	\$	188.65
Frontier	Professional Services	\$	10.48
Frontier	Professional Services	\$	10.48
Frontier	Purchased Service Telephone	\$	1,936.72
Funshine Express Inc.	Supplies	\$	592.50
Geri Jasnoch	Miscellaneous Expenditure	\$	62.97
Geri Jasnoch	Miscellaneous Expenditure	\$	28.58
Geri Jasnoch	Miscellaneous Expenditure	\$	28.58
Glaser Ceramics Inc	Miscellaneous Expenditure	\$	470.95
Goodwin Tucker Group	Repairs & Maintenance Services	\$	2,008.16
Grace Lueders	Travel	\$	7.66
Graczyk Lawn & Landscape	Lawn Services	\$	5,400.00
Grainger	Tires and Parts	\$	136.54
Grand Island Northwest	Miscellaneous Expenditure	\$	100.00
Great Minds LLC	Dues and Fees	\$	2,500.00
Halli Chramosta	Travel	\$	18.67
Halli Chramosta	Supplies	\$	21.18
Hands of Heartland , LLC	Pupil Services	\$	25,501.68
HangSafe Hooks	Supplies	\$	811.12
Heidi Straka	Miscellaneous Expenditure	\$	116.88
Heritage Water Services Inc.	Professional Services	\$	955.00
High Plains Pizza Hut, Inc	Food	\$	4,734.50
High Point Networks, LLC	TechnologyRelated Hardware	\$	3,413.00
Hiland Dairy Foods	Food	\$	31,171.09
Hilton Omaha	Travel	\$	648.00
Hilton Omaha	Travel	\$	324.00
Hilton Omaha	Travel	\$	648.00
Hobby Lobby Stores Inc	Supplies	\$	24.79
Hobby Lobby Stores Inc	Supplies	\$	39.41
Hobby Lobby Stores Inc	Supplies	\$	138.83
Hobby Lobby Stores Inc	Supplies	\$	81.66
Hobby Lobby Stores Inc	Supplies	\$	46.77
Hoehner Turf Irrigation	Lawn Services	\$	1,600.00
Holli Ourada	Travel	\$	330.32
Holmes Plumbing & Htg	Supplies	\$	1,014.80
Hometown Leasing	Rentals of Equipment and Vehicles	\$	9,142.53
Hudl	Miscellaneous Expenditure	\$	2,166.67
Hudl	Miscellaneous Expenditure	\$	2,166.67
Hudl	Miscellaneous Expenditure	\$	2,166.67
Hudl	Miscellaneous Expenditure	\$	4,333.33
Hudl	Miscellaneous Expenditure	\$	2,166.66
Humanex Ventures LLC	Professional Services	\$	2,700.00
HyVee Accounts Receivable	Food	\$	124.31
HyVee Accounts Receivable	Miscellaneous Expenditure	\$	29.94
Imagine Learning, Inc.	Textbooks Supplementals	\$	2,675.00
Integrated Security Solutions LLC	Professional Services	\$	725.00
Intellicom	Professional Services	\$	211.25
Intellicom	TechnologyRelated Hardware	\$	3,780.00

J Spot Services LLC	Professional Services	\$	1,625.00
J Spot Services LLC	Professional Services	\$	1,913.75
J W Pepper & Son Inc	Miscellaneous Expenditure	\$	10.14
J W Pepper & Son Inc	Supplies	\$	159.04
J W Pepper & Son Inc	Supplies	\$	159.04
J W Pepper & Son Inc	Supplies	\$	102.99
Jack Lederman Co Inc	Professional Services	\$	115.96
Jackie Arens	Travel	\$	32.36
Jackie Arens	Supplies	\$	245.63
Jael Johnson	Professional Services	\$	180.00
Janelle Pittz	Professional Services	\$	90.00
Janet Rose	Professional Services	\$	180.00
Jason Mundorf	Travel	\$	413.96
Jeana Peterson	Travel	\$	127.99
Jennifer Brown	Miscellaneous Expenditure	\$	1,500.00
Jessica McKillip	Professional Services	\$	105.00
Jill Bauer	Travel	\$	14.67
JoAnn Koontz	Professional Services	\$	230.00
Kaplan Early Learning Company	Supplies	\$	2,301.82
Kate Murphy	Travel	\$	121.70
Kathrin Sindt	Travel	\$	5.50
Kaylee Grieser	Professional Services	\$	300.00
Kearney Ace Hardware	Supplies	\$	51.72
Kearney Ag & Auto Repair Inc	Vehicle Repair	\$	368.70
Kearney Ag & Auto Repair Inc	Vehicle Repair	\$	594.81
Kearney Ag & Auto Repair Inc	Tires and Parts	\$	681.23
Kearney Ag & Auto Repair Inc	Vehicle Repair	\$	129.59
Kearney Ag & Auto Repair Inc	Vehicle Repair	\$	95.03
Kearney Area Children's Museum	Dues and Fees	\$	315.00
Kearney Area Children's Museum	Dues and Fees	\$	175.00
Kearney Area Solid Landfill City Of Kear	Professional Services	\$	634.13
Kearney Concrete Co Inc	Miscellaneous Expenditure	\$	3,912.03
Kearney Noon Kiwanis	Dues and Fees	\$	125.00
Kearney Pub SchFoundation	Professional Services	\$	23,663.29
Kearney Pub SchFoundation	Professional Services	\$	14,906.50
Kearney Pub SchFoundation	Professional Services	\$	7,430.18
Kearney Tire & Auto Service Co	Vehicle Repair	\$	591.48
Kearney Tire & Auto Service Co	Tires and Parts	\$	591.48
Kearney Winlectric Co	Supplies	\$	2,509.31
Kearney Winnelson	Supplies	\$	3,460.26
Kearney Winnelson	Supplies	\$	939.04
Kellee Vornhagen	Travel	\$	226.63
Kelly Supply Co	Supplies	\$	50.34
KHS Band Boosters	Miscellaneous Expenditure	\$	1,500.00
Kim Loofe	Travel	\$	22.27
Kristen Richey	Travel	\$	19.70
Krystal Reynolds	Travel	\$	298.93
KSO CPAs + Advisors	Accounting/Auditing Services	\$	12,260.00
Lacey Ahrens	Professional Services	\$	360.00

Lacey Ahrens	Travel	\$	151.64
Lakeshore Lrng Materials	Supplies	\$	208.02
Lakeshore Lrng Materials	Supplies	\$	1,875.30
Lakeshore Lrng Materials	Miscellaneous Expenditure	\$	179.00
Laminator.com Inc	Supplies	\$	142.46
Laminator.com Inc	Supplies	\$	140.46
Landmark Implement Inc Kearney	Tires and Parts	\$	495.50
Lanette Puccini	Professional Services	\$	30.00
Laurie Ann Ziems	Professional Services	\$	360.00
Laurie Ann Ziems	Travel	\$	122.23
Liberty Hardwoods Inc	Miscellaneous Expenditure	\$	1,245.00
Liberty Hardwoods Inc	Miscellaneous Expenditure	\$	1,768.95
Lied Lodge & Conference Center	Travel	\$	338.00
Lincoln Journal Star	Advertising	\$	1,369.11
Lisa Caprelli	Supplies	\$	1,200.00
Livestockjudging.com	Miscellaneous Expenditure	\$	200.00
Lori Keller	Travel	\$	5.70
Maci Miller	Professional Services	\$	475.00
Mailgun Technologies Inc	Technology Software	\$	325.00
Makayla Harmon	Supplies	\$	87.47
MakerBot Industries LLC	Miscellaneous Expenditure	\$	1,299.00
MakerBot Industries LLC	Supplies	\$	256.50
Marci Ochsner	Travel	\$	49.78
Mark Bowman	Professional Services	\$	150.00
Masters True Value	Supplies	\$	3.79
Masters True Value	Supplies	\$	461.54
Mathcounts Foundation	Supplies	\$	240.00
Matheson TriGas Inc	Supplies	\$	759.13
Matheson TriGas Inc	Supplies	\$	1,373.05
Mead Lumber Co	Miscellaneous Expenditure	\$	220.00
MECA	Miscellaneous Expenditure	\$	7,026.50
Megan Braden	Travel	\$	86.46
Megan Schmidt	Supplies	\$	33.80
Melinda Reid	Travel	\$	108.07
Melisa Dobish	Travel	\$	64.43
Menards Kearney	Supplies	\$	45.02
Menards Kearney	Supplies	\$	784.82
Menards Kearney	Supplies	\$	55.40
Menards Kearney	Supplies	\$	177.18
Menards Kearney	Supplies	\$	1,041.16
Menards Kearney	Supplies	\$	130.43
Menards Kearney	Miscellaneous Expenditure	\$	228.48
Menards Kearney	Miscellaneous Expenditure	\$	231.29
Menards Kearney	Miscellaneous Expenditure	\$	449.90
MidNebraska Garage Doors Inc	Miscellaneous Expenditure	\$	5,100.00
Midway Chevrolet	Vehicle Repair	\$	971.25
Midwest Connect	Postage	\$	40.49
Midwest Connect	Postage	\$	2.86
Midwest Connect	Supplies	\$	41.17

Midwest Connect	Supplies	\$	10.56
Midwest Connect	Supplies	\$	1.32
Midwest Connect	Supplies	\$	19.93
Midwest Connect	Postage	\$	2.64
Midwest Connect	Postage	\$	74.03
Midwest Connect	Postage	\$	692.11
Midwest Connect	Postage	\$	32.34
Midwest Connect	Postage	\$	15.76
Midwest Connect	Postage	\$	28.38
Midwest Connect	Postage	\$	14.52
Midwest Connect	Postage	\$	14.03
Midwest Connect	Postage	\$	122.72
Midwest Connect	Postage	\$	12.16
Midwest Connect	Supplies	\$	219.21
Midwest Connect	Postage	\$	220.55
Midwest Connect	Postage	\$	3.30
Midwest Connect	Postage	\$	5.16
Midwest Connect	Postage	\$	6.60
Midwest Connect	Postage	\$	20.46
Midwest Connect	Postage	\$	13.20
Mindi Heese	Travel	\$	31.44
Misko Sports	Miscellaneous Expenditure	\$	875.88
Misko Sports	Miscellaneous Expenditure	\$	875.88
Misko Sports	Miscellaneous Expenditure	\$	519.50
Misko Sports	Supplies	\$	519.50
Mister B's Tees	Miscellaneous Expenditure	\$	765.00
Mitch Olson	Travel	\$	38.32
Moonlight Embroidery & Screen Print	Miscellaneous Expenditure	\$	168.00
Moonlight Embroidery & Screen Print	Miscellaneous Expenditure	\$	368.00
Morgan Walker	Travel	\$	42.90
Morris Press & Office Supplies	Miscellaneous Expenditure	\$	618.45
National Insurance Marketing Brokers LLC	Professional Services	\$	2,331.75
Navigator Motorcoaches Inc	Transportation Charges	\$	1,450.00
NCD A Singing Around NE	Miscellaneous Expenditure	\$	912.00
NCD A Singing Around NE	Miscellaneous Expenditure	\$	100.00
NCSANebraska Council of School Admin	Supplies	\$	190.00
NCSANebraska Council of School Admin	Dues and Fees	\$	200.00
NCSANebraska Council of School Admin	Dues and Fees	\$	115.00
NCSANebraska Council of School Admin	Dues and Fees	\$	115.00
NCSANebraska Council of School Admin	Travel	\$	115.00
NCSANebraska Council of School Admin	Dues and Fees	\$	50.00
NCSANebraska Council of School Admin	Dues and Fees	\$	140.00
NCSANebraska Council of School Admin	Dues and Fees	\$	500.00
NDE	Professional Services	\$	225.00
Nebraska Central Equipment Co	Tires and Parts	\$	181.28
Nebraska Choral Directors Association	Miscellaneous Expenditure	\$	550.00
Nebraska Choral Directors Association	Miscellaneous Expenditure	\$	700.00
Nebraska Music Education Assoc	Miscellaneous Expenditure	\$	165.00
Nebraska Public Health Envrmt Lab	Professional Services	\$	241.00

Nebraska Public Power District	Electricity	\$	61,658.33
Nebraska Public Power District	Miscellaneous Expenditure	\$	124.55
Nebraska Safety Center	Professional Services	\$	270.00
Nebraska Schoolmasters Club	Travel	\$	75.00
NeuroTrainer, Inc	Miscellaneous Expenditure	\$	1,600.00
North Platte High School	Miscellaneous Expenditure	\$	60.00
Northwestern Energy	Natural Gas	\$	6,601.53
NSG Logistics LLC	Supplies	\$	1,273.45
OES, Inc	Miscellaneous Expenditure	\$	300.00
OES, Inc	Miscellaneous Expenditure	\$	55.00
Office Supplies by the Case	Supplies	\$	410.40
Omaha Embassy Suites	Travel	\$	424.00
One Call Concepts Inc	Professional Services	\$	32.26
One Source	Professional Services	\$	306.00
One Source	Dues and Fees	\$	87.00
Paige Garringer	Travel	\$	148.62
Paige Rowe	Mileage Paid to Parents	\$	27.51
PANOGOLD Baking Co.	Food	\$	5,966.80
Paper Tiger Shredding	Supplies	\$	209.10
Paper Tiger Shredding	Supplies	\$	17.90
Paper Tiger Shredding	Miscellaneous Expenditure	\$	2.99
Paper Tiger Shredding	Professional Services	\$	65.68
Paper Tiger Shredding	Professional Services	\$	74.70
Paula Gaasch	Travel	\$	101.20
PEP CO, Inc.	Professional Services	\$	80.00
Perry Guthery Haasa & Gessford PC LLO	Contracted Legal Services	\$	4,009.60
Pitsco Education, LLC	Miscellaneous Expenditure	\$	3,177.30
Plank Road Publishing Inc	Miscellaneous Expenditure	\$	164.85
Platte Valley Auto Kearney	Tires and Parts	\$	42.30
Platte Valley Communications	Professional Services	\$	173.85
ProTint	Professional Services	\$	1,478.00
Quill Corporation	Supplies	\$	512.93
Rachel Ann Pierce	Professional Services	\$	405.00
Really Good Stuff Inc	Supplies	\$	157.49
Really Good Stuff Inc	Supplies	\$	59.99
Rebecca Brecht	Professional Services	\$	60.00
Rebecca Larson	Miscellaneous Expenditure	\$	129.02
Rebecca Luedke	Miscellaneous Expenditure	\$	67.25
Renaissance Learning Inc	Technology Software	\$	2,776.00
RevTrak	Supplies	\$	19.95
Rhonda Moseley	Travel	\$	38.71
Robyn Favinger	Travel	\$	72.70
Ryan Hogue	Travel	\$	629.46
Sara ChapmanGomez	Travel	\$	274.97
Sara Langan	Travel	\$	71.85
Sara Langan	Travel	\$	176.92
Sayler Screenprinting	Miscellaneous Expenditure	\$	297.00
School Pride	Miscellaneous Expenditure	\$	4,605.00
School Specialty Inc	Supplies	\$	44.05

School Specialty Inc	Supplies	\$	322.24
School Specialty Inc	Supplies	\$	27.68
School Specialty Inc	Supplies	\$	219.30
SherwinWilliams	Supplies	\$	79.00
SignGlasses LLC	Contracted Educational	\$	2,040.00
Smiling Faces Academy, Inc.	Professional Services	\$	1,168.32
Sodexo, Inc & Affiliates	Miscellaneous Expenditure	\$	364.90
SolarWinds	Technology Software	\$	2,480.00
Sonshine World	Professional Services	\$	238.00
SpartanNash Family Fresh	Food	\$	19.95
Spencer Noble	Travel	\$	106.12
Spracklin Chiropractic	Physicals	\$	180.00
Springer Roofing, Inc.	Repairs & Maintenance Services	\$	225.00
Stefanie Green	Miscellaneous Expenditure	\$	31.76
Stelling Brass & Winds	Miscellaneous Expenditure	\$	7,379.00
Stelling Brass & Winds	Miscellaneous Expenditure	\$	5,330.00
Stelling Brass & Winds	Miscellaneous Expenditure	\$	1,670.00
Teacher's Discovery	Supplies	\$	76.97
Terri Bruntz	Professional Services	\$	90.00
The Art of Education University, LLC	Textbooks Supplementals	\$	4,495.00
The Art of Education University, LLC	Textbooks Supplementals	\$	2,756.00
The Lockmobile	Supplies	\$	204.00
Tim Valleau	Professional Services	\$	125.00
TK Elevator Corporation	Professional Services	\$	907.56
Tonya Anderson	Miscellaneous Expenditure	\$	16.42
Tractor Supply Co.	Supplies	\$	48.98
Trane	Repairs & Maintenance Services	\$	23,877.35
Trane	Building Acquisitions and Improvements	\$	52,160.00
Trenton D Snow LLC	Professional Services	\$	2,428.00
Trevor Altwine	Professional Services	\$	800.00
Trey Schlender	Travel	\$	25.55
TriCounty Glass Inc	Professional Services	\$	1,126.00
ULINE	Supplies	\$	634.42
UNK Communications & Marketing	Miscellaneous Expenditure	\$	57.50
UNL Scholarship	Miscellaneous Expenditure	\$	250.00
US Bank Cardmember Service	Supplies	\$	37.44
US Bank Cardmember Service	Technology Software	\$	1,321.17
US Bank Cardmember Service	Dues and Fees	\$	49.00
US Bank Cardmember Service	Supplies	\$	80.28
US Bank Cardmember Service	Transportation Charges	\$	377.50
US Bank Cardmember Service	Dues and Fees	\$	290.00
US Bank Cardmember Service	Supplies	\$	1,117.60
US Bank Cardmember Service	Travel	\$	124.50
US Bank Cardmember Service	Dues and Fees	\$	430.00
US Bank Cardmember Service	Supplies	\$	25.00
US Bank Cardmember Service	Travel	\$	1,684.91
US Bank Cardmember Service	Supplies	\$	93.88
US Bank Cardmember Service	Travel	\$	337.04
US Bank Cardmember Service	TechnologyRelated Hardware	\$	109.85

US Bank Cardmember Service	Advertising	\$	119.99
US Bank Cardmember Service	Supplies	\$	311.77
US Bank Cardmember Service	Travel	\$	290.00
US Bank Cardmember Service	Professional Services	\$	296.00
US Bank Cardmember Service	Travel	\$	132.26
US Bank Cardmember Service	Supplies	\$	136.14
US Bank Cardmember Service	Supplies	\$	116.60
US Bank Cardmember Service	Driver License/Criminal History	\$	120.00
US Bank Cardmember Service	Dues and Fees	\$	225.00
US Bank Cardmember Service	Travel	\$	402.87
US Bank Cardmember Service	Miscellaneous Expenditure	\$	18.18
US Bank Cardmember Service	Transportation Charges	\$	50.01
US Bank Cardmember Service	Miscellaneous Expenditure	\$	747.50
US Bank Cardmember Service	Miscellaneous Expenditure	\$	350.00
US Bank Cardmember Service	Supplies	\$	801.16
US Bank Cardmember Service	Dues and Fees	\$	25.00
US Bank Cardmember Service	Supplies	\$	299.95
US Bank Cardmember Service	Supplies	\$	445.10
US Bank Cardmember Service	Miscellaneous Expenditure	\$	2,384.75
US Bank Cardmember Service	Miscellaneous Expenditure	\$	692.43
US Bank Cardmember Service	Miscellaneous Expenditure	\$	747.50
US Bank Cardmember Service	Miscellaneous Expenditure	\$	946.54
US Bank Cardmember Service	Transportation Charges	\$	71.49
US Bank Cardmember Service	Miscellaneous Expenditure	\$	3,819.75
US Bank Cardmember Service	Transportation Charges	\$	118.74
US Bank Cardmember Service	Miscellaneous Expenditure	\$	211.86
US Bank Cardmember Service	Miscellaneous Expenditure	\$	842.00
US Bank Cardmember Service	Miscellaneous Expenditure	\$	153.69
US Bank Cardmember Service	Miscellaneous Expenditure	\$	284.98
US Bank Cardmember Service	Miscellaneous Expenditure	\$	188.75
US Bank Cardmember Service	Dues and Fees	\$	45.00
US Bank Cardmember Service	Miscellaneous Expenditure	\$	1,054.69
US Bank Cardmember Service	Miscellaneous Expenditure	\$	4,975.56
US Foods Inc	Food	\$	5,945.56
US News Awards	Advertising	\$	6,965.00
Varsity Spirit LLC	Miscellaneous Expenditure	\$	5,654.00
Varsity Spirit LLC	Miscellaneous Expenditure	\$	1,688.15
Ventris Learning LLC	Supplies	\$	451.50
Verizon Wireless	Purchased Service Telephone	\$	-
Verizon Wireless	Purchased Service Telephone	\$	70.37
Verizon Wireless	Purchased Service Telephone	\$	39.96
Verizon Wireless	Purchased Service Telephone	\$	-
Verizon Wireless	Purchased Service Telephone	\$	-
Verizon Wireless	Purchased Service Telephone	\$	147.08
Verizon Wireless	Purchased Service Telephone	\$	39.96
Verizon Wireless	Purchased Service Telephone	\$	39.96
Verizon Wireless	Purchased Service Telephone	\$	39.96
Verizon Wireless	Purchased Service Telephone	\$	39.96
Verizon Wireless	Purchased Service Telephone	\$	39.96

Verizon Wireless	Purchased Service Telephone	\$ 97.28
Verizon Wireless	Miscellaneous Expenditure	\$ -
Verizon Wireless	Purchased Service Telephone	\$ 453.35
Voyager Sopris Learning	Miscellaneous Expenditure	\$ 250.80
Walmart Community BRC	Supplies	\$ 207.18
Walmart Community BRC	Miscellaneous Expenditure	\$ 3,087.38
WarrenT Drain Cleaners & Plum	Professional Services	\$ 1,558.72
West Music	Supplies	\$ 47.95
West Music	Supplies	\$ 6.75
West Music	Supplies	\$ 147.86
WILKINS ArchitectureDesignPlanning	Construction Services	\$ 7,248.89
William V MacGill & Co	Supplies	\$ 4,227.00
Winzer Franchise Company	Supplies	\$ 215.68
Wooly Learning Inc	Miscellaneous Expenditure	\$ 570.00
WPCIWestern Path Consult Inc	Drug Testing	\$ 219.00
WPS Western Psychological Services	Supplies	\$ 142.00
Yandas Music	Miscellaneous Expenditure	\$ 152.00
Yandas Music	Miscellaneous Expenditure	\$ 3,000.00
Yandas Music	Miscellaneous Expenditure	\$ 1,658.99
Yandas Music	Miscellaneous Expenditure	\$ 2,343.83
Yandas Music	Miscellaneous Expenditure	\$ 144.00
Yandas Music	Supplies	\$ 138.48
Yandas Music	Supplies	\$ 597.60
Yandas Music	Supplies	\$ 161.69
Yandas Music	Professional Services	\$ 5,990.08
Yandas Music	Miscellaneous Expenditure	\$ 5,990.07
Yandas Music	Miscellaneous Expenditure	\$ 452.40

**SPECIAL BUILDING FUND and QCPUF
CLAIMS TO REPORT FOR DECEMBER 2023**

VENDOR	DESCRIPTION	AMOUNT
Bank Of Oklahoma	Other Debt Related Expenses	\$ 29.50
BD Construction	Construction Services	\$ 1,171.35
BD Construction	Construction Services	\$ 10,694.58
BD Construction	Construction Services	\$ 2,726.69
BD Construction	Construction Services	\$ 2,726.69
BOKF, National Association	Redemption of Principal	\$ 6,443,491.33
WILKINS ArchitectureDesignPlanning	Construction Services	\$ 7,248.88
WILKINS ArchitectureDesignPlanning	Construction Services	\$ 10,433.17

TREASURER'S REPORT

General Account - NebraskaLand National Bank Month Ending November 30, 2023

Per Bank

NebraskaLand Bank	November 30,2023	\$	25,001,835.43
Less Outstanding Checks		\$	(15,021.94)
Less Outstanding Other Disbursements		\$	-
Plus Outstanding Deposits		\$	(219.04)
Adjustment			
Ending Balance		\$	<u>24,986,594.45</u>

Per Books

Beginning Balance	November 30,2023	\$	29,808,893.79
Plus Receipts		\$	2,628,152.95
Less Expenditures		\$	(7,450,452.29)
Less Returned Checks			
Adjustment			
Voided Checks		\$	-
Ending Book Balance	November 30,2023	\$	<u>24,986,594.45</u>

Flex Spending Account Balance

\$89,252.36

School District 7

Fund Balances

Fiscal Year: 2023-2024

Month: November
 Year: 2023
 Fund Type:

Include Cash Balance
 FY End Report

<u>Fund</u>	<u>Description</u>	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Transfers</u>	<u>Fund Balance</u>	<u>Cash Balance</u>	<u>Variance</u>
01	General Fund	\$27,033,504.65	\$18,803,587.20	(\$20,339,316.03)	\$0.00	\$25,497,775.82	\$14,182,423.52	\$11,315,352.30
02	Depreciation Fund	\$1,076,196.69	\$40,773.70	(\$416,819.67)	\$0.00	\$700,150.72	\$700,150.72	\$0.00
03	Employee Benefit Fund	\$323,877.92	\$0.00	(\$3,610.00)	\$0.00	\$320,267.92	\$320,267.92	\$0.00
05	Activities Fund	\$2,679,878.46	\$718,340.14	(\$830,540.53)	\$0.00	\$2,567,678.07	\$2,569,616.97	(\$1,938.90)
06	School Nutrition Fund	\$2,787,009.30	\$1,102,720.80	(\$1,387,433.26)	\$0.00	\$2,502,296.84	\$2,557,951.37	(\$55,654.53)
07	Bond Fund	\$10,080,339.66	\$2,319,756.73	\$0.00	\$0.00	\$12,400,096.39	\$10,379,091.25	\$2,021,005.14
08	Special Building Fund	\$1,914,684.98	\$111,213.00	(\$136,578.25)	\$0.00	\$1,889,319.73	\$1,792,291.96	\$97,027.77
09	Qualified Capital Fund	\$10,549,849.68	\$441,041.64	(\$1,567,966.86)	\$0.00	\$9,422,924.46	\$9,070,525.11	\$352,399.35
10	Coop Fund	\$130,684.67	\$12,760.43	(\$214,363.51)	\$0.00	(\$70,918.41)	(\$68,675.95)	(\$2,242.46)
12	Student Fee Fund	\$287,578.14	\$42,080.96	(\$47,425.33)	\$0.00	\$282,233.77	\$282,292.10	(\$58.33)
Grand Total:		\$56,863,604.15	\$23,592,274.60	(\$24,944,053.44)	\$0.00	\$55,511,825.31	\$41,785,934.97	\$13,725,890.34

End of Report

**FY 24 Kearney Public Schools
Revenue Expense Reports
Compared to Budget**

DATE: November 2023

	<u>FY 2024</u>	<u>TOTAL BUDGET</u>	<u>%</u>		<u>FY 2024</u>	<u>TOTAL BUDGET</u>	<u>%</u>
<u>GENERAL FUND</u>				<u>SCHOOL NUTRITION FUND</u>			
Income:	\$18,803,587.20	\$65,748,643.00	29%	Income:	\$1,102,720.80	\$2,204,000.00	50%
Expense:	<u>\$20,339,316.03</u>	\$73,615,368.00	28%	Expense:	<u>\$1,387,433.26</u>	\$4,562,125.00	30%
Net:	-\$1,535,728.83			Net:	-\$284,712.46		
100 Supt.	\$93,235.42	\$200,000.00	47%	<u>SNF SUMMARY</u>			
103 Comm	\$25,596.18	\$30,000.00	85%		<u>TOTAL</u>	<u># OF DAYS</u>	<u>DAILY AVG.</u>
211 Dir PS-5	\$1,039,756.88	\$278,000.00	374%	Lunch	306029	72.21	4238.04
220 Sped	\$160,068.41	\$599,746.99	27%	Breakfast	70639	71.48	988.23
230 Media	\$3,203.50	\$29,000.00	11%				
240 Dir SS&S	\$45,565.38	\$87,500.00	52%	<u>BOND FUND</u>			
270 Dir 6-12	\$77,286.04	\$205,000.00	38%	Income:	\$2,319,756.73	\$7,402,673.00	31%
310 Personnel	\$133,140.31	\$167,000.00	80%	Expense:	<u>\$0.00</u>	\$16,254,205.00	0%
320 Technology	\$239,204.49	\$1,600,000.00	15%	Net:	\$2,319,756.73		
400 Principals	\$369,846.37	\$976,500.00	38%				
510 Finance	\$813,486.00	\$5,974,702.77	14%	<u>BUILDING FUND</u>			
550 Facilities	\$864,419.21	\$2,795,625.00	31%	Income:	\$111,213.00	\$1,000,000.00	11%
560 Utilities	\$253,248.20	\$975,000.00	26%	Expense:	<u>\$136,578.25</u>	\$2,971,280.00	5%
570 Transport.	\$117,235.36	\$250,000.00	47%	Net:	-\$25,365.25		
910 Payroll	\$15,667,357.23	\$57,667,293.24	27%				
931 Substitutes	\$420,349.95	\$1,750,000.00	24%	<u>QCPUF FUND</u>			
941 Overtime	<u>\$16,317.10</u>	<u>\$30,000.00</u>	<u>54%</u>	Income:	\$441,041.64	\$8,892,000.00	5%
	\$20,339,316.03	\$73,615,368.00	28%	Expense:	<u>\$1,567,966.86</u>	\$11,643,214.00	13%
				Net:	-\$1,126,925.22		
<u>DEPRECIATION FUND</u>				<u>COOP FUND</u>			
Income:	\$40,773.70	\$850,050.00	5%	Income:	\$12,760.43	\$552,906.00	2%
Expense:	<u>\$416,819.67</u>	\$1,374,679.00	30%	Expense:	<u>\$214,363.51</u>	\$700,000.00	31%
Net:	-\$376,045.97			Net:	-\$201,603.08		
<u>ACTIVITIES FUND</u>				<u>STUDENT FEE FUND</u>			
Income:	\$718,340.14	\$1,500,000.00	48%	Income:	\$42,080.96	\$215,000.00	20%
Expense:	<u>\$830,540.53</u>	\$3,743,946.00	22%	Expense:	<u>\$47,425.33</u>	\$437,192.00	11%
Net:	-\$112,200.39			Net:	-\$5,344.37		
				TOTAL REVENUE	\$23,592,274.60	\$88,365,272.00	27%
				TOTAL EXPENDITURES	\$24,944,053.44	\$115,613,783.00	22%

Bearcat Diner Financial Statement for Month Ending November 30 2023

Receipts:	Budget	Month End	Year-to-Date	% of Budget	2022-2023%
Federal Reimbursement	\$ 1,981,300.00	\$ 250,493.91	\$ 640,470.76	32.33%	38.58%
Sale of Lunches -Pupils	\$ 1,150,000.00	\$ 145,105.35	\$ 437,703.25	38.06%	36.20%
Other Income	\$ 72,700.00	\$ 9,104.96	\$ 19,923.84	27.41%	37.81%
District Support			\$ -		
Total:	\$ 3,204,000.00	\$ 404,704.22	\$ 1,098,097.85	34.27%	37.59%
 Expenditures:					
Salaries/Fringe	\$ 2,029,657.06	\$ 212,817.53	\$ 628,721.74	30.98%	31.31%
	\$ 2,029,657.06	\$ 212,817.53	\$ 628,721.74	30.98%	31.31%
Food Items	\$ 2,239,717.94	\$ 238,972.64	\$ 710,772.07	31.73%	33.67%
Equipment	\$ 216,000.00	\$ 3,118.43	\$ 16,374.41	7.58%	41.29%
Supplies,Repairs and Other	\$ 76,750.00	\$ 1,988.23	\$ 31,635.43	41.22%	21.40%
Total:	\$ 4,562,125.00	\$ 456,896.83	\$ 1,387,503.65	30.41%	32.59%
Revenue Over/Under Expenses		\$ (52,192.61)	\$ (289,405.80)		
Beginning Balance	\$ 2,358,125.00		\$ 2,358,125.00		
Ending Balance	\$ 2,358,125.00		\$ 2,068,719.20		\$ 2,614,730.77
Federal Money Due		\$ 219,121.70			
Accounts Receivable < \$50.00		\$ 5,723.21			
Accounts Receivable > \$50.00		\$ 30,912.73			

**Annual Board Report
Kearney Bearcat Boosters
Report as of Year Ended August 31, 2023**

Per Checking Account:

First National Bank #597072	9/1/2022	\$ 114,930.42
Plus: Revenues		64,048.23
Less: Expenditures		<u>(67,184.45)</u>
Checking Account Ending Balance		<u>\$ 111,794.20</u>

Summary of Revenues and Expenditures:

Checking account balance on	9/1/2022	\$ <u>114,930.42</u>
Revenue September 1, 2022 - August 31, 2023		
Program ads (net of printing cost)		11,099.88
Membership dues		4,500.00
Donations		14,488.17
Interest income - checking account		1,083.92
Fund raising (net of expenses):		
Volleyball tournament		12,000.00
Concessions		3,125.30
Golf tournament		15,463.46
Tailgate parties		2,026.00
Other fund raising		261.50
Total revenues		<u>64,048.23</u>
Expenditures September 1, 2022 - August 31, 2023		
Coaches' wish list / weight room improvements		51,000.00
Scholarships		8,250.00
Awards & gifts		93.20
Bond		133.00
Nonprofit registration		30.00
Postage & box rent		202.40
Publicity - newspaper, radio, promotions		3,115.43
Spirit - sports team reimbursements		4,104.42
Other KHS support		256.00
Total expenditures		<u>67,184.45</u>
Checking account balance on	8/31/2023	\$ <u>111,794.20</u>

HIGH, MADISON

BA+18/ Step 10

6th Grade Math Teacher

Horizon Middle School

Madison High earned her BA from UNK with endorsements in Math 5-9, Science 5-9 and Middle Grades 5-9. Her experience includes Grades 5-8 Math Teacher at Axtell Community Schools. Madison will be a 6th grade Math teacher at Horizon Middle School starting fall 2024.

KALKWARF, JACQUELINE

BA/ Step 3

Business/Computer Teacher

Horizon Middle School

Jacqueline Kalkwarf will earn her BA in May 2024 from UNK with endorsements in BMIT 6-12. She will student teach at Kearney High School with Ashley Bush and at Horizon Middle School with Kelli Teahon the spring of 2024. Jackie will be a Business/Computer teacher at Horizon Middle School starting fall 2024.

REGER, SHAWN

MA/ Step 14

1st Grade Teacher

Central Elementary School

Shawna Reger earned her BA from Colorado State and her Masters from Concordia University in Portland. Her endorsement is Eled K-6. Her experience includes 4th Grade Teacher at Poudre School District in Colorado. Shawna will be a 1st grade teacher at Central Elementary School starting fall 2024.

CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

THIS CONTRACT is made by and between the Board of Education of the **Buffalo County School District Number 10 - 7, a/k/a Kearney Public Schools**, hereinafter referred to as “the Board,” and **Jason Mundorf**, hereinafter referred to as “the Superintendent.”

WITNESSETH: That in accordance with action taken by the Board, as recorded in the minutes of the Board meeting held on the 11th day of December, 2023, the Board agrees to employ the Superintendent, and the Superintendent 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, 2024, and expiring on the 30th day of June, 2026. A “contract year,” for purposes of this Contract, shall be from July 1st to June 30th.

2. Renewal and Rollover. This Contract may be extended in one (1) year increments under the terms of this Paragraph. An extension will extend the Contract for one additional contract year (July 1st through June 30th), unless otherwise agreed to in writing by both parties. Neither party is obligated to extend this Contract. Any extension under this Contract must occur as follows:

a. Superintendent's Request to Extend. In each contract year, the Superintendent shall, by November 1st of such contract year, notify the Board President in writing if the Superintendent desires to extend this Contract for one additional year. If Superintendent does not notify the Board President in writing by November 1st, then this Contract shall not be extended and shall end on the final day of the existing Contract, unless both parties otherwise mutually agree in writing.

b. Board Action on Request to Extend. If the Superintendent timely submits a request to extend this Contract for one additional year, then the Board shall, in each contract year, have until December 15th of such contract year to decide whether to extend the Contract. If the Board votes to extend the Contract for one year, or if the Board takes no action by December 15th, then this Contract shall automatically be extended by one contract year. If the Board decides against extending the Contract, then the Contract will not extend and will automatically end on the last day of the existing Contract.

c. Notice of Non-Renewal. The parties agree that this Paragraph takes the place of and foregoes the need for the Board to deliver a notice of non-renewal of the Contract. Further, the Superintendent affirmatively waives the April 15th non-renewal deadline and acknowledges that this Paragraph shall have the same force and effect of a formal notice of non-renewal if the Board votes against extending this Contract.

3. Salary. The annual salary to be paid during the 2024-2025 school year shall be Two Hundred and Fifty Eight Thousand Dollars (\$258,000.00). The annual salary to be paid during the 2025-2026 school year shall be Two Hundred and Sixty Eight Thousand Dollars (\$268,000.00). Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the District.

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.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, shall not reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment or complete restatement and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the ending date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such end date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Mandatory Withholdings, Internal Revenue Service and Nebraska Department of Revenue Tax regulations, Social Security, and the Nebraska School Employees' Retirement Act. Other deductions may be withheld as required or otherwise agreed to by the parties to this Contract.

4. Benefits. As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

A. Leave Benefits. Paid leave is available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the District; and (2) the paid leave day is taken on a day Superintendent would otherwise be expected to be at work.

1. Vacation. The Superintendent shall be allowed 20 working days of vacation leave during each contract year. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled Board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year).

2. Carry-over and Accumulation of Vacation Days. Vacation is to be used during each contract year. Up to ten (10) days of accumulated but unused vacation days shall be paid out to the Superintendent at the end of each contract year based upon the Superintendent's daily rate of pay during said contract year. Any unused vacation days, including those days to be paid out each contract year, remaining from a prior contract year shall be

subtracted from the number of vacation days the Superintendent has for the following contract year, such that the total vacation days at the beginning of each contract year will be twenty (20) days. Upon ending employment, all unused vacation days available in the final contract year will be paid at the Superintendent's current effective daily rate of pay; provided that there shall be no pay for unused vacation days in the event the Board determines that the Superintendent has engaged in misconduct which provides just cause for cancellation of this Contract.

3. Sick and Bereavement Leave. The Superintendent shall be allowed a total of 10 working days for sick and bereavement leave at the beginning of each contract year.
 4. Carry-over and Accumulation of Sick Days. Unused sick leave may be carried over from one contract year to the next succeeding contract year to a maximum of 40 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing contract year or years until the accumulated number of days is less than 40, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 40 days. There shall be no pay for unused sick leave either during or upon ending of employment.
 5. Personal Days. The Superintendent shall be allowed a total of 3 personal days at the beginning of each contract year to be used for any reason the Superintendent deems appropriate. There shall be no accumulation, carry-over, or payout for any unused personal days.
 6. Holidays. The following days shall ordinarily be considered holidays and not working days: July 4th, Labor Day, Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, and Memorial Day. However, there may be times where pressing business requires the Superintendent to work on such holidays and, in the event of such pressing business, the Superintendent will be expected to attend to such pressing business on such holiday.
 7. Log. The Superintendent shall maintain a current log of used leave days and shall present such log, upon request, to the Board President.
- B. Health and Dental Insurance. The District shall pay the Superintendent's cost of health and dental insurance for the Superintendent, the Superintendent's spouse, and the Superintendent's children, through the District's group insurance plans (*equivalent to, but not exceeding, the "Family" plan*).
- C. Life Insurance. The Superintendent shall be provided basic term life insurance with a death benefit of \$100,000.

- D. Disability Insurance. The Superintendent may elect to enroll in the District’s group long term disability insurance program at the Superintendent’s expense.
- E. Retirement Plan. The Superintendent may elect to designate part of the Superintendent’s annual salary to be invested in a tax-exempt deferred income retirement plan of the Superintendent’s choice.
- F. 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 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 the Nebraska Council of School Administrators and may pay dues to other professional organizations suitable for the Superintendent’s position upon the Superintendent’s request.
- G. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Superintendent’s official duties shall be reimbursed at the rate set annually by the Board for District travel or in accordance with the Internal Revenue Service’s standard mileage rates.
- H. 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 individual 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 and the District is not in an adverse position in the legal proceedings.
- I. Avoidance of Fines or Penalties. The Board may elect to not provide any benefit set forth in the Contract in the event the Board determines, in its discretion, that the provision of the benefit would result in a fine, penalty, or would otherwise be deemed unlawful or contrary to the best interests of the School District. In the event that the Board makes such an election, then the Board shall negotiate with the Superintendent to obtain a like-benefit that would not result in a fine, penalty, or the like, and in the event such is not available, then 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).

5. Duties. The Superintendent is employed as the Superintendent. The Superintendent shall perform the duties of such position as are regularly and customarily expected for such positions and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Superintendent shall be subject to such other duties as the Board may assign. 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 outside of employment with the District

In performing the assigned duties, the Superintendent shall be governed by the policies, regulations, directions, and expectations of the Board of Education. 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 meetings of the Board and committees of the Board, and other assigned duties, is an essential function of the Superintendent's position.

6. Board-Superintendent Relationship. The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of 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 their attention to the Superintendent for action, study or recommendation, as appropriate. The parties further agree that a good and positive working relationship between the Board and the Superintendent is an essential function of the Superintendent's position and a material term of this Contract.

7. Evaluation of the Superintendent. The Superintendent shall be evaluated at least once during each contract year. 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. By November 1st of each contract year, the Superintendent shall remind the Board President of the need to evaluate the Superintendent. Nothing in this Paragraph prevents the Board, or individual Board members, from providing additional feedback to the Superintendent outside of a formal evaluation.

8. Contract Cancellation. 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 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 indicate in writing, upon request by the Board President, whether the Superintendent desires to remain employed by the District and extend this Contract beyond the Contract's current end date; (7) failing to establish and maintain a good and positive working relationship with the Board; (8) lying or making a material misrepresentation or omission during the job application process; and/or (9) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter 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 implemented by the Board President and enforced in accordance with applicable law. Upon lawful cancellation or the ending of this Contract, 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 ending bears to the twelve months in the annual salary period in which ending occurs. Any portion of the salary paid, but not earned, prior to the date of the ending 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 of Superintendent, in accordance with applicable law, at any time while this Contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical incapacity, 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 position for which the Superintendent is employed, the Board of Education may cancel this Contract whereupon the respective duties, rights and obligations hereof shall end.

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 being understood and agreed to 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 is 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 were pending or imminent. There shall be no penalty for release by the Superintendent from this Contract so long as the resignation becomes effective at the end of the remaining term of the Contract.

10. Governing Laws. The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

11. Amendments and Severability. This Contract may be modified or amended only in 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.

<p>Executed this ___ day of December, 2023.</p> <p>_____ Jason Mundorf, Superintendent</p>	<p>Executed this ___ day of December, 2023.</p> <p>BUFFALO COUNTY SCHOOL DISTRICT NUMBER 10 - 7, A/K/A KEARNEY PUBLIC SCHOOLS</p> <p>By: _____ President</p> <p>Attest: _____ Secretary</p>
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CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

THIS CONTRACT is made by and between the Board of Education of the **Buffalo County School District Number 10 - 7, a/k/a Kearney Public Schools**, hereinafter referred to as “the Board,” and **Jason Mundorf**, hereinafter referred to as “the Superintendent.”

WITNESSETH: That in accordance with action taken by the Board, as recorded in the minutes of the Board meeting held on the 11th day of December, 2023, the Board agrees to employ the Superintendent, and the Superintendent 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, 2024, and expiring on the 30th day of June, 2026. A “contract year,” for purposes of this Contract, shall be from July 1st to June 30th.

2. Renewal and Rollover. This Contract may be extended in one (1) year increments under the terms of this Paragraph. An extension will extend the Contract for one additional contract year (July 1st through June 30th), unless otherwise agreed to in writing by both parties. Neither party is obligated to extend this Contract. Any extension under this Contract must occur as follows:

a. Superintendent's Request to Extend. In each contract year, the Superintendent shall, by November 1st of such contract year, notify the Board President in writing if the Superintendent desires to extend this Contract for one additional year. If Superintendent does not notify the Board President in writing by November 1st, then this Contract shall not be extended and shall end on the final day of the existing Contract, unless both parties otherwise mutually agree in writing.

b. Board Action on Request to Extend. If the Superintendent timely submits a request to extend this Contract for one additional year, then the Board shall, in each contract year, have until December 15th of such contract year to decide whether to extend the Contract. If the Board votes to extend the Contract for one year, or if the Board takes no action by December 15th, then this Contract shall automatically be extended by one contract year. If the Board decides against extending the Contract, then the Contract will not extend and will automatically end on the last day of the existing Contract.

c. Notice of Non-Renewal. The parties agree that this Paragraph takes the place of and foregoes the need for the Board to deliver a notice of non-renewal of the Contract. Further, the Superintendent affirmatively waives the April 15th non-renewal deadline and acknowledges that this Paragraph shall have the same force and effect of a formal notice of non-renewal if the Board votes against extending this Contract.

3. Salary. The annual salary to be paid during the 2024-2025 school year shall be Two Hundred and Fifty Eight Thousand Dollars (\$258,000.00). The annual salary to be paid during the 2025-2026 school year shall be Two Hundred and Sixty Eight Thousand Dollars (\$268,000.00). Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the District.

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.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, shall not reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment or complete restatement and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the ending date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such end date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Mandatory Withholdings, Internal Revenue Service and Nebraska Department of Revenue Tax regulations, Social Security, and the Nebraska School Employees' Retirement Act. Other deductions may be withheld as required or otherwise agreed to by the parties to this Contract.

4. Benefits. As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

- A. Leave Benefits. Paid leave is available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the District; and (2) the paid leave day is taken on a day Superintendent would otherwise be expected to be at work.
 - 1. Vacation. The Superintendent shall be allowed 30 working days of vacation leave during each contract year. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled Board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year).
 - 2. Carry-over and Accumulation of Vacation Days. Vacation is to be used during each contract year. Any unused vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Superintendent has for the following contract year, such that the total vacation days at the beginning of each contract year be thirty (30) days. Upon ending employment, unused vacation days available in the final

contract year will be paid at the Superintendent's current effective daily rate of pay; provided that there shall be no pay for unused vacation days in the event the Board determines that the Superintendent has engaged in misconduct which provides just cause for cancellation of this Contract.

3. Sick and Bereavement Leave. The Superintendent shall be allowed a total of 10 working days for sick and bereavement leave at the beginning of each contract year.
 4. Carry-over and Accumulation of Sick Days. Unused sick leave may be carried over from one contract year to the next succeeding contract year to a maximum of 40 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing contract year or years until the accumulated number of days is less than 40, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 40 days. There shall be no pay for unused sick leave either during or upon ending of employment.
 5. Personal Days. The Superintendent shall be allowed a total of 3 personal days at the beginning of each contract year to be used for any reason the Superintendent deems appropriate. There shall be no accumulation, carry-over, or payout for any unused personal days.
 6. Holidays. The following days shall ordinarily be considered holidays and not working days: July 4th, Labor Day, Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, and Memorial Day. However, there may be times where pressing business requires the Superintendent to work on such holidays and, in the event of such pressing business, the Superintendent will be expected to attend to such pressing business on such holiday.
 7. Log. The Superintendent shall maintain a current log of used leave days and shall present such log, upon request, to the Board President.
- B. Health and Dental Insurance. The District shall pay the Superintendent's cost of health and dental insurance for the Superintendent, the Superintendent's spouse, and the Superintendent's children, through the District's group insurance plans (*equivalent to, but not exceeding, the "Family" plan*).
- C. Life Insurance. The Superintendent shall be provided basic term life insurance with a death benefit of \$100,000.
- D. Disability Insurance. The Superintendent may elect to enroll in the District's group long term disability insurance program at the Superintendent's expense.

- E. Retirement Plan. The Superintendent may elect to designate part of the Superintendent's annual salary to be invested in a tax-exempt deferred income retirement plan of the Superintendent's choice.
- F. 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 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 the Nebraska Council of School Administrators and may pay dues to other professional organizations suitable for the Superintendent's position upon the Superintendent's request.
- G. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Superintendent's official duties shall be reimbursed at the rate set annually by the Board for District travel or in accordance with the Internal Revenue Service's standard mileage rates.
- H. 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 individual 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 and the District is not in an adverse position in the legal proceedings.
- I. Avoidance of Fines or Penalties. The Board may elect to not provide any benefit set forth in the Contract in the event the Board determines, in its discretion, that the provision of the benefit would result in a fine, penalty, or would otherwise be deemed unlawful or contrary to the best interests of the School District. In the event that the Board makes such an election, then the Board shall negotiate with the Superintendent to obtain a like-benefit that would not result in a fine, penalty, or the like, and in the event such is not available, then 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).

5. Duties. The Superintendent is employed as the Superintendent. The Superintendent shall perform the duties of such position as are regularly and customarily expected for such positions and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Superintendent shall be subject to such other duties as the Board may assign. 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 outside of employment with the District

In performing the assigned duties, the Superintendent shall be governed by the policies, regulations, directions, and expectations of the Board of Education. 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 meetings of the Board and committees of the Board, and other assigned duties, is an essential function of the Superintendent's position.

6. Board-Superintendent Relationship. The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of 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 their attention to the Superintendent for action, study or recommendation, as appropriate. The parties further agree that a good and positive working relationship between the Board and the Superintendent is an essential function of the Superintendent's position and a material term of this Contract.

7. Evaluation of the Superintendent. The Superintendent shall be evaluated at least once during each contract year. 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. By November 1st of each contract year, the Superintendent shall remind the Board President of the need to evaluate the Superintendent. Nothing in this Paragraph prevents the Board, or individual Board members, from providing additional feedback to the Superintendent outside of a formal evaluation.

8. Contract Cancellation. 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 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 indicate in writing, upon request by the Board President, whether the Superintendent desires to remain employed by the District and extend this Contract beyond the Contract's current end date; (7) failing to establish and maintain a good and positive working relationship with the Board; (8) lying or making a material misrepresentation or omission during the job application process; and/or (9) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter 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 implemented by the Board President and enforced in accordance with applicable law. Upon lawful cancellation or the ending of this Contract, 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 ending bears to the twelve months in the annual salary period in which ending occurs. Any portion of the salary paid, but not earned, prior to the date of the ending 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 of Superintendent, in accordance with applicable law, at any time while this Contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical incapacity, 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 position for which the Superintendent is employed, the Board of Education may cancel this Contract whereupon the respective duties, rights and obligations hereof shall end.

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 being understood and agreed to 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 is 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 were pending or imminent. There shall be no penalty for release by the Superintendent from this Contract so long as the resignation becomes effective at the end of the remaining term of the Contract.

10. Governing Laws. The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

11. Amendments and Severability. This Contract may be modified or amended only in 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.

<p>Executed this ___ day of December, 2023.</p> <p>_____ Jason Mundorf, Superintendent</p>	<p>Executed this ___ day of December, 2023.</p> <p>BUFFALO COUNTY SCHOOL DISTRICT NUMBER 10 - 7, A/K/A KEARNEY PUBLIC SCHOOLS</p> <p>By: _____ President</p> <p>Attest: _____ Secretary</p>
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