

**Regular Monthly Meeting of the Kearney
Public Schools Board of Education
Monday, March 9, 2026 5:30 PM
2nd Floor Staff Development Room,
Administration Building
320 W 24th Street
Kearney, NE 68845**

1. Routine Business -

1.A. Call to Order -

1.B. 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.

1.C. Board Meeting Decorum Expectations -

Kearney Public Schools welcomes all guests to our public meetings. It is the intention of the Kearney Public Schools Board of Education that all those present at the Board of Education meetings, whether Board members, KPS staff, or members of the public, act and treat each other with honor and respect. Guests are expected to refrain from speaking during the meeting unless asked to address the Board of Education by the Board President or during their allotted time in public participation. If anyone attending the meeting is determined by the President to be disruptive or a detriment to the procession of the meeting by their words or actions, that person or persons, may be asked by the President to leave the meeting at any time. Anyone who refuses to leave will be escorted from the meeting by either school personnel or a police officer and could be legally barred from attending future meetings. Thank you for helping us to have a respectful meeting forum for everyone to enjoy.

1.D. Pledge of Allegiance -

1.E. Roll Call -

1.E.I. Excuse Absent Board Member -

Move to excuse absent Board member _____ from the meeting.

1.F. Approval of the Agenda -

Move to approve the agenda for the meeting, as presented.

2. Recognitions -

2.A. Recognition of the Kearney High School Dance Catz for their Runner-Up Finish in Class A High Kick at the Nebraska State Dance Championships and for Earning the Academic Excellence Award -

2.B. Recognition of the Kearney High School Boys Wrestling Team for their Runner-Up Finish at the NSAA Class A State Dual Championships -

2.C. Recognition of Kearney High School Social Studies Teacher, Kevin Witte for Being Selected as the Nebraska 3rd Congressional District Recipient of the Bertolas, Gildersleeve, Stoddard, Stone Award Presented by the Geographic Educators of Nebraska -

- 2.D. Recognition of Kearney High School Student Fulton Moyer for Winning the NSAA Class A State Bowling Championship -
- 2.E. Recognition of the Kearney High School Girls Wrestling Team for their Runner-Up Finish at the NSAA Class A State Wrestling Championship, including State Champions Sloane Abbey and Stella Harbols -
- 2.F. Recognition of Kearney High School Students as State Scholastic Art Award Winners and National Qualifiers -
This year, 27 students have been recognized through the Scholastic Art & Writing Awards. The Gold Key works advance to the national level of judging in New York City. Gold Key winners are as follows:

- Ava Porter - Self-Portrait
- Brooke Kisling - Ouroboros
- Kruz Flamig - In My Eyes
- Lydia Smith - Where is Mr. Goose?
- Pamela Alvarado - Shark Attack
- Aria Perez - Prince of Dreams
- Becca Pobanz - Winter Park
- Landen Tilley - Social Brainwash
- Mariah Kaslon - Self-Portrait
- Rina Heng - She Gave Me That Look
- Josslyn Flood - Coils on Coils
- Josslyn Flood - Sweet Snail
- Bailey Axtell - Shattered Innocence; A Teenager's Realization to Child Abuse (Also an American Visions Nominee)

- 2.G. Recognition of Kearney High School Student Josslyn Flood for her Selection to Participate in the Annual National K-12 Ceramic Exhibition -
Corey's piece, "Touch of Freedom," and Emma piece, "La Peste Negra," were selected for display at the National K12 Ceramic Exhibition, held in conjunction with the 59th annual conference of the National Council on Education for the Ceramic Arts (NCECA).

3. **Presentations -**

- 3.A. Presentation from Kearney High School Band Teacher Nathan LeFeber and KHS Fine Arts Students Expressing Appreciation to Superintendent Mundorf and the Board of Education for Their Support -

- 3.B. Construction Update -

4. **Legislative Update -**

5. **Public Participation/Comment -**

Board meetings must 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.

6. **Board Reports -**

7. **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.

7.A. Approval of Minutes of the February 9, 2026, Regular Meeting and the March 3, 2026 Committee of the Whole Meeting -

7.B. Approval of the March 2026 Claims -

7.C. Approval of the March 2026 Financial Reports -

7.D. Second and Final Reading Approval of Revised 4000 Section of Board Policies -

7.E. Approval of the Kearney High School Girls Basketball Trip to the Midwest Showcase, June 18– 20, 2026 in Kansas City, Missouri -

7.F. Approval of the Kearney High School JROTC Trip to the Knight Raider Meet, March 27–29, 2026 in Rockford, Illinois -

8. **Regular Agenda - Personnel -**

8.A. Acceptance of Resignations and Retirements -

The resignations of Amber Berger, special education teacher at Hanny Arram Center for Success; Amber Sklenar, preschool teacher at Bright Futures Preschool; Kathryn Peterson, special education teacher at Horizon Middle School; Jordan Hughett, 4th grade teacher at Bufflao Hills Elementary School; Megan Homolka, spanish teacher at Horizon Middle School; Kelli Bauer, 4th grade teacher at Park Elementary School; Jennifer Meinecke, TLC teacher at Kenwood Elementary School; Sydney Steele, speech-language pathologist at Park and Kenwood Elementary Schools; Kathrin Sindt, speech-language pathologist at Kearney Public Schools; Jeff Ganz, principal at Kearney High School; Thomas Mattfeld, physical education teacher at Northeast Elementary School, and the retirement resignation of Mark Johnson, principal at Sunrise Middle School, effective at the end of the 2025-2026 school year.

Move to accept, with regret, the resignations, as presented.

8.B. Approval of the Employment of Certificated Staff -

Ashley Palu, MA+36, Step 15, 1.0 FTE, 5th grade teacher at Buffalo Hills Elementary School; Ashley Bush, MA+18, Step 11, 1.0 FTE, family and consumer science teacher at Kearney High School; Hailey Hanneman, BA, Step 3, 1.0 FTE, art teacher at Kenwood Elementary School; Ashtyn Hedlund, BA, Step 3, 1.0 FTE,

English teacher at Kearney High School; Emily Hendren, BA, Step 3, 1.0 FTE, 4th grade teacher at Park Elementary School; Isabelle Rich, BA, Step 3, 1.0 FTE, computer teacher at Horizon Middle School; Tracy Roskop, BA, Step 3, 1.0 FTE, preschool teacher at Bright Futures Preschool; McKaylla Christian, BA, Step 5, 1.0 FTE, spanish teacher at Kearney High School; Emily Surmeier, BA, Step 3, 1.0 FTE, 4th grade teacher at Buffalo Hills Elementary School; Lauren Labenz, BA, Step 3, 1.0 FTE, special education teacher; William Shaffer, MA+45, Step 15, 1.0 FTE, science teacher at Hanny Arram Center for Success, and Elizabeth Smith, BA, Step 3, 1.0 FTE, special education teacher at Horizon Middle School, for the 2026-2027 school year.

Move to employ the certificated staff at Kearney Public Schools for the 2026-2027 school year as presented.

9. **Regular Agenda - Business -**

10. **Regular Agenda - Miscellaneous -**

11. **Next Meeting -**

The next regular meeting of the Kearney Public Schools Board of Education will be held on April 13, 2026, at 5:30 P.M. in the Staff Development Room in the Administration Building at 320 West 24th St, Kearney, NE 68845.

12. **Adjournment -**

Move to adjourn the meeting.

Shanna Schulte

From: Tori Stofferson <tstoffer@kearneycats.com> on behalf of Tori Stofferson
Sent: Thursday, December 4, 2025 1:45 PM
To: Tori Stofferson
Subject: KHS Teacher Kevin Witte Receives Statewide Geography Education Award
Attachments: 00102_Witte_Kevin_01.jpg

FOR IMMEDIATE RELEASE

Kearney Public Schools

Contact:

Tori Stofferson, Communications Director
Kearney Public Schools
tstoffer@kearneycats.com | 308-698-8028

KHS Teacher Kevin Witte Receives Statewide Geography Education Award

Kearney High School Social Studies teacher Kevin Witte has been selected as the Nebraska 3rd Congressional District recipient of the prestigious Bertolas, Gildersleeve, Stoddard, Stone Award, presented annually by the Geographic Educators of Nebraska (GEON).

This distinguished award honors individuals who have made exceptional contributions to advancing geography education across the state. Established in 2008, the award commemorates the legacy of three influential University of Nebraska professors—Chuck Gildersleeve (UNO), Bob Stoddard (UNL), and Marv Stone (UNK)—whose leadership in the early 1990s helped form GEON and strengthen geography education statewide, and Wayne State College professor—Randy Bertolas, who continues this mission today.

Each year, GEON recognizes three educators—one from each Congressional district—whose work reflects outstanding dedication to geographic literacy, curriculum development, and the promotion of geographic understanding among K–16 learners.

Mr. Witte received his award during a special ceremony held at the National Council for Geographic Education (NCGE) National Conference in Omaha in October. This year, rather than presenting the award at the annual Nebraska State Council for the Social Studies Conference, GEON hosted the NCGE conference from October 16–19, providing an expanded platform to celebrate geography education leaders such as Witte.

“Kevin is a passionate educator who brings the world to his students every day,” said Kearney High School Principal, Jeff Ganz. “He helps students think critically, understand global connections, and appreciate how geography shapes the world around them. This award is a well-deserved recognition of his commitment to sustained excellence.”

Superintendent Dr. Jason Mundorf also praised Witte’s accomplishment. “We are incredibly proud of Kevin for earning this statewide honor,” Mundorf said. “His dedication to high-quality instruction and his ability to connect students with real-world learning exemplify what makes Kearney Public Schools exceptional. This recognition reflects not only his talent but his unwavering commitment to student success.”

Kevin Witte has been a respected member of the KHS faculty, known for his engaging teaching style, leadership in social studies education, and dedication to helping students develop a deeper understanding of the world.

Kearney Public Schools celebrates this outstanding achievement and congratulates Mr. Witte on his meaningful contributions to the field of geography education in Nebraska.



Tori L. Stofferson

Kearney Public Schools Communications
320 West 24th Street Kearney, Nebraska 68845
(308) 698-8028 | tstoffer@kearneycats.com
kearneypublicschools.org

Ava Porter

10th Grade

Self-Portrait

Digital Painting, Drawing & Collage

Instructor: Charlotte Dvorak

Kearney High School

Gold





Brooke Kisling

10th Grade

Ouroboros

Editorial Cartoon sponsored
by The Herb Block Foundation

Instructor: Charlotte Dvorak

Kearney High School

Gold

Kruz Flamig

11th Grade

In My Eyes

Printmaking

Instructor: Charlotte Dvorak

Kearney High School

Gold



Lydia Smith

10th Grade

Where is Mr. Goose?

Comic Art

Instructor: Charlotte Dvorak

Kearney High School

Gold



Pamela Alvarado

11th Grade

Shark Attack

Digital Painting, Drawing & Collage

Instructor: Charlotte Dvorak

Kearney High School

Gold



Addison Jezbera

12th Grade

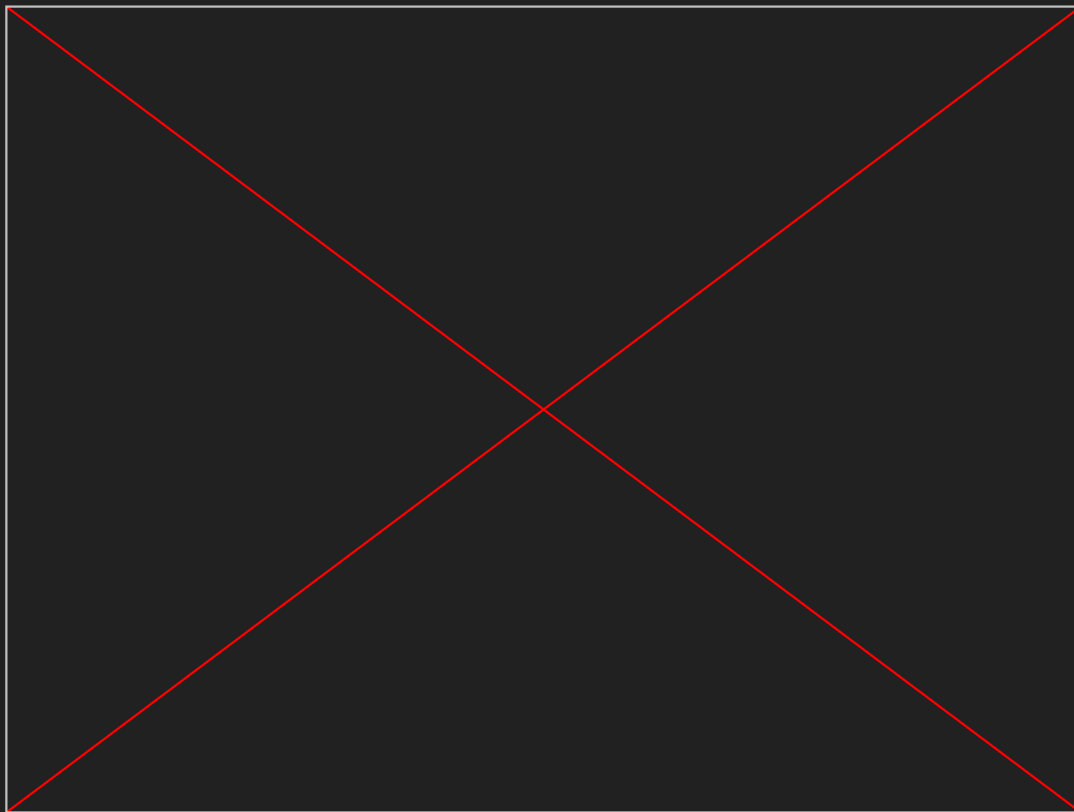
The Game You Can't Win

Film & Animation

Instructor: Charlotte Dvorak

Kearney High School

Honorable Mention



Alessandra Trejo

12th Grade

Girls Cross Country Meet Day Graphic

Graphic Design

Instructor: Charlotte Dvorak

Kearney High School

Honorable Mention



Bailey Henning

11th Grade

Toga Dad

Graphic Design

Instructor: Charlotte Dvorak

Kearney High School

Honorable Mention



Bailey Henning

11th Grade

Tournament

Graphic Design

Instructor: Charlotte Dvorak

Kearney High School

Honorable Mention



Bailey Henning

11th Grade

Dual

Graphic Design

Instructor: Charlotte Dvorak

Kearney High School

Honorable Mention



Brooke Kisling

10th Grade

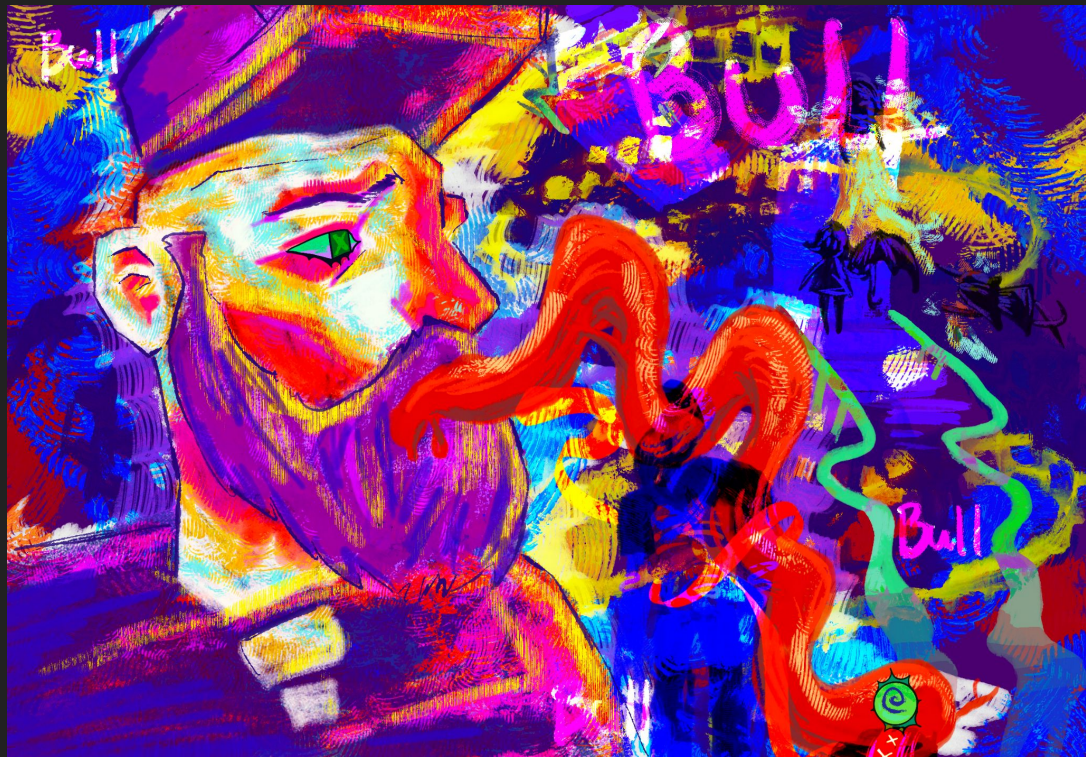
Cycle of pain

Digital Painting, Drawing & Collage

Instructor: Charlotte Dvorak

Kearney High School

Honorable Mention



Brooke Kisling

10th Grade

Mind Of Me.

Digital Painting, Drawing & Collage

Instructor: Charlotte Dvorak

Kearney High School

Honorable Mention



Ingrid Bovey

11th Grade

Neon Lights Above

Digital Painting, Drawing & Collage

Instructor: Charlotte Dvorak

Kearney High School

Honorable Mention



Kruz Flamig

11th Grade

Home Game

Graphic Design

Instructor: Charlotte Dvorak

Kearney High School

Honorable Mention



AT PATRIOT PARK VS GERING

Lydia Smith

10th Grade

Expressive Portrait

Graphic Design

Instructor: Charlotte Dvorak

Kearney High School

Honorable Mention



Mariah Kaslon

11th Grade

Expressive Portrait

Digital Painting, Drawing & C

Instructor: Charlotte Dvorak

Kearney High School

Honorable Mention



KEARNEY HIGH TENNIS



MATCH DAY



VS NORFOLK



AT HARMON PARK

Bailey Henning

11th Grade

Match Day

Graphic Design

Instructor: Charlotte Dvorak

Kearney High School

Silver

Kruz Flamig

11th Grade

Gameday

Graphic Design

Instructor: Charlotte Dvorak

Kearney High School

Silver



Landen Tilley

11th Grade

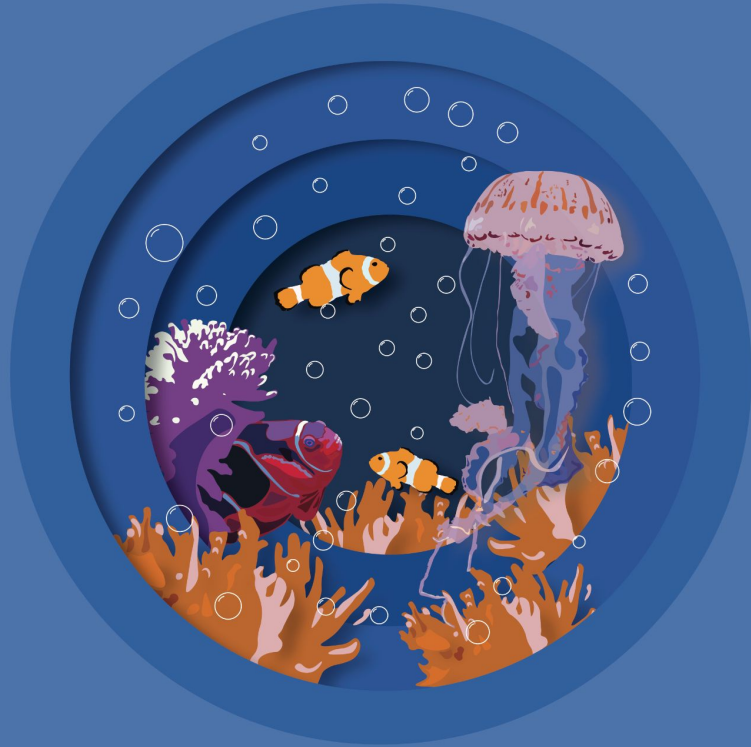
Jellyfish

Graphic Design

Instructor: Charlotte Dvorak

Kearney High School

Silver



Parker Schlegelmilch

12th Grade

Nebraska State Bandmasters Association - M

Digital Painting, Drawing & Collage

Instructor: Charlotte Dvorak

Kearney High School

Silver



Grace Erpelding

12th Grade

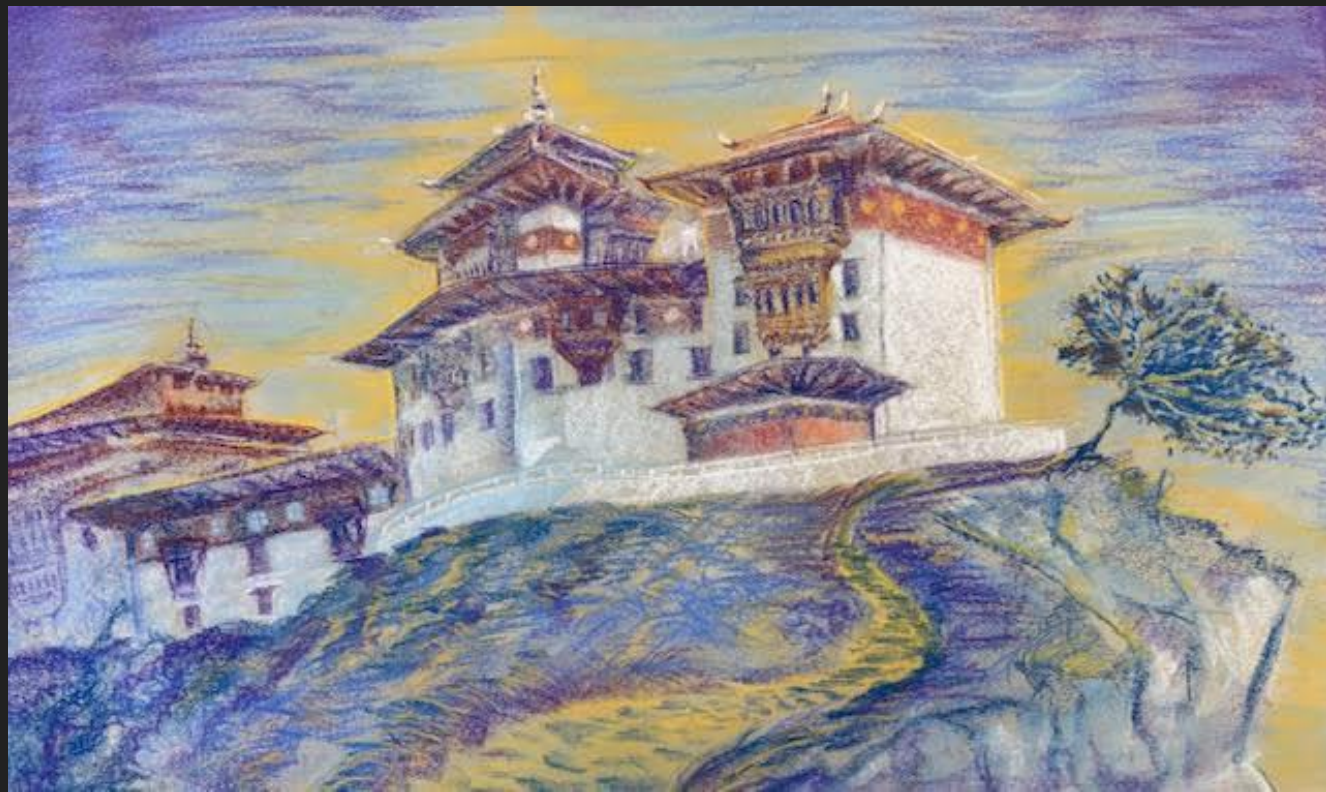
Suvi

Chalk Pastel

Instructor: Natasha Hahn

Kearney High School

Honorable Mention



Josslyn Flood

10th Grade

Indy

Pen & Ink

Instructor: Natasha Hahn

Kearney High School

Silver



Leah Flood

10th Grade

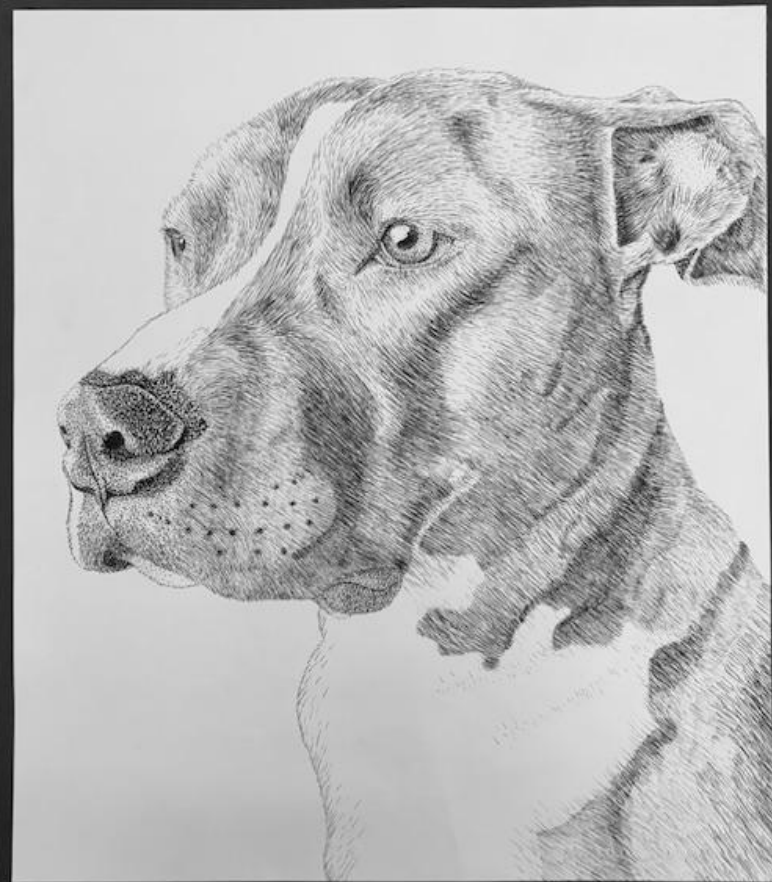
Obi

Pen & Ink

Instructor: Natasha Hahn

Kearney High School

Silver



Rina Heng

10th Grade

She Gave Me That Look...

White Colored Pencil

Instructor: Natasha Hahn

Kearney High School

Gold



Isaac Hooton

11th Grade

Emptiness

Colored Pencil

Instructor: Natasha Hahn

Kearney High School

Silver



Isaac Hooton

11th Grade

Failure

Colored Pencil

Instructor: Natasha Hahn

Kearney High School

Honorable Mention



Isaac Hooton

11th Grade

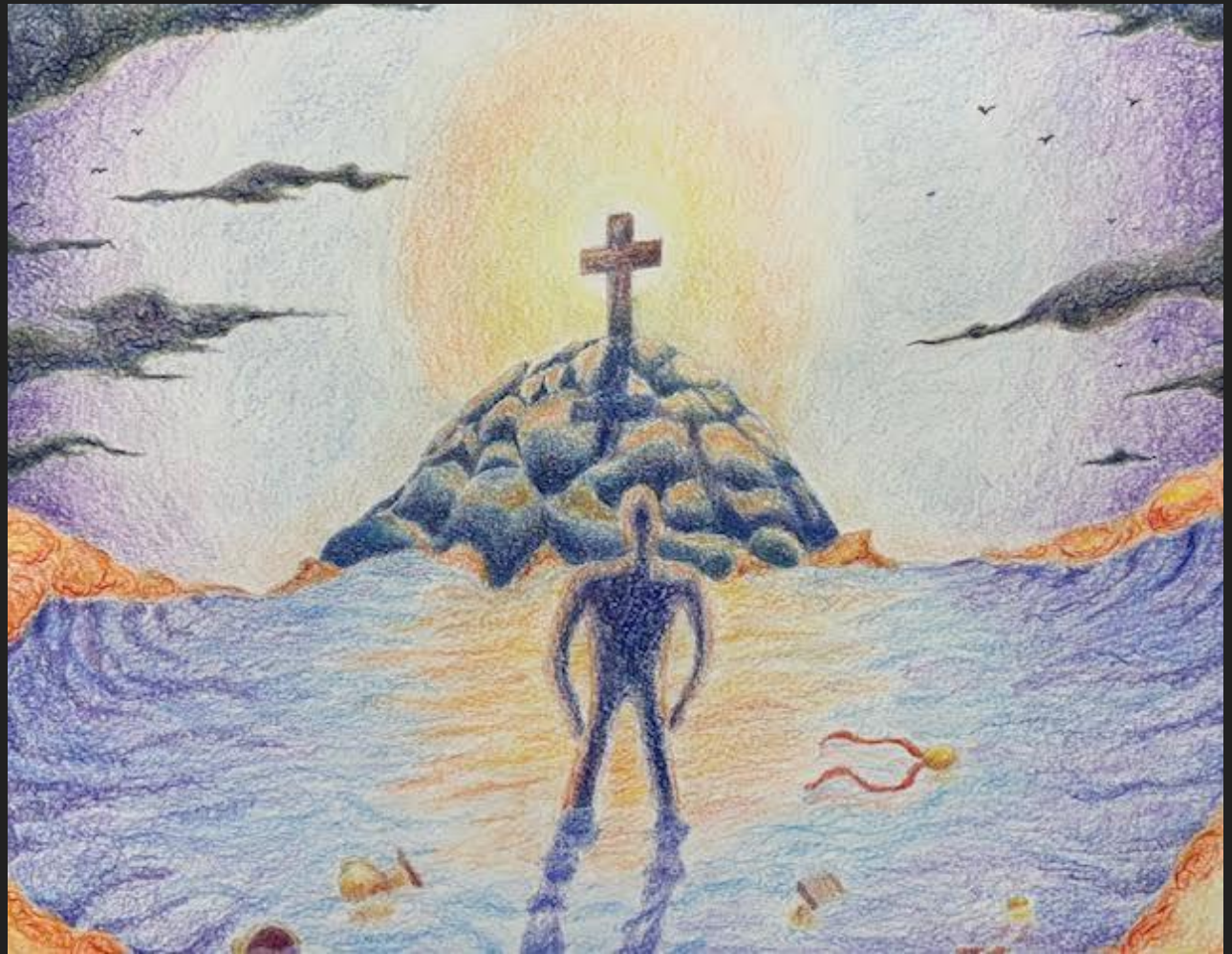
Fulfillment

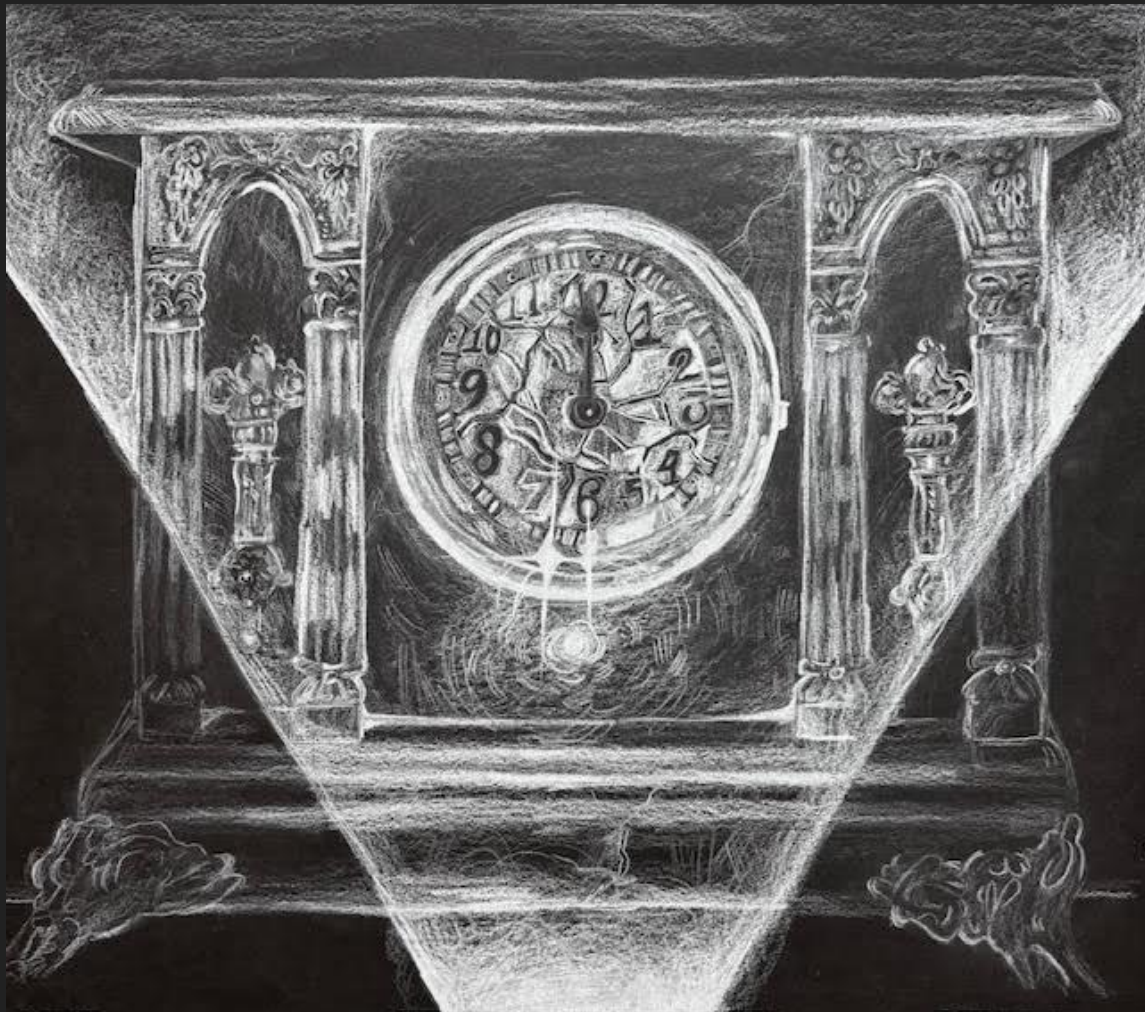
Colored Pencil

Instructor: Natasha Hahn

Kearney High School

Honorable Mention





Mariah Kaslon

11th Grade

Broken Time

White Colored Pencil

Instructor: Natasha Hahn

Kearney High School

Honorable Mention

Mariah Kaslon

11th Grade

Rolling Sandhills

Chalk Pastel

Instructor: Natasha Hahn

Kearney High School

Silver



Mariah Kaslon

11th Grade

Self-Portrait

Colored Pencil

Instructor: Natasha Hahn

Kearney High School

Gold



Mariah Kaslon

11th Grade

Colorful Beginnings

Charcoal and Crayon

Instructor: Natasha Hahn

Kearney High School

Silver



Mariah Kaslon

11th Grade

Dandelions

Acrylic

Instructor: Natasha Hahn

Kearney High School

Silver



Mariah Kaslon

11th Grade

Irking Pain

Acrylic and Colored Pencil

Instructor: Natasha Hahn

Kearney High School

Silver



Vivien Long

10th Grade

Sink or Swim

Mixed Media

Instructor: Natasha Hahn

Kearney High School

Honorable Mention





Maddison Martin

11th Grade

Aging

Charcoal and Colored Pencil

Instructor: Natasha Hahn

Kearney High School

Honorable Mention

Maddison Martin

11th Grade

Happy Birthday

Chalk Pastel

Instructor: Natasha Hahn

Kearney High School

Silver



Maddison Martin

11th Grade

Radiate Positivity

Colored Pencil

Instructor: Natasha Hahn

Kearney High School

Silver



Avery Paider

10th Grade

Doc

Pen & Ink

Instructor: Natasha Hahn

Kearney High School

Silver



Ariah Perez

12th Grade

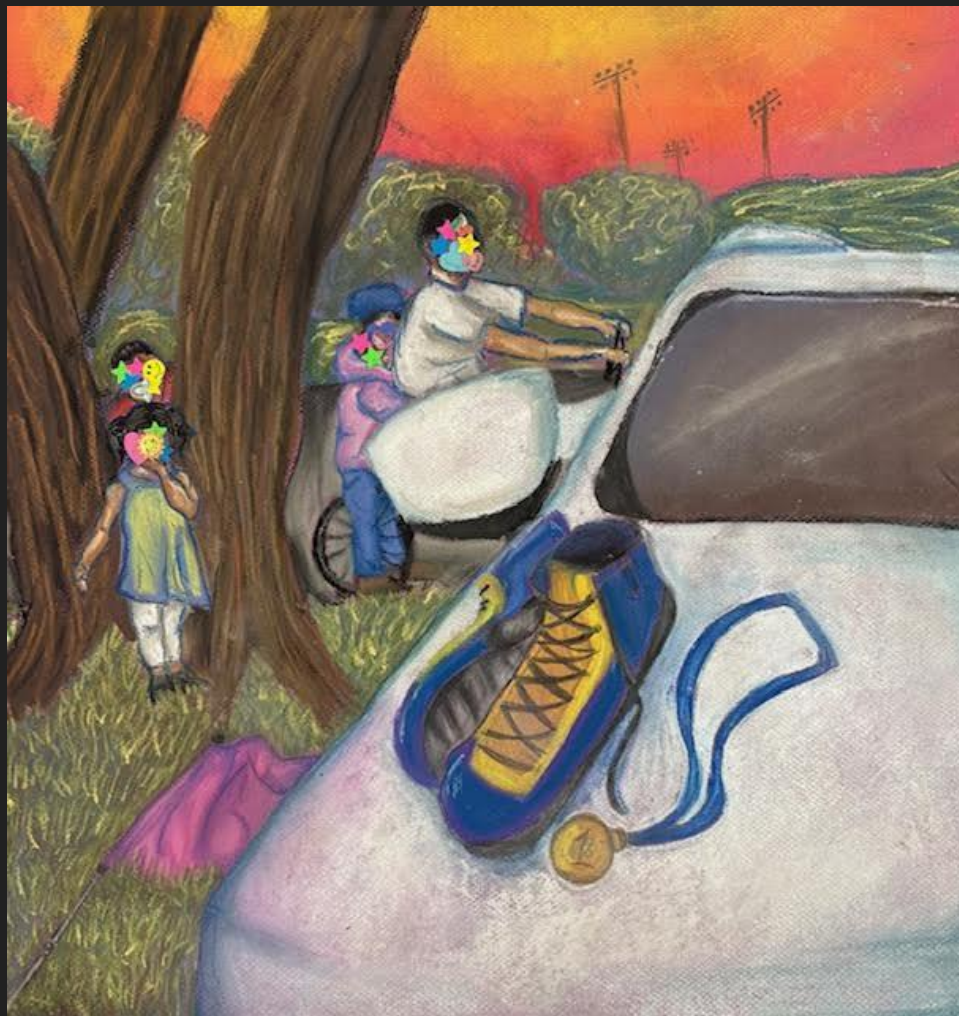
Growing Up

Chalk Pastel & Stickers

Instructor: Natasha Hahn

Kearney High School

Honorable Mention



Ariah Perez

12th Grade

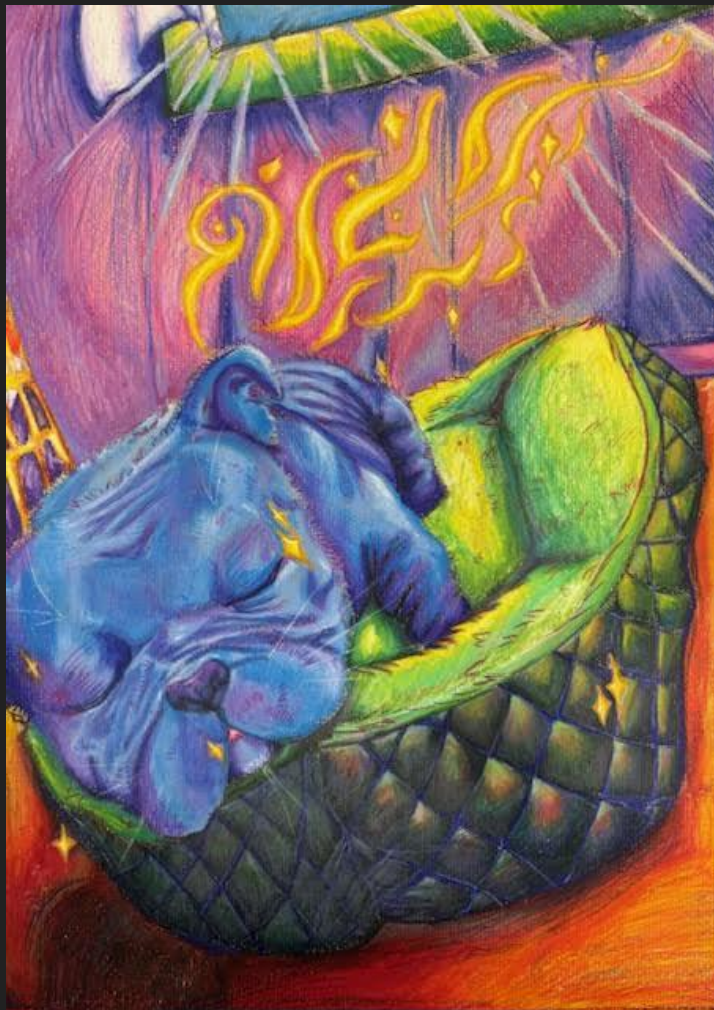
Prince of Dreams

Colored Pencil

Instructor: Natasha Hahn

Kearney High School

Gold



Ariah Perez

12th Grade

Still the Same

Mixed Media

Instructor: Natasha Hahn

Kearney High School

Honorable Mention



Becca Pobanz

10th Grade

Winter Park

Pen & Ink

Instructor: Natasha Hahn

Kearney High School

Gold



Shanika Robinson

11th Grade

Gazing

Graphite

Instructor: Natasha Hahn

Kearney High School

Silver



Shanika Robinson

11th Grade

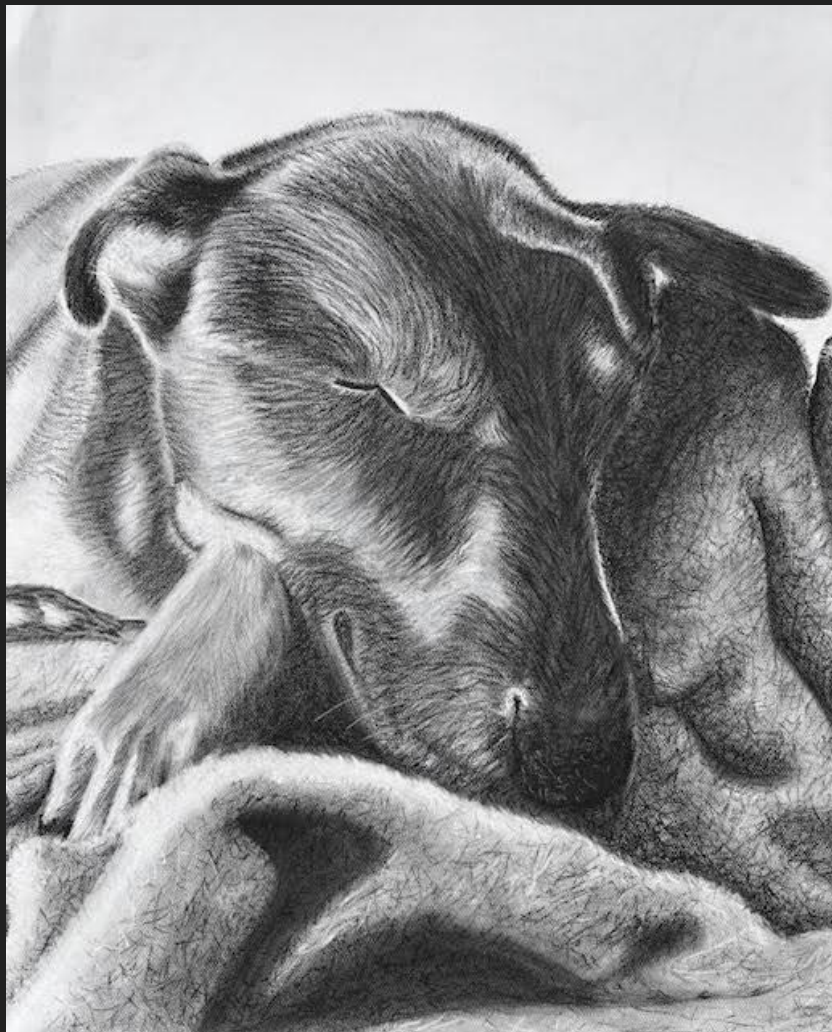
The Resting Dog

Charcoal

Instructor: Natasha Hahn

Kearney High School

Honorable Mention



Landen Tilley

11th Grade

Fragrances

Mixed Media

Instructor: Natasha Hahn

Kearney High School

Silver



Landen Tilley

11th Grade

Reaching the Top

Mixed Media

Instructor: Natasha Hahn

Kearney High School

Honorable Mention



Landen Tilley

11th Grade

Social Brainwash

Chalk Pastel

Instructor: Natasha Hahn

Kearney High School

Gold



Alessandra Trejo

12th Grade

Looking for the Light

Printmaking

Instructor: Natasha Hahn

Kearney High School

Honorable Mention



Lena Wilterding

12th Grade

Arachnophobia

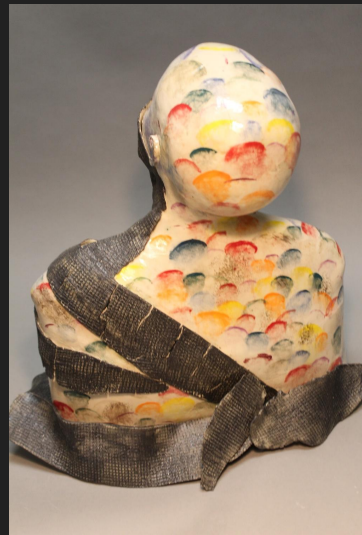
Charcoal

Instructor: Natasha Hahn

Kearney High School

Honorable Mention





Bailey Axtell

11th Grade

Shattered Innocence; A Teenagers

Realization to Child Abuse

Ceramic, Underglaze, Glaze

Instructor: Katrina Olmstead

Kearney High School

Gold Key; American Visions Nominee



Josslyn Flood

10th Grade

Sweet Snail

Ceramic, Underglaze, Glaze

Instructor: Katrina Olmstead

Kearney High School

Gold Key





Josslyn Flood

10th Grade

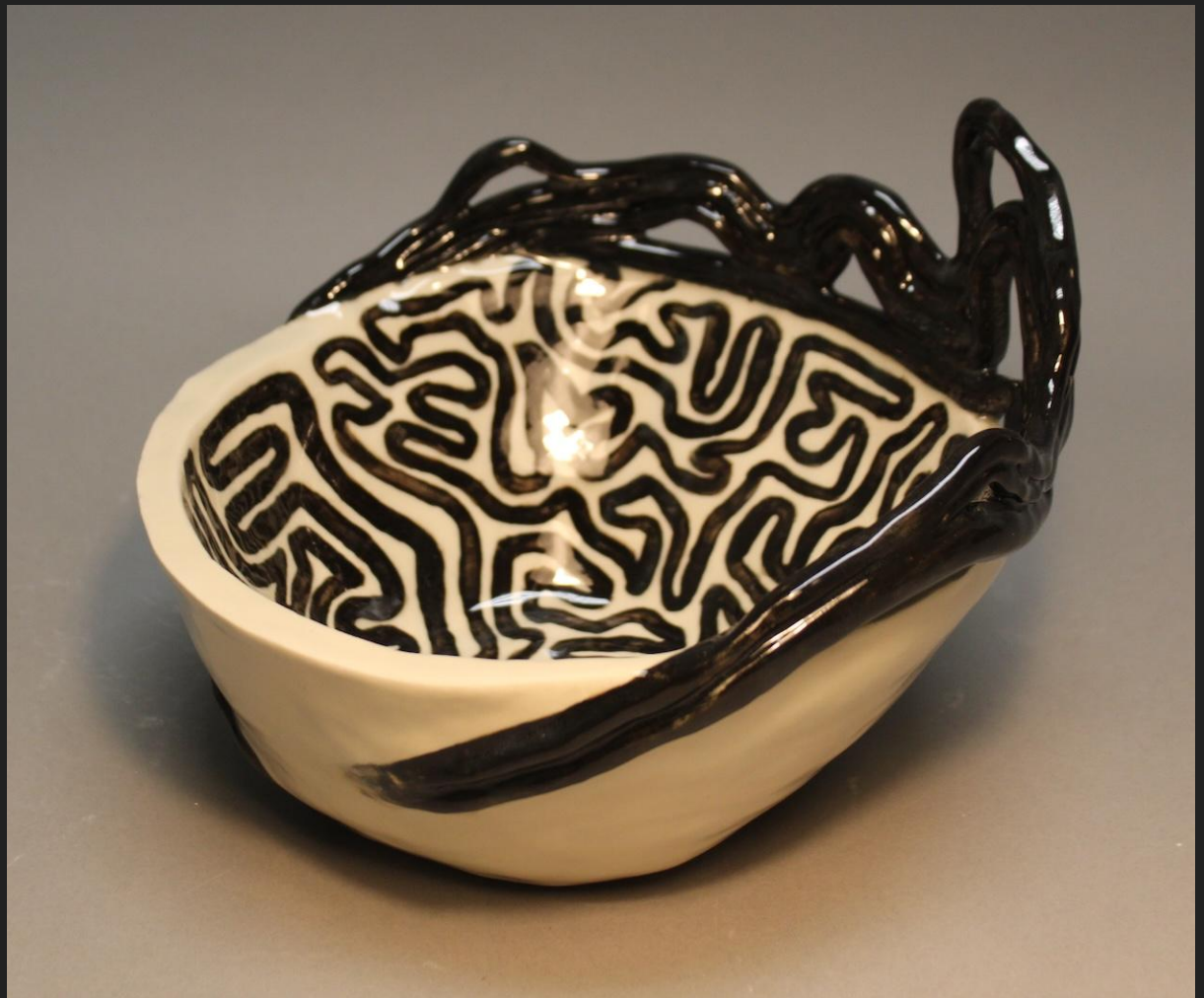
Coils on Coils

Ceramic, Underglaze, Glaze

Instructor: Katrina Olmstead

Kearney High School

Gold Key





Maddison Martin

11th Grade

Pollution Vs. Pollination

Ceramic, Underglaze

Instructor: Katrina Olmstead

Kearney High School

Silver Key



Claire Florell

12th Grade

Colored Trout

Ceramic, Underglaze, Glaze

Instructor: Katrina Olmstead

Kearney High School

Honorable Mention





Bailey Henning

11th Grade

The Shape of Use

Ceramic, Mixed Media

Instructor: Katrina Olmstead

Kearney High School

Honorable Mention





Avery Lange

11th Grade

The Eternal Child Has Grown Up

Ceramic, Underglaze, Glaze, Mixed Media

Instructor: Katrina Olmstead

Kearney High School

Honorable Mention



Leah Flood

10th Grade

Interweave

Ceramic, Glaze, Wire

Instructor: Katrina Olmstead

Kearney High School

Honorable Mention





Ava Porter

10th Grade

The Floating Sink

Ceramic, Glaze

Instructor: Katrina Olmstead

Kearney High School

Honorable Mention



Regular Monthly Meeting of the Kearney Public Schools Board of Education
Kearney Public Schools Board of Education
Monday, February 9, 2026 at 5:30 PM
2nd Floor Staff Development Room, Administration Building
320 W 24th Street
Kearney, NE 68845

1. Routine Business

1.A. Call to Order

President Hazard called the meeting to order at 5:31 PM.

1.B. 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.

1.C. Board Meeting Decorum Expectations

1.D. Pledge of Allegiance

1.E. Roll Call

Attendance Taken at 5:33 PM.

Amy Barth: Present

Drew Blessing: Present

Niki Deeds: Present

Paul Hazard: Present

John Icenogle: Present

Amanda Smallcomb: Present

1.E.I. Excuse Absent Board Member

1.F. Approval of the Agenda

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

Amy Barth: Yea, Drew Blessing: Yea, Niki Deeds: Yea, Paul Hazard: Yea, John Icenogle:

Yea, Amanda Smallcomb: Yea

Yea: 6, Nay: 0

2. Recognitions

3. Presentations

3.A. Presentation from Stacie Blackmore, Music Teacher at Sunrise Middle School about the Sunrise Honor Choir Students Singing at the State Capitol

- Stacie Blackmore, music teacher at Sunrise Middle School, shared that the Nebraska Music Education Association hosts Music Education Week at the State Capitol each March, in conjunction with the national celebration of Music in Our Schools Month. Each year, ensembles submit recorded auditions in December, and selected groups are invited to perform. This year, the Sunrise Honor Choir was chosen.

- On March 18, 2026, 72 students and 22 chaperones will travel to Lincoln. The group will tour the Capitol, have lunch, and at 12:30 p.m., Sunrise sixth, seventh, and eighth grade students will perform in the Capitol rotunda. They hope Senator Clouse will be able to stop by and visit with the students.
- Ten ensembles are selected to perform during the week, and this year only two are middle school choirs. Mrs. Blackmore is especially proud that Sunrise was chosen to represent this level of student talent. Groups are eligible to be considered once every three years. Two performances will be held each day during the week of March 17-20, 2026. The performance is open to the public.
- Board members congratulated Mrs. Blackmore and the Sunrise Honor Choir for being selected.

3.B. Construction Update

- Kent Cordes with BD Construction gave an update on the construction projects continuing throughout the district.

4. Legislative Update

- Drew Blessing provided updates on several legislative bills:
 - LB 384, which requires one school board member to attend county budget hearings.
 - LB 575, which aims to decompress the timeline for budget hearings.
 - LB 1038 is a major school finance bill that could significantly reduce property tax revenue for Kearney Public Schools.
 - LB 742 would require schools to allow seventh and eighth graders to participate in high school sports, with an amendment making it discretionary.
 - LB 1050, the third-grade reading bill, would require students who do not meet the state benchmark to be held back, with no option for parental or school recommendations to override. Dr. Mundorf discussed the impact of the third-grade reading bill, emphasizing the need for additional instruction time rather than retention. The bill is seen as problematic due to its lack of consideration for students with special needs or those who have recently arrived in the country. The bill is currently facing opposition, with some members of the Education Committee expressing concerns about its effectiveness.
 - LB 1257, which aims to help with school finance and property tax by eliminating sales tax exemptions.
 - LB 960 would require school boards to have six student representatives, with an amendment reducing the requirement to at least one representative.
 - LB 1207 would require schools to provide teachers with five mental health days. Mr. Blessing suggested a letter to the committee to highlight the district's existing PTO policy.
- Dr. Mundorf highlighted the following bills:
 - LB 824 would reduce the retirement prohibition for retired teachers.
 - LB 1166 would change the retirement contribution date to align with the school fiscal year.

- LB 1053 would repeal the K-2 suspension law that was put into place a few years ago.
- LB 653 would expand special education option enrollment.
- LB 841 would prohibit changes to a student's Individual Education Plan without parental consent.
- LB 1146 would prevent school districts from enforcing consequences for a student's absence from school.
- LB 765 would require at least 50.1% voter turnout and a majority vote in favor for any school bond issue to pass. This bill would basically eliminate school bonds.

5. Public Participation/Comment

6. Board Reports

7. Consent Agenda

Move to approve the items on the Consent Agenda, as presented. This motion, made by John Icenogle and seconded by Niki Deeds, Passed.

Amy Barth: Yea, Drew Blessing: Yea, Niki Deeds: Yea, Paul Hazard: Yea, John Icenogle: Yea, Amanda Smallcomb: Yea

Yea: 6, Nay: 0

7.A. Approval of Minutes of the January 12, 2026, Regular Meeting, the January 26, 2026, Special Winter Retreat Meeting, and the February 4, 2026, Committee of the Whole Meeting

7.B. Approval of the February 2026 Claims

7.C. Approval of the February 2026 Financial Reports

7.D. Approval of Kearney High School Jazz Band Trip to the Greeley Jazz Festival, April 23–25, 2026 in Greeley, Colorado

7.E. Approval of Kearney High School Band Trip to the Quad State Marching Contest, October 17, 2026 in Vermillion, South Dakota

8. Regular Agenda - Personnel

8.A. Acceptance of Resignations and Retirements

Move to accept, with regret, the resignations and retirements as presented. This motion, made by John Icenogle and seconded by Drew Blessing, Passed.

Amy Barth: Yea, Drew Blessing: Yea, Niki Deeds: Yea, Paul Hazard: Yea, John Icenogle: Yea, Amanda Smallcomb: Yea

Yea: 6, Nay: 0

8.B. Approval of the Employment of Certificated Staff

Move to employ the certificated staff at Kearney Public Schools for the 2026-2027 school year as presented. This motion, made by Drew Blessing and seconded by Amanda Smallcomb, Passed.

Amy Barth: Yea, Drew Blessing: Yea, Niki Deeds: Yea, Paul Hazard: Yea, John Icenogle: Yea, Amanda Smallcomb: Yea

Yea: 6, Nay: 0

8.C. Approval of the Employment of Administrative Staff

Move to approve Trent Steele, assistant principal at Kearney High School, starting the 2026-2027 school year. This motion, made by Amanda Smallcomb and seconded by John Icenogle, Passed.

Amy Barth: Yea, Drew Blessing: Yea, Niki Deeds: Yea, Paul Hazard: Yea, John Icenogle: Yea, Amanda Smallcomb: Yea
Yea: 6, Nay: 0

8.D. Ratification of Negotiated Agreement with Kearney Education Association

- Dr. Mundorf explained the negotiated agreement with the Kearney Education Association, which includes a 3.53% total compensation increase. The agreement includes changes in the salary schedule and extracurricular positions for the 2026-2027 school year.
- A few Board members expressed concerns about the impact on younger teachers and the need for future adjustments.

Move to ratify the Negotiated Agreement with the Kearney Education Association for contract terms for all certified, non-supervisory employees of the Kearney Public Schools for the 2026-2027 school year as presented. This motion, made by Amy Barth and seconded by Drew Blessing, Passed.

Amy Barth: Yea, Drew Blessing: Yea, Niki Deeds: Yea, Paul Hazard: Yea, John Icenogle: Yea, Amanda Smallcomb: Yea
Yea: 6, Nay: 0

9. Regular Agenda - Business

9.A. Approval of Bid for Chromebooks

- Troy DeHaven, Technology Director, reviewed the proposal process and explained the rationale behind the recommendation. Mr. Hazard clarified with Mr. DeHaven that using paper and pen is no longer feasible, given how much of the curriculum is now delivered online.

Move to accept the bid from RTI for 5th and 9th grades and upgrades to Windy Hills technology, in the amount of \$292,049.80, as presented. This motion, made by John Icenogle and seconded by Amanda Smallcomb, Passed.

Amy Barth: Yea, Drew Blessing: Yea, Niki Deeds: Yea, Paul Hazard: Yea, John Icenogle: Yea, Amanda Smallcomb: Yea
Yea: 6, Nay: 0

9.B. Approval of Lighting and Sound Upgrades to the Kearney High School CHAT for the Theatre Production Program

- Dr. Mundorf explained the proposal for lighting and sound upgrades that would improve performances in the CHAT at Kearney High School. The theater group has held fundraisers, so a portion of the expense will come from them. Some of the current equipment has been in place for approximately ten years. Board members expressed excitement about the improvements to the CHAT.

Move to approve the lighting and sound upgrades to the Kearney High School CHAT for the Theatre Production program, as presented. This motion, made by Amanda Smallcomb and seconded by Drew Blessing, Passed.

Amy Barth: Yea, Drew Blessing: Yea, Niki Deeds: Yea, Paul Hazard: Yea, John Icenogle: Yea, Amanda Smallcomb: Yea
Yea: 6, Nay: 0

10. Regular Agenda - Miscellaneous

10.A. First Reading Approval of the Revised 4000 Section of Board Policies

- Dr. Mundorf explained that in our ongoing effort to revise all board policies, the Board Policy Committee has spent hours reviewing and revising the policies, ensuring alignment with state and federal statutes. This month the committee brings forth revisions to the 4000 section related to HR practices and staffing.

Move to approve the first reading of the Revised 4000 Section of Board Policies, as presented. This motion, made by Amanda Smallcomb and seconded by Niki Deeds, Passed.

Amy Barth: Yea, Drew Blessing: Yea, Niki Deeds: Yea, Paul Hazard: Yea, John Icenogle: Yea, Amanda Smallcomb: Yea
Yea: 6, Nay: 0

10.B. Approval of the Naming Rights Agreement between Kearney Public Schools and Roger A. Mathiesen for Naming the Kearney High School Track as Mathiesen Track

- Dr. Mundorf presented the naming rights agreement between Kearney Public Schools and Roger A. Matheson for the naming of the Kearney High School track. The agreement outlines the terms of naming the track after Coach Matheson, a national Hall of Fame coach.

Move to approve the Naming Rights Agreement between Kearney Public Schools and Roger A. Mathiesen on the naming of the Kearney High School track as Mathiesen Track, as presented. This motion, made by John Icenogle and seconded by Amy Barth, Passed.

Amy Barth: Yea, Drew Blessing: Yea, Niki Deeds: Yea, Paul Hazard: Yea, John Icenogle: Yea, Amanda Smallcomb: Yea
Yea: 6, Nay: 0

11. Closed Session

- The Board moved to go into closed session at 6:47 PM.

Move to enter into a closed session for the purpose of discussing a personnel matter. This motion, made by John Icenogle and seconded by Amanda Smallcomb, Passed.

Amy Barth: Yea, Drew Blessing: Yea, Niki Deeds: Yea, Paul Hazard: Yea, John Icenogle: Yea, Amanda Smallcomb: Yea
Yea: 6, Nay: 0

12. Return to Open Session

- The Board returned to open session at 7:37 PM.

13. Next Meeting

14. Adjournment

- Meeting was adjourned at 7:37 PM.

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

Amy Barth: Yea, Drew Blessing: Yea, Niki Deeds: Yea, Paul Hazard: Yea, John Icenogle: Yea, Amanda Smallcomb: Yea

Yea: 6, Nay: 0

Notice of Meeting

This meeting was publicized in the Kearney Hub on February 5, 2026; radio stations KGFW and KKPR; and KSNB and KHGI T.V.

Niki Deeds, Secretary

**Special Committee of the Whole Meeting of the Kearney Public Schools Board of
Education
Kearney Public Schools Board of Education
Tuesday, March 3, 2026 at 5:00 PM
1st floor Administration Building Conference Room
320 W 24th Street
Kearney, NE 68845**

1. Call to Order

President Hazard 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. Board Meeting Decorum Expectations

4. Roll Call

Attendance Taken at 5:05 PM.

John Icenogle: Absent
Amy Barth: Present
Drew Blessing: Present
Niki Deeds: Present
Paul Hazard: Present
Amanda Smallcomb: Present

5. Approval of Agenda

Move to approve the agenda of the meeting, as presented. This motion, made by Amanda Smallcomb and seconded by Drew Blessing, Passed.

John Icenogle: Absent, Amy Barth: Yea, Drew Blessing: Yea, Niki Deeds: Yea, Paul Hazard: Yea, Amanda Smallcomb: Yea
Yea: 5, Nay: 0, Absent: 1

6. Public Participation/Comment

7. Agenda

7.A. Preview of the March 9, 2026 Regular Meeting Agenda

Attendance Update Taken at 5:21 PM.

John Icenogle: Present

7.A.I. Recognition of the Kearney High School Dance Catz for their Runner-Up Finish in Class A High Kick at the Nebraska State Dance Championships and Earning the Academic Excellence Award

7.A.II. Recognition of Kearney High School Social Studies Teacher, Kevin Witte for Being Selected as the Nebraska 3rd Congressional District Recipient of the Bertolas, Gildersleeve, Stoddard, Stone Award Presented by the Geographic Educators of Nebraska

7.A.III. Recognition of Kearney High School Student Fulton Moyer for Winning the NSAA Class A State Bowling Championship

7.A.IV. Recognition of the Kearney High School Girls Wrestling Team for their Runner-Up Finish at the NSAA Class A State Wrestling Championship, including State Champions Sloane Abbey and Stella Harbols

7.A.V. Recognition of Kearney High School Boys Wrestling Team for their Runner-Up Finish at the NSAA Class A State Dual Championships

7.A.VI. Recognition of Kearney High School Students as State Scholastic Art Award Winners and National Qualifiers

7.A.VII. Recognition of Kearney High School Student Josslyn Flood for her Selection to Participate in the Annual National K-12 Ceramic Exhibition

7.A.VIII. Legislative Update

7.A.IX. Second and Final Reading Approval of Revised 4000 Section of Board Policies

7.A.X. Approval of the Kearney High School Girls Basketball Trip to the Midwest Showcase, June 18– 20, 2026 in Kansas City, Missouri

7.A.XI. Approval of the Kearney High School JROTC Trip to the Knight Raider Meet, March 27–29, 2026 in Rockford, Illinois

7.A.XII. Acceptance of Resignations and Retirements - Amber Berger, Amber Sklenar, Kathryn Peterson, Jordan Hughett, Megan Homolka, Kelli Bauer, Jennifer Meinecke, Mark Johnson

7.A.XIII. Approval of the Employment of Certificated Staff

7.B. Discussion of Potential 2016 Bond Refinancing Options

7.C. Discussion of Potential Random Drug Testing at Kearney High School (Board Policies 5104 and 5405)

7.D. Discussion of Kearney High School Graduation Dress Code Expectations

7.E. Discussion of KPS K-12 AI Framework

7.F. Discussion of KPS Board Retreats/Schedules

7.G. Review and Discussion of the KPS Master Plan Projects

7.H. **Closed Session**

- The Board moved to closed session at 7:55 PM.

Move to enter into a closed session for the purpose of discussing negotiations for the 2026-2027 school year. This motion, made by John Icenogle and seconded by Amy Barth, Passed. Amy Barth: Yea, Drew Blessing: Yea, Niki Deeds: Yea, Paul Hazard: Yea, John Icenogle: Yea, Amanda Smallcomb: Yea
Yea: 6, Nay: 0

7.I. Open Session

- The Board returned to open session 8:33 PM.

8. Adjournment

- The meeting was adjourned 8:34 PM.

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

Amy Barth: Yea, Drew Blessing: Yea, Niki Deeds: Yea, Paul Hazard: Yea, John Icenogle: Yea, Amanda Smallcomb: Yea

Yea: 6, Nay: 0

Notice of Meeting

This meeting was publicized in the Kearney Hub on February 28, 2026; radio stations KGFW and KKPR; and KSNB and KHGI T.V.

Niki Deeds, Secretary

KEARNEY PUBLIC SCHOOLS DISTRICT #7**CLAIMS TO BE PAID IN MARCH 2026****PUBLICATION OF CHECKS**

VENDOR	DESCRIPTION	AMOUNT
24 Hour Tees	Miscellaneous Expenditure FFA	\$ 594.50
Aaron Plas	Mileage Paid Other	\$ 274.05
ABPA Region 12	Professional Services Care & Upkeep of Grounds	\$ 100.00
Adventure Enterprises LLC	Transportation Charges Vocal Music	\$ 2,586.00
Adventure Enterprises LLC	Transportation Charges Regular Education Transpo	\$ 2,702.24
Adventure Enterprises LLC	Other Technical Servic Athletic Administration	\$ 1,758.75
Adventure Enterprises LLC	Other Technical Services Basketball/Boys	\$ 1,293.00
Adventure Enterprises LLC	Other Technical Services Boys Wrestling	\$ 365.83
Adventure Enterprises LLC	Other Technical Services Girls Wrestling	\$ 343.28
Adventure Enterprises LLC	Other Technical Services Boys Bowling	\$ 2,493.90
All Makes Auto Supply	Tires and Parts Non Student Vehicles	\$ 17.49
All Makes Auto Supply	Vehicle Gasoline Regular Education Transportatio	\$ 699.98
All Makes Auto Supply	Tires and Parts Reg. Ed. Transp. Maintenance	\$ 85.88
All Makes Office Equipment Co of Lincoln	Furniture and Fixtures Care & Upkeep of Grounds	\$ 5,729.98
All Makes Office Equipment Co of Lincoln	Construction Services	\$ 751.28
Amanda Swift	Employee Training and Development Services	\$ 624.97
Amazon Capital Services	Supplies Regular Instruction	\$ 101.71
Amazon Capital Services	Supplies Regular Instruction	\$ 818.87
Amazon Capital Services	Supplies Regular Instruction	\$ 333.04
Amazon Capital Services	Supplies Regular Instruction	\$ 347.74
Amazon Capital Services	Supplies Regular Instruction	\$ 40.97
Amazon Capital Services	Supplies Regular Instruction	\$ 38.00
Amazon Capital Services	Supplies Regular Instruction	\$ 25.23
Amazon Capital Services	Supplies Regular Instruction	\$ 139.83
Amazon Capital Services	Supplies Regular Instruction	\$ 443.74
Amazon Capital Services	Supplies Regular Instruction	\$ 591.33
Amazon Capital Services	Supplies Regular Instruction	\$ 189.95
Amazon Capital Services	Supplies Regular Instruction	\$ 111.36
Amazon Capital Services	Explore Regular Instruction	\$ 96.82
Amazon Capital Services	Explore Regular Instruction	\$ 284.91
Amazon Capital Services	Supplies Science	\$ 108.66
Amazon Capital Services	Supplies PE	\$ 31.99
Amazon Capital Services	Supplies PE	\$ 301.29
Amazon Capital Services	Supplies Art	\$ 78.24
Amazon Capital Services	Supplies Art	\$ 328.49
Amazon Capital Services	Supplies Art	\$ 386.65
Amazon Capital Services	Supplies Vocal Music	\$ 36.99
Amazon Capital Services	Supplies Vocal Music	\$ 21.98
Amazon Capital Services	Supplies Agriculture	\$ 367.09
Amazon Capital Services	Supplies Wood Shop	\$ 376.38
Amazon Capital Services	Supplies PLTW	\$ 59.53
Amazon Capital Services	Supplies Early Childhood	\$ 373.65
Amazon Capital Services	Miscellaneous Expenditure Early Childhood	\$ 60.94
Amazon Capital Services	Supplies Coordinator	\$ 31.98
Amazon Capital Services	Supplies Transition	\$ 76.36
Amazon Capital Services	Supplies Sped School Age Summer School	\$ 14.67

Amazon Capital Services	Supplies Resource	\$	436.61
Amazon Capital Services	Supplies Behavior Disorder	\$	188.07
Amazon Capital Services	Supplies Guidance Services	\$	241.95
Amazon Capital Services	Supplies Health Services	\$	35.88
Amazon Capital Services	Supplies Health Services	\$	37.68
Amazon Capital Services	Supplies Health Services	\$	263.48
Amazon Capital Services	Supplies OT Related Services	\$	176.14
Amazon Capital Services	Supplies Drama	\$	81.93
Amazon Capital Services	Employee Training and Development Services	\$	1,318.77
Amazon Capital Services	Supplies Instruction & Curriculum Development	\$	41.85
Amazon Capital Services	Supplies Library	\$	77.85
Amazon Capital Services	Library References Library	\$	103.97
Amazon Capital Services	Library References Library	\$	82.38
Amazon Capital Services	Library References Library	\$	21.00
Amazon Capital Services	Supplies Technology	\$	14.85
Amazon Capital Services	Supplies Communications	\$	1,082.87
Amazon Capital Services	Supplies Office of the Principal	\$	486.32
Amazon Capital Services	Supplies Office of the Principal	\$	137.65
Amazon Capital Services	Supplies Office of the Principal	\$	140.33
Amazon Capital Services	Supplies Office of the Principal	\$	186.78
Amazon Capital Services	Supplies Office of the Principal	\$	67.34
Amazon Capital Services	Supplies Fiscal Services	\$	779.00
Amazon Capital Services	Supplies Operations of Buildings	\$	306.67
Amazon Capital Services	Supplies Care and Upkeep of Grounds	\$	301.02
Amazon Capital Services	Supplies Security	\$	229.98
Amazon Capital Services	Supplies High Ability Learners	\$	78.19
Amazon Capital Services	Supplies High Ability Learners	\$	32.76
Amazon Capital Services	Supplies High Ability Learners	\$	40.35
Amazon Capital Services	Supplies State Early Childhood	\$	442.32
Amazon Capital Services	Supplies Sixpence Home 1	\$	293.66
Amazon Capital Services	Supplies Sixpence Community Grant	\$	160.06
Amazon Capital Services	Supplies IDEA Base & E/P	\$	8.89
Amazon Capital Services	Miscellaneous Expenditure Advertising	\$	18.92
Amazon Capital Services	Miscellaneous Expenditure Wish List	\$	575.22
Amazon Capital Services	Supplies Wrestling Boys	\$	393.19
Amazon Capital Services	Miscellaneous Expenditure Cheerleaders	\$	24.99
Amazon Capital Services	Supplies Concessions	\$	313.68
Amazon Capital Services	Miscellaneous Expenditure Construction Tech Fund	\$	257.90
Amazon Capital Services	Miscellaneous Expenditure Donations Misc	\$	11.16
Amazon Capital Services	Miscellaneous Expenditure Drama	\$	22.67
Amazon Capital Services	Miscellaneous Expenditure Log/Yearbook	\$	249.86
Amazon Capital Services	Miscellaneous Expenditure Media District	\$	60.97
Amazon Capital Services	Miscellaneous Expenditure Media Leap Account	\$	488.67
Amazon Capital Services	Miscellaneous Expenditure Music Shared Element	\$	138.95
Amazon Capital Services	Miscellaneous Expenditure Music Vocal	\$	1,408.18
Amazon Capital Services	Miscellaneous Expenditure Music Vocal	\$	12.10
Amazon Capital Services	Miscellaneous Expenditure PAC's Share of Distric	\$	133.57
Amazon Capital Services	Miscellaneous Expenditure Playground Equipment	\$	55.78
Amazon Capital Services	Miscellaneous Expenditure Pop Fund	\$	24.42
Amazon Capital Services	Miscellaneous Expenditure Principal	\$	6,916.77
Amazon Capital Services	Miscellaneous Expenditure PTO Donations	\$	113.28

Amazon Capital Services	Miscellaneous Expenditure Special Fund	\$	45.95
Amazon Capital Services	Supplies STEM	\$	92.96
Amazon Capital Services	Miscellaneous Expenditure Student Activity Accou	\$	175.97
Amazon Capital Services	Miscellaneous Expenditure Student Activity Accou	\$	25.99
Amazon Capital Services	Miscellaneous Expenditure Youth Leadership	\$	138.96
Amazon Capital Services	Miscellaneous Expenditure 5th Grade Safety Patro	\$	38.00
Amazon Capital Services	Miscellaneous Expenditure Class of 2026	\$	97.17
Amazon Capital Services	Supplies	\$	291.65
Amazon Capital Services	Miscellaneous Expenditure Volleyball	\$	69.98
Amazon Capital Services	Supplies	\$	63.32
Amplify Education Inc	Textbooks Regular Instruction	\$	70,895.20
Amplify Education Inc	Textbooks Regular Instruction	\$	33,750.00
Amy Otto	Mileage Paid to Staff	\$	6.44
Amy Otto	Mileage Paid to Staff	\$	45.26
Amy Springer	Mileage Paid to Staff	\$	31.25
Amy Springer	Mileage Paid to Staff	\$	76.63
Apple Inc	Supplies Technology	\$	628.14
Apple Market	Supplies FCS	\$	342.95
Archway	Miscellaneous Expenditure PAC's Share of Distric	\$	405.00
Ariana Bishop	Mileage Paid to Staff	\$	117.74
ASCDAssoc for Supv & Curriculum Dev	Dues and Fees Office of the Principal	\$	245.00
August Fishell	Other Technical Services Basketball Girls	\$	200.00
Baer Photography	Advertising Communications	\$	149.00
Bear Frame & Alignment	Vehicle Repair Non Student Vehicles	\$	4,933.34
Ben Schaal	Other Technical Services Basketball/Boys	\$	125.00
Benjamin Landen Crowe	Other Technical Services Basketball/Boys	\$	125.00
Bethany Ernst	Professional Services Speech	\$	800.00
Bimbo Bakeries USA	Food	\$	3,872.19
Black Hills Energy	Natural Gas Operations of Buildings	\$	1,497.92
Black Hills Energy	Natural Gas IDEA Base & E/P	\$	3.16
Blick Art Materials II	Supplies Art	\$	6.49
Blick Art Materials II	Supplies Art	\$	70.99
BOKF, National Association	Interest on LongTerm Debt	\$	162,375.00
Bomgaars Supply Inc	Supplies Care and Upkeep of Grounds	\$	344.97
Boogaarts Food Store	Supplies Agriculture	\$	188.09
Boogaarts Food Store	Supplies FCS	\$	64.08
Boone Central H S	Dues and Fees	\$	250.00
Boostlingo, LLC	Contracted Educational Resource	\$	108.00
Bracker's Good Earth Clays Inc	Supplies Art	\$	1,152.02
Brendan M Fowler	Other Technical Services Basketball/Boys	\$	125.00
Brendan M Fowler	Other Technical Services Basketball Girls	\$	130.00
Brett Mauler	Other Technical Servic Athletic Administration	\$	459.00
Broc Howard	Supplies Track Boys Track/Boys	\$	83.40
Bryan Wietjes	Other Technical Servic Athletic Administration	\$	309.00
Bryce Abbey	Other Technical Services Girls Wrestling	\$	125.00
BSN Sports, LLC	Supplies Football	\$	1,717.20
BSN Sports, LLC	Miscellaneous Expenditure Foundation Donation	\$	8,787.40
Builders HowTo Warehouse	Supplies Industrial Art	\$	678.65
Builders HowTo Warehouse	Supplies Maintenance of Buildings	\$	237.64
Builders HowTo Warehouse	Supplies Care and Upkeep of Grounds	\$	109.75
Builders HowTo Warehouse	Miscellaneous Expenditure	\$	9,438.78

Builders HowTo Warehouse	Miscellaneous Expenditure	\$ 13,729.01
Capital Sanitary Supply Company Inc	Supplies Operations of Buildings	\$ 18,596.34
Carol Kenton	Mileage Paid to Staff	\$ 51.91
Carol Kenton	Mileage Paid to Staff	\$ 84.25
Cash from NebraskaLand National Bank	Miscellaneous Expenditure	\$ 13.40
CashWa Distributing	Food	\$ 145,131.88
Cassie Houser	Mileage Paid to Staff	\$ 48.14
CDW Government	Supplies Technology	\$ 778.52
CDW Government	Supplies Office of the Principal	\$ 148.79
CED/American Electric	Supplies Maintenance of Buildings	\$ 401.73
Central City Scale, Inc	Miscellaneous Expenditure Boys Wrestling	\$ 150.00
Charlee Weber	Professional Services Sixpence Community Grant	\$ 150.00
Chase Erwin	Other Technical Services Basketball Girls	\$ 162.50
Chesterman Co.	Miscellaneous Expenditure Student Council	\$ 185.50
Chesterman Co.	Supplies Concessions	\$ 2,836.60
Chesterman Co.	Miscellaneous Expenditure Student Council	\$ 319.10
Chesterman Co.	Miscellaneous Expenditure Student Council	\$ 481.40
Chesterman Co.	Food	\$ 5,956.25
Chloe Puccini	Professional Services Sixpence Community Grant	\$ 450.00
City of KearneyFuel Dept	Vehicle Gasoline Non Student Vehicles	\$ 2,554.92
City of KearneyFuel Dept	Vehicle Gasoline Regular Education Transportatio	\$ 6,386.04
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ 416.17
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ -
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ -
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ -
City of KearneyFuel Dept	Vehicle Gasoline	\$ 281.71
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ 219.90
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ -
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ 413.89
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ 218.32
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ 373.50
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ -
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ 323.94
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ 24.37
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ -
City of KearneyFuel Dept	Vehicle Gasoline Construction Tech Fund	\$ 47.16
City of KearneyFuel Dept	Vehicle Gasoline	\$ 227.53
City of KearneyWater,Sanitn,Sewer Dept	Garbage	\$ 9,490.85
Clint Edwards	Travel Regular Instruction	\$ 188.50
Cody Dvorak	Miscellaneous Expenditure Bowling Boys	\$ 199.00
Colleen Thompson	Supplies Regular Instruction	\$ 90.00
Colorado/West Equipment Inc	Tires and Parts Reg. Ed. Transp. Maintenance	\$ 415.46
Colorado/West Equipment Inc	Vehicle Repair Sped Transportation Maintenance	\$ 40.75
Colorado/West Equipment Inc	Tires and Parts	\$ 912.86
Colton Albrecht	Other Technical Services Basketball Girls	\$ 200.00
Column Software PBC	Advertising Fiscal Services	\$ 96.35
Column Software PBC	Other Communication Maintenance of Buildings	\$ 381.26
Comfy Bowl Inc	Miscellaneous Expenditure Construction Tech Fund	\$ 95.00
Cooperative Producers Inc	Vehicle Gasoline Regular Education Transportatio	\$ 1,656.48
Cooperative Producers Inc	Vehicle Gasoline School Age Sped Transportation	\$ 117.64
Copycat Printing Inc	Miscellaneous Expenditure Boys Basketball	\$ 82.96

Copycat Printing Inc	Advertising Communications	\$	3,792.87
Cornhusker Cleaning Supply.	Supplies Regular Education Transportation	\$	27.26
Country Meats	Miscellaneous Expenditure Concessions	\$	236.00
Culligan Of Kearney	Supplies Care and Upkeep of Grounds	\$	35.25
Cummins Central Power LLC	Vehicle Repair Reg. Ed. Transp. Maintenance	\$	12,882.67
Dale Bean	Other Technical Servic Athletic Administration	\$	300.00
Dan Schumacher	Professional Services	\$	19,695.00
Daniel Diaz	Other Technical Services Girls Wrestling	\$	125.00
Daniel Whitney	Snow Services Care & Upkeep of Grounds	\$	5,643.75
Danielle Burkett	Professional Services Sixpence Community Grant	\$	300.00
Dan's Sanitation Inc	Garbage Operations of Buildings	\$	134.97
Dan's Sanitation Inc	Garbage IDEA Base & E/P	\$	0.28
DAS State Accounting Central Finance	Purchased Service Telephone Technology	\$	317.87
Dawson Public Power District	Electricity Operations of Buildings	\$	400.07
Dawson Public Power District	Electricity IDEA Base & E/P	\$	0.84
Deana Hilliard	Employee Training and Development Services	\$	1,395.45
Dee Westcott	Mileage Paid to Staff	\$	40.67
Desiree John	Mileage Paid to Staff	\$	42.85
Desiree John	Mileage Paid to Staff	\$	31.83
Deterdings	Supplies Care and Upkeep of Grounds	\$	770.92
Dmilaco Sports Fashions	Supplies Orchestra	\$	434.75
Domino's Pizza	Supplies Concessions	\$	868.50
Domino's Pizza	Food	\$	3,951.75
DuttonLainson Company	Supplies Care and Upkeep of Grounds	\$	12,937.50
Eakes Office Solutions	Rentals of Equipment and Vehicles Regular Instru	\$	5,267.26
Eakes Office Solutions	Supplies Regular Instruction	\$	926.14
Eakes Office Solutions	Supplies Regular Instruction	\$	272.60
Eakes Office Solutions	Supplies Regular Instruction	\$	313.85
Eakes Office Solutions	Supplies Regular Instruction	\$	899.80
Eakes Office Solutions	Supplies World Language	\$	630.58
Eakes Office Solutions	Supplies Vocational AE	\$	194.67
Eakes Office Solutions	Supplies Coordinator	\$	134.97
Eakes Office Solutions	Supplies Transition	\$	89.98
Eakes Office Solutions	Supplies Resource	\$	1,799.60
Eakes Office Solutions	Supplies Office of the Principal	\$	47.55
Eakes Office Solutions	Supplies Office of the Principal	\$	232.08
Eakes Office Solutions	Supplies IDEA Base & E/P	\$	449.90
Eakes Office Solutions	Supplies IDEA Base & E/P	\$	449.90
Eakes Office Solutions	Supplies Football	\$	223.46
Echo Group Inc.	Supplies Maintenance of Buildings	\$	531.51
Edutrak LLC	Technology Software	\$	6,388.46
Electronic Systems Inc	Professional Services Care & Upkeep of Grounds	\$	2,096.40
Ella Software	Supplies Technology Related	\$	240.00
ESU 10	Employee Training and Development Services	\$	60.00
ESU 10	Sped Tuition/Agencies Supervision	\$	343.80
ESU 10	Sped Tuition/Agencies Contracted Services	\$	1,088.55
ESU 10	Sped Tuition/Agencies Speech Pathology & Audiolo	\$	1,388.10
ESU 10	Sped Tuition/Agencies PT Related Services	\$	3,364.32
ESU 10	Sped Tuition/Agencies Visually Handicapped	\$	2,425.01
ESU 10	Dues and Fees Instruction & Curriculum Developme	\$	20.00
ESU 10	Subawards/SubContracts \$25,000 or less	\$	940.34

ESU 10	Subawards/SubContracts \$25,000 or less	\$	784.95
ESU 5	Employee Training and Development Services	\$	200.00
Father Flanagan's Boys' Home	Pupil Services Contracted Services	\$	9,100.00
Father Flanagan's Boys' Home	Professional Services Instruction & Curriculum D	\$	3,578.30
Fearless Ink Custom Apparel, Inc	Miscellaneous Expenditure Foundation Donation	\$	60.00
Fiber Platform LLC	Purchased Service Telephone Technology	\$	3,072.10
Follett Content Solutions LLC	Miscellaneous Expenditure Foundation Donation	\$	373.93
Follett Content Solutions LLC	Miscellaneous Expenditure Foundation Donation	\$	374.05
Follett Content Solutions LLC	Supplies Library	\$	94.16
Follett Content Solutions LLC	Library References Library	\$	656.47
Follett Content Solutions LLC	Library References Library	\$	1,168.31
Follett Content Solutions LLC	Library References Library	\$	1,213.60
Follett Content Solutions LLC	Library References Library	\$	480.29
Follett Content Solutions LLC	Periodicals Library	\$	116.33
Follett Content Solutions LLC	Periodicals Library	\$	399.84
Follett School Solutions Inc	Technology Software Regular Instruction	\$	2,590.08
Follett School Solutions Inc	Instructional Materials Library	\$	12,495.84
Follett School Solutions Inc	Technology Software Technology	\$	3,960.00
Follett School Solutions Inc	Supplies Office of the Principal	\$	197.01
Follett School Solutions Inc	Supplies Office of the Principal	\$	197.01
Frontier	Professional Services Regular Instruction	\$	245.13
Frontier	Professional Services Regular Instruction	\$	13.62
Frontier	Professional Services Regular Instruction	\$	13.62
Frontier	Purchased Service Telephone Fiscal Services	\$	1,977.33
Full Compass Systems Ltd	Supplies Operations of Buildings	\$	22,058.17
Game One	Miscellaneous Expenditure Basketball Girls	\$	195.48
Gary Stubbs	Other Technical Services Basketball Girls	\$	292.50
General Parts LLC	Supplies Maintenance of Buildings	\$	1,710.55
Gilman Gear	Miscellaneous Expenditure Football	\$	1,318.28
Graczyk Lawn & Landscape	Snow Services Care & Upkeep of Grounds	\$	5,500.00
Graham Tire	Tires and Parts Non Student Vehicles	\$	60.38
Graham Tire	Vehicle Repair	\$	30.19
Grainger	Supplies Maintenance of Buildings	\$	59.36
Grand Island Northwest	Dues and Fees	\$	150.00
Haley Sanchez	Professional Services Sixpence Community Grant	\$	200.00
Hands on Task Inc	Supplies	\$	12,376.70
Hannah Mast	Professional Services Sixpence Community Grant	\$	300.00
HD Supply Facilities Mtce LTD	Supplies Operations of Buildings	\$	1,776.25
Henry Stelling	Professional Services Speech	\$	150.00
Henry Stelling	Professional Services Speech	\$	75.00
Heritage Water Services Inc.	Professional Services Maintenance of Buildings	\$	955.00
High Plains Pizza Hut, Inc	Food	\$	4,108.75
Hiland Dairy Foods	Food	\$	30,111.43
Hobart Sales & Service E.F. Incorporated	Supplies Maintenance of Buildings	\$	40.25
Hobby Lobby Stores Inc	Supplies	\$	418.76
Holli Ourada	Professional Services Early Childhood	\$	20.95
Holmes Plumbing & Htg	Rentals of Equipment and Vehicles Maintenance of	\$	94.98
Holmes Plumbing & Htg	Supplies Maintenance of Buildings	\$	981.55
Holmes Plumbing & Htg	Supplies Care and Upkeep of Grounds	\$	41.41
Hometown Leasing	Rentals of Equipment and Vehicles Regular Instru	\$	10,786.59
Humanex Ventures LLC	Employee Training and Development Services	\$	14,000.00

HyVee Accounts Receivable	Supplies FCS	\$	31.36
Inside Philanthropy Inc	Miscellaneous Expenditure	\$	397.00
Integrated Security Solutions LLC	Professional Services Care & Upkeep of Grounds	\$	2,938.00
Intellicom	Professional Services Technology	\$	8,274.34
J Spot Services LLC	Professional Services Care & Upkeep of Grounds	\$	280.00
J W Pepper & Son Inc	Miscellaneous Expenditure Music Orchestra	\$	55.00
J W Pepper & Son Inc	Miscellaneous Expenditure Music Vocal	\$	72.50
J W Pepper & Son Inc	Supplies Vocal Music	\$	797.99
J W Pepper & Son Inc	Supplies Orchestra	\$	18.00
J W Pepper & Son Inc	Supplies Orchestra	\$	200.00
Jack Lederman Co Inc	Repairs & Maintenance Services	\$	230.42
Jacob McCarthy	Mileage Paid to Staff	\$	306.09
Jana Seier	Mileage Paid to Staff	\$	195.24
Jana Seier	Mileage Paid to Staff	\$	97.58
Janelle Pittz	Professional Services Sixpence Community Grant	\$	250.00
Jason Mundorf	Mileage Paid to Staff	\$	391.50
Jason Parks	Other Technical Services Swimming	\$	371.25
Jason Taylor	Other Technical Services Swimming	\$	594.00
Jason Thomsen	Mileage Paid Other	\$	191.40
Jeana Peterson	Mileage Paid to Staff	\$	198.11
Jeffrey Schwartz	Mileage Paid to Staff	\$	268.25
Jeremy Canada	Other Technical Services Basketball/Boys	\$	130.00
Jeremy Canada	Other Technical Services Basketball/Boys	\$	125.00
Jeremy Canada	Other Technical Services Basketball Girls	\$	130.00
Jill Bauer	Mileage Paid to Staff	\$	30.45
Jimmy Johns	Miscellaneous Expenditure Music Vocal	\$	815.52
Jimmy Johns	Miscellaneous Expenditure Music Choral Student	\$	79.55
Jimmy Johns	Miscellaneous Expenditure Music Vocal	\$	946.17
Joel Ferebee	Other Technical Services Basketball Girls	\$	130.00
John Behrens	Other Technical Services Basketball Girls	\$	130.00
Johnstone Supply	Supplies Maintenance of Buildings	\$	2,696.49
Johnstone Supply	Supplies Care and Upkeep of Grounds	\$	1,158.34
Jon Beggs	Other Technical Services Swimming	\$	190.00
Jones School Supply Company	Miscellaneous Expenditure Playground Equipment	\$	47.60
Josh Bean	Other Technical Services Basketball/Boys	\$	125.00
Kaplan Early Learning Company	Supplies Sixpence Community Grant	\$	2,008.55
Kaplan Early Learning Company	Miscellaneous Expenditure PreSchool Tuition	\$	746.06
Kassandra Sabah	Mileage Paid to Staff	\$	11.20
Kassi Richards	Professional Services Sixpence Community Grant	\$	300.00
Kearney Ace Hardware	Supplies Operations of Buildings	\$	74.97
Kearney Ace Hardware	Supplies Care and Upkeep of Grounds	\$	21.98
Kearney Ag & Auto Repair Inc	Vehicle Repair Non Student Vehicles	\$	5,303.23
Kearney Ag & Auto Repair Inc	Vehicle Repair Sped Transportation Maintenance	\$	115.86
Kearney Ag & Auto Repair Inc	Vehicle Repair Sped Transportation Maintenance	\$	112.98
Kearney Area Children's Museum	Dues and Fees Implementation of Standards	\$	150.00
Kearney Area Children's Museum	Dues and Fees Implementation of Standards	\$	150.00
Kearney Area Children's Museum	Dues and Fees Implementation of Standards	\$	270.00
Kearney Area Children's Museum	Dues and Fees Implementation of Standards	\$	300.00
Kearney Area Children's Museum	Dues and Fees Implementation of Standards	\$	190.00
Kearney Area Children's Museum	Dues and Fees Implementation of Standards	\$	135.00
Kearney Area Community Foundation	Miscellaneous Expenditure	\$	112.00

Kearney Lions Club	Professional Services Health Services	\$	750.00
Kearney Public School Foundation	Miscellaneous Expenditure	\$	3,000.00
Kearney Winlectric Co	Supplies Maintenance of Buildings	\$	418.69
Kearney Winnelson	Rentals of Equipment and Vehicles Maintenance of	\$	150.00
Kearney Winnelson	Supplies Maintenance of Buildings	\$	9,566.13
Kearney Winnelson	Supplies Care and Upkeep of Grounds	\$	389.79
Kelly Supply Co	Supplies Maintenance of Buildings	\$	240.02
Kelly Supply Co	Supplies Care and Upkeep of Grounds	\$	140.40
Keyton Merrifield	Mileage Paid to Parents School Age Sped Transpor	\$	50.90
Koala Tee Screenprinting Inc	Miscellaneous Expenditure Music Vocal	\$	882.40
KPS Foundation	Miscellaneous Expenditure	\$	145.00
KPS Foundation	Miscellaneous Expenditure	\$	3,349.52
Kurt Karjalainen	Other Technical Servic Athletic Administration	\$	29.41
Lakeshore Lrng Materials	Supplies State Early Childhood	\$	2,094.61
Lakeshore Lrng Materials	Supplies Sixpence Community Grant	\$	1,398.31
Laminator.com Inc	Supplies Regular Instruction	\$	156.46
Landmark Implement Inc Kearney	Repairs & Maintenance Services Non Student Vehic	\$	680.44
Landon Leipold	Other Technical Services Basketball/Boys	\$	125.00
Landon Leipold	Other Technical Services Basketball/Boys	\$	125.00
Latitude Signage + Design	Miscellaneous Expenditure Advertising	\$	145.00
Latitude Signage + Design	Construction Services	\$	17,421.00
Leisa McConnell	Mileage Paid to Staff	\$	162.21
Leisa McConnell	Mileage Paid to Staff	\$	121.42
Lewis Central High School	Dues and Fees	\$	700.00
Liberty Hardwoods Inc	Miscellaneous Expenditure Industrial Tech Wood	\$	2,049.00
Lincoln Public Schools	Employee Training and Development Services	\$	150.00
Lincoln Southwest High School	Dues and Fees	\$	60.00
Lindsie Thiems	Professional Services Early Childhood	\$	19.43
Loper Legacy Fund	Miscellaneous Expenditure	\$	961.48
Loper Legacy Fund	Miscellaneous Expenditure	\$	-
Lori Keller	Mileage Paid to Staff	\$	14.65
Luke Sutherland	Mileage Paid to Staff	\$	58.00
Mailgun Technologies Inc	Technology Software Technology	\$	325.00
Makenna Martinez	Professional Services Sixpence Community Grant	\$	300.00
Marian High School	Miscellaneous Expenditure	\$	112.00
Martin Kracl	Other Technical Services Basketball Girls	\$	375.00
Masters True Value	Supplies Operations of Buildings	\$	64.58
Masters True Value	Supplies Maintenance of Buildings	\$	13.74
Masters True Value	Supplies Care and Upkeep of Grounds	\$	62.26
Matheson TriGas Inc	Supplies Machine Shop	\$	2,550.82
Matheson TriGas Inc	Rentals of Equipment and Vehicles Maintenance of	\$	184.01
Matheson TriGas Inc	Supplies Care and Upkeep of Grounds	\$	1,268.30
Matthew Bender & Company Inc	Miscellaneous Expenditure Executive Administrati	\$	219.91
Matthew Bender & Company Inc	Employee Training and Development Services	\$	109.95
Menards Kearney	Wish List Wish List	\$	30.50
Menards Kearney	Miscellaneous Expenditure Construction Tech Fund	\$	437.67
Menards Kearney	Miscellaneous Expenditure Construction Tech Fund	\$	969.89
Menards Kearney	Supplies	\$	180.85
Menards Kearney	Supplies Operations of Buildings	\$	87.95
Menards Kearney	Supplies Maintenance of Buildings	\$	270.41
Menards Kearney	Supplies Care and Upkeep of Grounds	\$	526.01

Menards Kearney	Supplies Regular Education Transportation	\$	653.38
Menards Kearney	Miscellaneous Expenditure Bearcat Cares Food Pan	\$	138.15
Metal Doors & Hardware Co	Supplies Maintenance of Buildings	\$	3,931.00
Midwest Connect	Postage Early Childhood	\$	24.73
Midwest Connect	Postage Supervision	\$	17.11
Midwest Connect	Postage Office of the Principal	\$	205.79
Midwest Connect	Postage Office of the Principal	\$	72.59
Midwest Connect	Postage Office of the Principal	\$	134.81
Midwest Connect	Postage Office of the Principal	\$	27.30
Midwest Connect	Postage Office of the Principal	\$	40.83
Midwest Connect	Postage Office of the Principal	\$	14.04
Midwest Connect	Postage Office of the Principal	\$	28.86
Midwest Connect	Postage Office of the Principal	\$	21.83
Midwest Connect	Postage Office of the Principal	\$	42.12
Midwest Connect	Postage Office of the Principal	\$	2.34
Midwest Connect	Postage Office of the Principal	\$	47.58
Midwest Connect	Postage Office of the Principal	\$	100.62
Midwest Connect	Postage Office of the Principal	\$	1.56
Midwest Connect	Postage Fiscal Services	\$	842.85
Midwest Connect	Postage Maintenance of Buildings	\$	16.41
Midwest Connect	Postage	\$	17.45
Miranda Jenkins	Professional Services Speech	\$	75.00
Mom and Dads BBQ	Miscellaneous Expenditure Athletic Administratio	\$	1,275.00
Moonlight Embroidery & Screen Print	Miscellaneous Expenditure Tennis Girls	\$	8.00
Moriah Eikenhorst	Professional Services Sixpence Community Grant	\$	450.00
Morris Press & Office Supplies	Miscellaneous Expenditure Boys Wrestling	\$	31.00
Morris Press & Office Supplies	Miscellaneous Expenditure ECHO	\$	782.00
Mosyle Corporation	Technology Software Technology	\$	49.54
NASBNE Association of School Boards	Dues and Fees Board of Education	\$	400.00
NASBNE Association of School Boards	Employee Training and Development Services	\$	400.00
National Insurance Marketing Brokers LLC	Professional Services Pro Development Human Re	\$	4,185.00
National Insurance Marketing Brokers LLC	Professional Services Pro Development Human Re	\$	332.00
National Speech & Debate Assn	Dues and Fees Speech	\$	149.00
NCSANebraska Council of School Admin	Supplies Office of the Principal	\$	435.00
NCSANebraska Council of School Admin	Employee Training and Development Services	\$	150.00
NCSANebraska Council of School Admin	Dues and Fees Human Resources	\$	435.00
NDEE Swimming Pools	Professional Services	\$	40.00
Nebraska FBLA	Miscellaneous Expenditure FBLA	\$	1,207.00
Nebraska FCCLA	Miscellaneous Expenditure FCCLA	\$	180.00
Nebraska HOSA	Miscellaneous Expenditure HOSA	\$	520.00
Nebraska Public Power District	Electricity	\$	72,967.56
Nebraska Schoolmasters Club	Dues and Fees Instruction & Curriculum Developme	\$	55.00
Nebraska Schoolmasters Club	Dues and Fees Instruction & Curriculum Developme	\$	55.00
Nebraska Schoolmasters Club	Employee Training and Development Services	\$	55.00
Nevco Sports LLC	Furniture and Fixtures Care & Upkeep of Grounds	\$	537.74
Nicholas Sadd	Other Technical Servic Athletic Administration	\$	300.00
Northwestern Energy	Natural Gas	\$	17,475.17
Novus Windshield Repair	Vehicle Repair Reg. Ed. Transp. Maintenance	\$	110.00
Omaha Westside High School	Dues and Fees	\$	420.00
One Call Concepts Inc	Professional Services Care & Upkeep of Grounds	\$	6.52
One Source	Professional Services Pro Development Human Re	\$	537.45

Oriental Trading Company Inc	Miscellaneous Expenditure Student Activity Accou	\$	97.07
Ozark Delight Candy Co, Inc	Miscellaneous Expenditure DECA	\$	270.00
P.C.C., Inc.	Supplies Wish List	\$	1,549.00
Paige Wergin	Professional Services Speech	\$	75.00
Paige Wergin	Professional Services Speech	\$	75.00
PEP CO, Inc.	Professional Services Care & Upkeep of Grounds	\$	395.00
Perry Guthery Haasa & Gessford PC LLO	Contracted Legal Services Legal Services	\$	2,106.00
Phil Paider	Professional Services Speech	\$	75.00
Phinehas Wiezorek	Professional Services Speech	\$	225.00
Platinum Awards & Gifts	Miscellaneous Expenditure Musicalia	\$	74.45
Platinum Awards & Gifts	Supplies High Ability Learners	\$	20.25
Platte Valley Communications	Repairs & Maintenance Services Maintenance Of Bu	\$	592.85
Prairie View Roofing & Development LLC	Repairs & Maintenance Services Maintenance Of Bu	\$	8,872.00
ProTint	Supplies Office of the Principal	\$	50.00
Quill Corporation	Supplies Regular Instruction	\$	55.79
Quill Corporation	Supplies Science	\$	51.00
Randy Coil	Other Technical Services Basketball Girls	\$	200.00
Rebekah Andersen	Employee Training and Development Services	\$	561.92
Rhonda Moseley	Mileage Paid to Staff	\$	33.28
Riddell All Amercian Sports	Supplies Football	\$	8,853.95
Riley Baker	Other Technical Services Basketball/Boys	\$	125.00
Riley Rose	Other Technical Services Activities Director	\$	130.00
Riley Rose	Other Technical Services Basketball/Boys	\$	130.00
RJ Cooper & Associates, Inc	Supplies Speech Pathology & Audiology	\$	318.00
Robert C West, Jr	Other Technical Services Girls Wrestling	\$	125.00
Rooted Plant Company	Miscellaneous Expenditure	\$	98.54
Rubye Jeannette Baker	Professional Services Sixpence Community Grant	\$	150.00
Ryan Kaminski	Other Technical Services Basketball/Boys	\$	125.00
Sarah Alvanado	Professional Services Sixpence Community Grant	\$	187.50
Sayler Screenprinting	Miscellaneous Expenditure Music Band	\$	1,622.12
Sayler Screenprinting	Explore Regular Instruction	\$	446.25
Scholastic Book Clubs	Supplies	\$	18.96
Scholastic Book Fairs	Miscellaneous Expenditure	\$	400.61
School Nutrition Association	Dues and Fees	\$	250.00
School Social Wk Assoc Of Ne SSWAN	Dues and Fees Poverty	\$	370.00
Scott Schukar	Other Technical Services Basketball Girls	\$	200.00
Shanna Schulte	Postage Fiscal Services	\$	16.42
Shelby Bock	Mileage Paid to Staff	\$	72.94
Shelia Sanford	Mileage Paid to Staff	\$	45.44
SignGlasses LLC	Contracted Educational	\$	2,121.00
Smiling Faces Academy, Inc.	Professional Services Sixpence Community Grant	\$	3,919.70
Sonova USA, Inc	Supplies Speech Pathology & Audiology	\$	457.99
Southeastern Performance Apparel	Miscellaneous Expenditure Music Vocal	\$	87.75
Southeastern Performance Apparel	Miscellaneous Expenditure Music Choral Student	\$	439.68
SpartanNash Family Fresh	Supplies FCS	\$	94.45
Stacie Williams	Employee Training and Development Services	\$	209.73
Staybridge Suites Lincoln NE	Travel Band Music Band	\$	560.00
Stephanie Munch	Miscellaneous Expenditure Dance Catz	\$	930.00
Stepping Stones Group LLC	Contracted Educational	\$	7,150.00
Tara Abdallah	Supplies Regular Instruction	\$	63.09
Taylor Lebsock Churchill	Professional Services Sixpence Community Grant	\$	75.00

Teacher Synergy Inc	Supplies Regular Instruction	\$	51.65
Terri Bruntz	Professional Services Sixpence Community Grant	\$	250.00
The Filter Shop Inc	Supplies Care and Upkeep of Grounds	\$	668.59
The Leadership Center	Miscellaneous Expenditure FFA	\$	325.00
The Supply Room Inc	Supplies	\$	575.95
Thunderbirds Forensics Booster Club Inc	Miscellaneous Expenditure	\$	171.00
Tim O'Dey	Other Technical Services Basketball Girls	\$	200.00
Tom Miller	Other Technical Services Basketball Girls	\$	200.00
Tori Stofferson	Travel Principal Office of the Principal	\$	452.57
Tractor Supply Co.	Supplies Care and Upkeep of Grounds	\$	10.49
Trane	Repairs & Maintenance Services Maintenance Of Bu	\$	6,678.87
Troy Sidders	Mileage Paid Other	\$	255.20
Two Rivers Public Health Department	Professional Services	\$	200.00
Tyler Technologies Inc	Professional Services Fiscal Services	\$	4,548.94
Tyler Technologies Inc	Technology Software Fiscal Services	\$	1,260.00
Tyler Technologies Inc	TechnologyRelated Hardware Regular Education Tr	\$	7,604.00
ULINE	Supplies Operations of Buildings	\$	704.49
US Bank Cardmember Service	Community Service Activities	\$	2.80
US Bank Cardmember Service	Supplies Regular Instruction	\$	36.39
US Bank Cardmember Service	Supplies Regular Instruction	\$	191.39
US Bank Cardmember Service	Supplies Science	\$	72.26
US Bank Cardmember Service	Transportation Charges Vocal Music	\$	51.52
US Bank Cardmember Service	Dues and Fees Band	\$	394.00
US Bank Cardmember Service	Supplies Agriculture	\$	70.99
US Bank Cardmember Service	Supplies FCS	\$	118.23
US Bank Cardmember Service	Employee Training and Development Services	\$	250.00
US Bank Cardmember Service	Travel Supervision	\$	47.00
US Bank Cardmember Service	Dues and Fees Guidance Services	\$	129.00
US Bank Cardmember Service	Employee Training and Development Services	\$	270.00
US Bank Cardmember Service	Supplies Speech Pathology & Audiology	\$	1,099.00
US Bank Cardmember Service	Dues and Fees Instruction & Curriculum Developme	\$	310.00
US Bank Cardmember Service	Employee Training and Development Services	\$	2,753.99
US Bank Cardmember Service	Employee Training and Development Services	\$	1,653.96
US Bank Cardmember Service	Technology Software Technology	\$	877.74
US Bank Cardmember Service	Travel Board of Education	\$	676.69
US Bank Cardmember Service	Travel Executive Administration	\$	705.06
US Bank Cardmember Service	Advertising Communications	\$	11,277.00
US Bank Cardmember Service	Supplies Fiscal Services	\$	10.15
US Bank Cardmember Service	Employee Training and Development Services	\$	2,281.01
US Bank Cardmember Service	Professional Services Pro Development Human Re	\$	479.50
US Bank Cardmember Service	Rentals of Equipment and Vehicles Maintenance of	\$	360.00
US Bank Cardmember Service	Supplies Maintenance of Buildings	\$	196.93
US Bank Cardmember Service	TechnologyRelated Hardware Maintenance of Build	\$	330.00
US Bank Cardmember Service	Supplies Care and Upkeep of Grounds	\$	101.97
US Bank Cardmember Service	Vehicle Insurance Non Student Vehicles	\$	6.08
US Bank Cardmember Service	Supplies Regular Education Transportation	\$	99.89
US Bank Cardmember Service	Miscellaneous Expenditure	\$	200.00
US Bank Cardmember Service	Travel High Ability Learners	\$	613.35
US Bank Cardmember Service	Dues and Fees High Ability Learners	\$	1,334.48
US Bank Cardmember Service	Supplies State Early Childhood	\$	385.00
US Bank Cardmember Service	Professional Services Sixpence Home 1	\$	575.00

US Bank Cardmember Service	Miscellaneous Expenditure Activities Director	\$	57.70
US Bank Cardmember Service	Miscellaneous Expenditure Athletic Administratio	\$	109.41
US Bank Cardmember Service	Miscellaneous Expenditure Wish List	\$	324.92
US Bank Cardmember Service	Miscellaneous Expenditure Wish List	\$	5,972.00
US Bank Cardmember Service	Travel Basketball Boys	\$	3,300.00
US Bank Cardmember Service	Miscellaneous Expenditure Boys Basketball	\$	251.97
US Bank Cardmember Service	Other Technical Services Basketball Girls	\$	48.61
US Bank Cardmember Service	Miscellaneous Expenditure Basketball Girls	\$	103.00
US Bank Cardmember Service	Other Technical Services Swimming	\$	91.03
US Bank Cardmember Service	Other Technical Services Boys Wrestling	\$	187.74
US Bank Cardmember Service	Travel Wrestling Boys	\$	763.00
US Bank Cardmember Service	Other Technical Services Girls Wrestling	\$	163.99
US Bank Cardmember Service	Other Technical Services Girls Wrestling	\$	90.00
US Bank Cardmember Service	Supplies Track Boys Track/Boys	\$	25.00
US Bank Cardmember Service	Supplies Track Girls	\$	10.00
US Bank Cardmember Service	Miscellaneous Expenditure Bearcat Cares Food Pan	\$	100.00
US Bank Cardmember Service	Miscellaneous Expenditure Bearcat Design/Corner	\$	1,527.79
US Bank Cardmember Service	Miscellaneous Expenditure Construction Tech Fund	\$	20.00
US Bank Cardmember Service	Miscellaneous Expenditure Dance Catz	\$	720.00
US Bank Cardmember Service	Other Technical Services Drama	\$	115.16
US Bank Cardmember Service	Miscellaneous Expenditure FFA	\$	380.00
US Bank Cardmember Service	Miscellaneous Expenditure Foundation Donation	\$	606.68
US Bank Cardmember Service	Miscellaneous Expenditure HOSA	\$	62.40
US Bank Cardmember Service	Miscellaneous Expenditure Music Band	\$	92.00
US Bank Cardmember Service	Miscellaneous Expenditure Music Choral Student	\$	535.75
US Bank Cardmember Service	Other Technical Services Music Orchestra	\$	55.88
US Bank Cardmember Service	Other Technical Services Music Vocal	\$	112.71
US Bank Cardmember Service	Other Technical Services Speech	\$	50.00
US Bank Cardmember Service	Miscellaneous Expenditure Speech	\$	229.78
US Bank Cardmember Service	Miscellaneous Expenditure STRIV TV	\$	450.99
US Bank Cardmember Service	Miscellaneous Expenditure Cross Country Boys	\$	561.99
US Bank Cardmember Service	Miscellaneous Expenditure Basketball Boys	\$	877.48
US Bank Cardmember Service	Miscellaneous Expenditure Swimming	\$	333.06
US Bank Cardmember Service	Miscellaneous Expenditure Wrestling Boys	\$	7,616.48
US Bank Cardmember Service	Miscellaneous Expenditure Wrestling Girls	\$	5,039.70
US Foods Inc	Food	\$	1,616.44
Varsity Spirit LLC	Miscellaneous Expenditure Cheerleaders	\$	86.96
Verne Simmonds Company	Supplies Maintenance of Buildings	\$	2,567.40
Vestis	Uniforms Operations of Buildings	\$	1,317.37
Vestis	Uniforms Regular Education Transportation	\$	95.56
Victoria du Preez	Professional Services Sixpence Home 1	\$	45.46
Walmart Community BRC	Supplies	\$	91.11
Walmart Community BRC	Miscellaneous Expenditure	\$	4,505.85
Walsworth Publishing Company	Miscellaneous Expenditure Log/Yearbook	\$	20,872.22
WILKINS ArchitectureDesignPlanning	Architect	\$	8,814.00
Will Frederick	Professional Services Speech	\$	75.00
William V MacGill & Co	Supplies Health Services	\$	1,377.50
William V MacGill & Co	Supplies Health Services	\$	130.00
Winter Park SkiMusic Festival di Voce	Miscellaneous Expenditure	\$	7,815.18
Wyatt Noll	Other Technical Services Basketball/Boys	\$	125.00
Wyatt Noll	Other Technical Services Basketball Girls	\$	125.00

Yandas Music	Miscellaneous Expenditure Music Band	\$	18.00
Yandas Music	Miscellaneous Expenditure Music Band	\$	193.00
Yandas Music	Textbooks Consumables Regular Instruction	\$	2,863.50
Yandas Music	Supplies Vocal Music	\$	25.00
YMCA	Miscellaneous Expenditure Wellness	\$	1,030.96
ZOHO Corp	Technology Software Technology	\$	6,312.00

**SPECIAL BUILDING FUND and QCPUF
CLAIMS TO REPORT FOR MARCH 2026**

VENDOR	DESCRIPTION		AMOUNT
BD Construction	Construction Services	\$	532,665.79
BD Construction	Construction Services	\$	56,684.28
BD Construction	Construction Services	\$	11,001.96
BD Construction	Construction Services	\$	11,001.96
BD Construction	Construction Services	\$	11,001.96
BD Construction	Construction Services	\$	11,001.96
BD Construction	Construction Services	\$	11,001.96
BD Construction	Construction Services	\$	11,001.96
BD Construction	Construction Services	\$	11,001.96
BD Construction	Construction Services	\$	11,001.96
BD Construction	Construction Services	\$	11,001.96
BD Construction	Construction Services	\$	11,001.95
Environmental Direct Inc	Construction Services	\$	983.33
Environmental Direct Inc	Construction Services	\$	983.33
Environmental Direct Inc	Construction Services	\$	983.33
Environmental Direct Inc	Construction Services	\$	983.33
Environmental Direct Inc	Construction Services	\$	983.33
Environmental Direct Inc	Construction Services	\$	983.33
Environmental Direct Inc	Construction Services	\$	983.34
Environmental Direct Inc	Construction Services	\$	983.34
Environmental Direct Inc	Construction Services	\$	983.34
Miller & Associates Consulting Engr	Construction Services	\$	840.00
WILKINS ArchitectureDesignPlanning	Construction Services	\$	287.33
WILKINS ArchitectureDesignPlanning	Construction Services	\$	287.33
WILKINS ArchitectureDesignPlanning	Construction Services	\$	287.33
WILKINS ArchitectureDesignPlanning	Construction Services	\$	287.33
WILKINS ArchitectureDesignPlanning	Construction Services	\$	287.33
WILKINS ArchitectureDesignPlanning	Construction Services	\$	287.34
WILKINS ArchitectureDesignPlanning	Construction Services	\$	287.34
WILKINS ArchitectureDesignPlanning	Construction Services	\$	287.34

TREASURER'S REPORT

General Account - NebraskaLand National Bank Month Ending February 27, 2026

Per Bank

NebraskaLand Bank	February 27, 2026	\$	11,242,331.20
Less Outstanding Checks		\$	(51,955.89)
Less Outstanding Other Disbursements		\$	(3.70)
Plus Outstanding Deposits		\$	15,434,734.37
Adjustment			
Ending Balance		\$	<u>26,625,105.98</u>

Per Books

Beginning Balance	February 27, 2026	\$	27,662,078.19
Plus Receipts		\$	7,259,311.02
Less Expenditures		\$	(8,296,283.23)
Less Returned Checks			
Adjustment		\$	-
Voided Checks		\$	-
Ending Book Balance	February 27, 2026	\$	<u>26,625,105.98</u>

Flex Spending Account Balance

\$21,715.81

School District 7

Fund Balances

Fiscal Year: 2025-2026

Month: February
 Year: 2026
 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	\$27,399,059.20	\$33,430,856.37	(\$40,766,249.80)	\$0.00	\$20,063,665.77	\$20,984,839.81	(\$921,174.04)
02	Depreciation Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
03	Employee Benefit Fund	\$48,081.40	\$0.00	\$0.00	\$0.00	\$48,081.40	\$48,081.40	\$0.00
05	Activities Fund	\$2,882,623.51	\$1,651,945.58	(\$1,853,832.37)	\$0.00	\$2,680,736.72	\$2,683,466.55	(\$2,729.83)
06	School Nutrition Fund	\$1,729,774.04	\$2,218,763.41	(\$2,626,614.06)	\$0.00	\$1,321,923.39	\$1,398,150.02	(\$76,226.63)
07	Bond Fund	\$10,816,261.93	\$3,623,453.25	(\$6,572,984.06)	\$0.00	\$7,866,731.12	\$7,866,731.12	\$0.00
08	Special Building Fund	\$10,951,614.69	\$2,069,687.50	(\$7,529,029.81)	\$0.00	\$5,492,272.38	\$5,492,272.38	\$0.00
09	Qualified Capital Fund	\$5,349,835.59	\$557,855.29	(\$3,763,969.22)	\$0.00	\$2,143,721.66	\$2,143,721.66	\$0.00
10	Coop Fund	\$97,978.34	\$148,925.99	(\$51,681.04)	\$0.00	\$195,223.29	\$198,298.82	(\$3,075.53)
12	Student Fee Fund	\$362,536.01	\$136,366.04	(\$145,015.86)	\$0.00	\$353,886.19	\$353,841.66	\$44.53
Grand Total:		\$59,637,764.71	\$43,837,853.43	(\$63,309,376.22)	\$0.00	\$40,166,241.92	\$41,169,403.42	(\$1,003,161.50)

End of Report

FY26 KPS Revenue and Expense Report Compared to Budget

DATE: February 2026

Percent of FY Completed

50.00%

		TOTAL				TOTAL			
	FY 2026	BUDGET	%	FY 2025		FY 2026	BUDGET	%	FY 2025
<u>GENERAL FUND</u>					<u>SCHOOL NUTRITION FUND</u>				
Revenue:	\$33,430,856.37	\$72,901,916.00	46%	\$36,971,309.62	Revenue:	\$2,218,763.41	\$3,537,682.00	63%	\$2,222,359.64
Expense:	<u>\$40,766,249.80</u>	\$83,872,392.00	49%	\$41,107,331.47	Expense:	<u>\$2,626,614.06</u>	\$5,068,263.00	52%	\$2,655,738.36
Net:	-\$7,335,393.43				Net:	-\$407,850.65			
 					<u>BOND FUND</u>				
100 Supt.	\$184,296.67	\$250,000.00	74%	\$166,219.45	Revenue:	\$3,623,453.25	\$7,144,000.00	51%	\$3,498,146.99
103 Comm	\$46,839.76	\$100,000.00	47%	\$29,646.07	Expense:	<u>\$6,572,984.06</u>	\$18,119,848.00	36%	\$6,518,080.81
211 Dir PK-5	\$83,328.97	\$400,000.00	21%	\$94,967.13	Net:	-\$2,949,530.81			
220 Sped	\$361,810.13	\$1,200,000.00	30%	\$497,417.37	<u>BUILDING FUND</u>				
230 Media	\$4,727.28	\$29,000.00	16%	\$3,476.54	Revenue:	\$2,069,687.50	\$5,957,882.00	35%	\$12,883,583.95
240 Dir SS&S	\$115,980.13	\$750,000.00	15%	\$233,135.24	Expense:	<u>\$7,529,029.81</u>	\$19,769,231.00	38%	\$2,391,598.65
270 Dir 6-12	\$120,533.64	\$1,200,000.00	10%	\$421,499.20	Net:	-\$5,459,342.31			
310 Personnel	\$113,969.56	\$275,000.00	41%	\$164,154.24	<u>QCPUF FUND</u>				
320 Technology	\$534,989.87	\$1,750,000.00	31%	\$616,431.56	Revenue:	\$557,855.29	\$1,729,125.00	32%	\$892,122.33
400 Principals	\$575,057.34	\$1,041,000.00	55%	\$550,878.98	Expense:	<u>\$3,763,969.22</u>	\$6,946,615.00	54%	\$4,126,597.80
510 Finance	\$1,029,873.06	\$4,030,522.83	26%	\$1,148,088.78	Net:	-\$3,206,113.93			
550 Facilities	\$916,255.74	\$4,000,000.00	23%	\$2,577,698.08	<u>COOP FUND</u>				
560 Utilities	\$529,866.18	\$1,000,000.00	53%	\$527,408.48	Revenue:	\$148,925.99	\$250,000.00	60%	\$337,446.10
570 Transport.	\$251,885.53	\$400,000.00	63%	\$236,415.12	Expense:	<u>\$51,681.04</u>	\$327,285.00	16%	\$187,694.27
910 Payroll	\$34,855,488.33	\$65,391,869.17	53%	\$32,942,395.39	Net:	\$97,244.95			
931 Substitutes	\$979,166.87	\$2,000,000.00	49%	\$852,709.40	<u>STUDENT FEE FUND</u>				
941 Overtime	<u>\$62,180.74</u>	<u>\$55,000.00</u>	113%	<u>\$44,790.44</u>	Revenue:	\$136,366.04	\$200,000.00	68%	\$98,336.62
	\$40,766,249.80	\$83,872,392.00	49%	\$41,107,331.47	Expense:	<u>\$145,015.86</u>	\$570,381.00	25%	\$134,587.76
<u>DEPRECIATION FUND</u>					 				
Revenue:	\$0.00	\$0.00 -		\$0.00	Net:	-\$8,649.82			
Expense:	<u>\$0.00</u>	\$0.00 -		\$468,481.48	<u>TOTAL REVENUE</u>				
Net:	\$0.00				\$43,837,853.43	\$95,903,731.40	46%	\$58,172,688.62	
 					<u>TOTAL EXPENSES</u>				
<u>EMP. BENEFIT FUND</u>					\$63,309,376.22	\$139,222,096.40	45%	\$59,928,539.99	
Revenue:	\$0.00	\$48,081.40	0%	\$0.00					
Expense:	<u>\$0.00</u>	\$48,081.40	0%	\$0.00					
Net:	\$0.00								
<u>ACTIVITIES FUND</u>									
Revenue:	\$1,651,945.58	\$4,135,045.00	40%	\$1,269,383.37					
Expense:	<u>\$1,853,832.37</u>	\$4,500,000.00	41%	\$2,338,429.39					
Net:	-\$201,886.79								

Bearcat Diner Financial Statement for Month Ending February 2026

Receipts:		Budget	Month End	Year-to-Date	% of Budget	2024-2025%
Federal Reimbursement	\$	1,981,300.00	\$ 236,136.00	\$ 1,130,334.73	57.05%	79.65%
Sale of Lunches -Pupils	\$	1,150,000.00	\$ 135,882.66	\$ 848,969.48	73.82%	67.22%
Other Income	\$	72,700.00	\$ 1,194.90	\$ 6,928.17	9.53%	87.50%
District Support				\$ -		
Total:	\$	3,204,000.00	\$ 373,213.56	\$ 1,735,943.87	54.18%	74.67%
 Expenditures:						
Salaries/Fringe	\$	2,029,657.06	\$ 268,121.95	\$ 1,169,952.39	57.64%	59.31%
	\$	2,029,657.06	\$ -	\$ 3,168,359.38	156.10%	59.31%
Food Items	\$	2,239,717.94	\$ 185,445.00	\$ 1,155,935.96	51.61%	62.61%
Equipment	\$	216,000.00	\$ -	\$ 15,194.38	7.03%	94.63%
Supplies,Repairs and Other	\$	76,750.00	\$ 7,553.22	\$ 23,650.74	30.82%	31.53%
Total:	\$	4,562,125.00	\$ 192,998.22	\$ 4,363,140.46	95.64%	61.65%
Revenue Over/Under Expenses			\$ 180,215.34	\$ (2,627,196.59)		
Beginning Balance	\$	2,358,125.00		\$ 2,358,125.00		
Ending Balance	\$	2,358,125.00		\$ (269,071.59)		
 Federal Money Due			\$ -			
 Accounts Receivable < \$50.00			\$ (6,239.34)			
Accounts Receivable > \$50.00			\$ (88,967.68)			

ARTICLE 4**PERSONNEL****SERIES 4000****POLICY NUMBER**

Recruitment and Selection.....	4001
Equal Opportunity Employment.....	4002
Anti-discrimination, Anti-harassment & Anti-retaliation.....	4003
Release of Information/Central Registry.....	4005
Family and Medical Leave.....	4007
Drug Free Schools, Community & Workplace.....	4009
Vendors' Representatives.....	4014
Use of Public Resources by Board Members and Employees.....	4016
Political Activities of Employees.....	4018
Rights, Responsibilities and Duties, Classroom Environment.....	4020
Notification of Arrest, Criminal Charges, and Certificate, License or Child Abuse Complaints.....	4023
Professional Boundaries Between Employees and Students.....	4025
Prohibition of Aiding and Abetting Sexual Abuse.....	4026
Workplace Privacy Act.....	4027
Compensation and Related Benefits.....	4030
Injury Leave.....	4031
Employee Conflict of Interest, Business Conduct, and Employment of Family Immediate Family Member.....	4033
Civil Conduct of Public & Employees.....	4035
Workplace Safety.....	4051
Workplace Threats & Violence.....	4052
Work Schedule and Duty Hours for Employees.....	4100
Qualifications for Appointment to Administrative and Supervisory Positions.....	4101
Qualifications for Appointment as Teacher.....	4102
Resignation of Certificated Employees.....	4106
Teacher Contracts.....	4110
Meetings.....	4120
Assignment and Transfer or Staff.....	4130
Tutoring.....	4131
Student Teachers.....	4132
Substitute Teachers.....	4133
Teacher Training and Professional Growth.....	4141
Teacher Evaluation.....	4150
Reduction-in-Force (RIF).....	4160
Code of Ethics.....	4190
Appointment.....	4200
"At Will" Employees.....	4201
Evaluation.....	4220
Public Complaint Procedure/Personnel Related Complaints.....	4240
Staff Payments During Closure.....	4270

Recruitment and Selection

The Board of Education authorizes the Superintendent to recruit and recommend for employment the best qualified personnel to implement and fulfill the goals and policies of Kearney Public Schools. When a vacancy exists, the administration may consider reassignment of existing staff to fill the vacancy. When the administration determines that a vacancy cannot be appropriately filled by reassignment of existing staff, the administration is to solicit applicants by advertising or otherwise. All applicants so selected and recommended must satisfy the standards as set by the Board and/or the laws of the State of Nebraska.

Where required by law or deemed essential by the school district, employees must be duly licensed and/or certified.

The rehiring of a former employee is contingent on the former employee having a positive performance record with the District. A former employee who was terminated, or who resigned in lieu of termination, for reason of violating a workplace conduct rule or unsatisfactory job performance is not eligible for rehire without approval of the Director of Human Resources and/or the Superintendent.

Legal Reference: Neb. Rev. Stat. 79-501

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Equal Opportunity Employment

The superintendent of schools shall establish work schedules, provisions for absences and other conditions of work in keeping with the board's policies.

General employment policies regarding vacations, leaves of absence, resignation, reemployment, duties, hours and other matters related to the nature of the position and specifically noted herein are determined by the board upon recommendation of the superintendent; such employment policies may not be identical for all departments.

The conditions of employment in this school district, including the wages, hours, terms and benefits, shall be applied without regard to sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, or pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected conditions used as disqualifying factors.

There shall be no discrimination by school officials against any employee because of membership or activity in an employee organization or because of protected free speech activities.

Policy adopted: 8/14/17
revised: 8/10/20
revised: 8/9/21
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Anti-discrimination, Anti-harassment & Anti-retaliation

A. Elimination of Discrimination.

The Kearney Public School District hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

The Kearney Public School District does not discriminate in the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Reasonable accommodations will be provided to employees with disabilities and to those who are pregnant, have given birth, or have a related medical condition, as required by law. The following person has been designated to handle inquiries regarding staff non-discrimination policies:

Title IX, Title II, Title VI & Section 504 -

Dr. Melissa Herrmann, Human Resources Director
320 West 24th St
Kearney, NE 68845
308-698-8011
melherrmann@kearneycats.com

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office of Civil Rights in the U.S. Department of Education (OCR), please contact the OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

B. Prohibited Harassment, Discrimination and Retaliation of Employees, Students and Others.

1. Purpose: Kearney Public Schools is committed to offering employment and educational opportunity to its employees and students, in a climate free of discrimination. Accordingly, unlawful discrimination, harassment or retaliation of any kind by District employees, including co-workers, non-employees (volunteers), third parties and others is strictly prohibited and will not be tolerated.

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth, or related medical condition, sexual orientation or gender identity, or other protected category, that is sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity including, but not limited to:

- a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or
- b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.

Discriminatory harassment because of a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or other related condition, sexual orientation or gender identity, or other protected category, may include, but is not limited to:

- a. Name-calling,
- b. Teasing or taunting,
- c. Insults, slurs, or derogatory names or remarks,
- d. Demeaning jokes,
- e. Inappropriate gestures,
- f. Graffiti or inappropriate written or electronic material,
- g. Visual displays, such as cartoons, posters, or electronic images,
- h. Threats or intimidating or hostile conduct,
- i. Inappropriate social media posts, comments, or threats
- j. Inappropriate electronic communications
- k. Physical acts of aggression, assault, or violence, or
- l. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or
- g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred (see section entitled "Grievance Procedures," below), and take appropriate interim measures, if necessary. If the District determines that unlawful harassment

occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate.

If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

2. Anti-retaliation:

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

The District will not terminate or retaliate against any employee for inquiring about or sharing compensation information for the purpose of determining whether the District gives equal pay for equal work. However, an employee with authorized access to wage information as part of their job function who discloses the wages of other employees to those who do not have authorized access to other employees' compensation information, may be disciplined for such disclosure, up to and including termination, unless the disclosure is made in response to a complaint or investigation proceeding, hearing, or other similar action.

3. Grievance (or Complaint) Procedures:

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination (designated coordinator). If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation ("discrimination") to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each District building, on the District's website, and from the designated coordinators.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

i. Level 1 (Investigation and Findings):

Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

The District will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The District will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The District to complete its investigation within ten (10) working days after receiving a complaint or report, unless extenuating circumstances exist. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation will not exceed ten (10) additional working days without the consent of the complainant, unless the alleged victim agrees to a longer timeline. Periodic status updates will be given to the parties, when appropriate.

The District's investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected a student(s) education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.

- d. A review of the evidence using a “preponderance of the evidence” standard (based on the evidence, it is more likely than not that discrimination, harassment, or retaliation occurred).

The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

- a. A summary of the facts,
- b. Findings regarding whether discrimination, harassment or other inappropriate conduct occurred, and
- c. If a finding is made that discrimination, harassment or other inappropriate conduct occurred, the recommended remedy or remedies necessary to eliminate such discrimination, harassment or other inappropriate conduct.

If someone other than the designated compliance coordinator conducted the investigation, the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made. The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

The District will send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within one (1) working day after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 11232g; 34 C.F.R. Part 99, permits the district to disclose relevant information to a student who was discriminated against or harassed.

ii. Level 2 (Appeal to the Superintendent):

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within five (5) working days after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal within ten (10) working days after receiving the appeal. The party who filed the appeal will be sent the Superintendent’s determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

iii. Level 3 (Appeal to the Board):

If the party is not satisfied with the Superintendent’s determination, he or she may file an appeal in writing with the Board of Education within five (5) working days after receiving the Superintendent’s determination. The Board of Education will review the appeal, the Superintendent’s determination, the investigative documentation and decision, and allow the party to address the Board at a Board meeting to present his or her appeal. The party will be allowed to address the Board at the Board’s next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board, designated compliance officer, and the party. The Board will issue a written determination about the appeal within thirty (30) days after the party addresses the Board. The party who filed the appeal will be sent the Board’s determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board’s determination, and any actions taken, will be final on behalf of the District.

4. Confidentiality:

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted

5. Training:

The District will ensure that relevant District employees are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees.

In addition, the District shall ensure that employees designated to address or investigate discrimination, harassment, and retaliation, including designated compliance coordinators, receive additional specific training to promptly and effectively investigate and respond to complaints and reports of discrimination, and to know the District's grievance procedures and the applicable confidentiality requirements.

6. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.
- b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.
- c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
- d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.
- e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.
- f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
- g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.

- h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.
- i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
- j. Recommending changes to this policy and grievance procedure.
- k. Performing other duties as assigned.

The designated compliance coordinators will not have other job responsibilities that may create a conflict of interest with their coordinator responsibilities.

7. Preventive Measures:

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, during events such as school assemblies and back to school nights, if recent incidents or allegations warrant additional education to the school community.

Legal Reference: Title VI, 42 U.S.C. Sec. 2000d, Title VII, 42 U.S.C. Sec. 2000e, Title IX; 20 U.S.C. Sec. 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. Sec. 48-1101 et seq.
Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. Sec. 621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. Sec. 48-1001 et seq.;
Americans with Disabilities Act (ADA), 42 U.S.C. Sec. 12101 et seq.
Section 504 of the Rehabilitation Act of 1973 (Section 504)
Pregnancy Discrimination Act, 42 U.S.C. Sec. 2000e(k)
Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. Sec. 4301 et seq.
Neb. Rev. Stat. Sec. 79-2,115, et seq

Policy adopted: 8/14/17
revised: 8/13/18
revised: 8/12/19
revised: 8/10/20
revised: 8/9/21
revised: 7/11/22
revised: 8/11/25
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Release of Information/Central Registry

The Kearney Public School Board of Education believes that the safety and protection of all students is extremely important.

To help facilitate a safe atmosphere new employee applicants shall be screened carefully. Nebraska Statute allows for the release of information that is consistent with the protection of children and the purpose of the Child Protection Act. The information so released is to be used solely for the purpose for which it is furnished.

Before being accepted for paid employment with the Kearney Public Schools, contact is made with the Nebraska Child Abuse/Neglect Central Registry and the Nebraska Adult Protective Services Central Registry to confirm that no substantiated referrals of child maltreatment have been filed against the employee. Once the district has determined that the applicant meets minimum qualifications, the applicant may be asked about his or her criminal history, beyond sexual and physical abuse. This review in the registries is also conducted for all volunteers who have direct access to students in any type of educational setting, both in and out of the school buildings and district in unsupervised (by other district staff) situations.

In addition to the requirements outlined in paragraphs one and two, persons employed as bus drivers are required to have a Drug Test and a Criminal History check before they are hired.

Nebraska Revised Statute: 28-710 to 28-727

Policy adopted: 8/14/17

Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Family and Medical Leave

Family and medical leaves shall be allowed under the terms and conditions of the Family and Medical Leave Act of 1993 (FMLA) as amended.

The “leave year” for purposes of the FMLA shall be a “rolling” twelve-month period, measured backward from the date of any FMLA leave usage.

Substitution of accrued paid leaves for otherwise unpaid FMLA leaves may be required in the discretion of the Superintendent or the Superintendent’s designee, or the Board. The employee may also have paid leave run concurrently with unpaid FMLA leave entitlement, provided the employee meets applicable requirements of the leave policy.

Employees shall be required to submit medical certifications to support a request for FMLA leave because of a serious health condition, or a sick leave, when such leave is for a duration in excess of five (5) successive days, and in such other cases as deemed appropriate by the Superintendent or the Board based on the nature of the illness or other circumstances surrounding the leave. Second and third medical opinions may, in the Superintendent or the Board's discretion, be required. Employees shall be required to report periodically, at such times as requested by the Superintendent or the Board, on their intent to return to work from FMLA leaves and other leaves. Employees shall be required to submit a fitness-for-duty certification from their health care provider as a condition of returning to work from a FMLA leave taken because of the employee’s serious health condition, or from a sick leave taken by reason of the employee’s illness, when such leave was of a duration in excess of five (5) successive days, and upon request of the Superintendent or the Board when such is deemed appropriate by the Superintendent or the Board based upon the nature of the illness or other circumstances surrounding the leave.

An “equivalent position” for FMLA restoration purposes shall, in the case of certificated employees, be any administrative, teaching, or instruction related position for which the employee is qualified by reason of endorsement, college preparation, or experience, or other indicia; in the case of coaching or other similar extracurricular duty assignments, be any extracurricular duty assignment, and in the case of other employees or positions, be in a position with or at equivalent pay, benefits, and working conditions, involving similar or related duties, as determined by the Superintendent or the Board.

Legal Reference: 29 USC §§ 2611 to 2618 and
 29 CFR Part 82

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Drug Free Schools, Community & Workplace

It is the policy of the Kearney Public School District to eliminate the influence of drugs, alcohol and other chemicals within the school environment and to educate students against the use of drugs, alcohol and illegal substances. The District will implement regulations and practices which will insure compliance with laws related to drugs and alcohol, including: the Drug-Free Workplace Act and the Omnibus Transportation Employee Testing Act of 1991, the Moving Ahead for Progress in the 21st Century (MAP-21) Act, and all regulations and rules promulgated pursuant thereto.

The District has established the school as a drug-free workplace. The drug-free workplace for this purpose includes school grounds, school utilized vehicles, and places in which school activities are held. The school district recognizes that the use, possession, or being under the influence of illicit drugs or alcohol constitutes a hazard to the positive development of students and employees and a substantial interference with school purposes.

Legal Reference: 41 U.S.C. §701 to 707
 49 U.S.C. §5331(b) and 31306; 49 CFR Part 382

Policy adopted: 8/14/17
revised: 7/11/22
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Drug Free Schools and Community, and Work Place

The rules of conduct for employees at this school district are as follows:

- A. The unlawful manufacture, sale, distribution, possession, being under the influence (which means that a chemical has been consumed in an amount sufficient to have a detectible amount of the substance in his/her system) or use of illicit drugs or alcohol on school premises or as a part of any of the school's activities is prohibited.
- B. The possession or distribution of a look-alike drug or look-alike-controlled substance is prohibited.
- C. The unlawful manufacture, sale, distribution, possession, being under the influence or unlawful use of illicit drugs or unlawful use of alcohol outside of the workplace, or on off-duty time shall be deemed unprofessional conduct and conduct which substantially interfere with the continued performance of duties.

Definitions

1. The term "illicit drugs" or "alcohol" shall mean, but not be limited to the meaning of such terms as declared by the State of Nebraska or any other applicable law, or as the meaning of such terms are reasonably interpreted by the school district.
2. The term "school premises" shall mean any property, whether owned, leased, or in any other manner under the control of the Board of Education of the school district, or as the meaning of such term is interpreted by the school district.
3. The phrase "as a part of the school activities" shall mean any activity or enterprise carried out in whole or in part under the auspices of the district, or as the meaning of such phrase is interpreted by the school district.
4. The term "outside of the workplace" shall mean at all times other than on "school premises" or "as a part of the school activities".
5. "Under the influence" means that a chemical has been consumed in an amount sufficient to have a detectible amount of the substance in his/her system.
6. For purposes of this policy and rule, "chemicals (drugs) are defined as any substance that has a profound and rapid mood-altering or intoxicating effect on the central nervous system and includes those chemicals that are illegal as defined by state and federal laws, legal for adults, but statutorily prohibited for those under the age of 21 (such as alcohol), or legal by physician's prescription only, but obtained and/or used in non-prescribed ways.

Procedures

1. All current employees and each new employee is charged with notice of all school policies and will receive and be charged with notice of this policy.

2. Each employee will sign a form acknowledging receipt of this policy and its prohibitions and acknowledging (a) that serious sanctions can and will be taken against an employee, including ending of employment and also referral for prosecution for any failure to comply; (b) that compliance is mandatory; (c) that this policy is adopted pursuant to applicable statutes and laws; and (d) that the failure of the school district to comply with any such federal requirements may put the school district's receipt of federal funds in jeopardy. Acceptance or continuation of employment with the school district shall also constitute notice, receipt, and acknowledgment of the prohibitions set forth in this policy.

3. In the event the employee does not understand the requirements of this policy, it shall be the duty of the employee to ask for interpretation or clarification from the superintendent or the designee. It is presumed that the employee understands and will abide by this policy and its interpretations if no questions are asked.

4. In the event of any non-compliance by any employee with this policy, the employee may be disciplined, which may include ending employment. In addition, the superintendent or the designee may make available to any employee not in compliance information about any drug and alcohol counseling, rehabilitation, re-entry, or treatment services or programs that are available to employees within fifty (50) miles of the administrative offices of the district. If no such services or programs are available within fifty (50) miles, then such services or programs as may exist in the state shall be made known to such employee. The superintendent or the designee shall maintain a list of such available services or programs and shall from time to time update such list. The cost for any such services or programs shall be the financial responsibility of the employee, whether mandated by the school district or not.

5. Disciplinary sanctions which may be taken against an employee for any non-compliance with this policy include, but are not limited to, one or more of the following:
(Not listed in order of importance. Any non-compliance could result in ending employment.)

- a. An oral reprimand
- b. A written reprimand
- c. Suspension with pay
- d. Suspension without pay
- e. Termination of employment
- f. Cancellation of employment
- g. Non-renewal of employment
- h. Referral to appropriate authorities for criminal prosecution
- i. Voluntary or mandatory enrollment in in-patient care, training, or other programs or services relating to drug or alcohol use or abuse as a term and condition to any continuing employment by the district at the employee's cost.

6. Any disciplinary action, sought to be imposed by the superintendent or the designee shall be carried out in accordance with policy and the law.

7. As an alternative to discipline or as a concurrent requirement with discipline, the superintendent or the designee may require the employee to successfully finish a drug or alcohol abuse service or program at the employee's cost. As used herein, the term "drug or alcohol abuse service or program" shall mean a drug or alcohol abuse service or program sponsored by an approved private or governmental institution. The superintendent or the designee may require at any time the employee to provide documentation satisfactory to the superintendent or the designee that the employee is enrolled, is appropriately pursuing, or has successfully completed the service or program. If aftercare is recommended by such institution, the superintendent or the designee may require acceptable participation in the aftercare service or program at the employee's cost. Ongoing reporting of participation in any such service or program is a term and condition of continuing employment.

8. Any employee of this school district who has been arrested, charged or convicted or any violation of law involving illicit drugs or alcohol, must , report such charge or conviction to the superintendent or their designee on the next business day. Failure to report may result in any disciplinary action as set forth in paragraph 5.

Legal Reference: 41 U.S.C. §701 to 707
49 U.S.C. §5331(b) and 31306; 49 CFR Part 382

Rule approved: 8/14/17
revised: 7/11/22

revised:

KEARNEY PUBLIC SCHOOL
KEARNEY, NEBRASKA

Vendors' Representatives

The sale of merchandise within schools or on school grounds by employees, agents or representatives of commercial or business firms is prohibited unless otherwise provided for by an exclusive contract with the Board of Education. The use of teachers' or principals' time during the school day by agents or salesmen to display wares or canvass for sales prospects is forbidden.

Representatives of textbook publishers and of other firms selling instructional materials or other products used in the normal business operation of the district may at times be excepted from this prohibition by arrangement with the superintendent.

Receiving Agents, Salespersons, and Other Business Representatives

No school employee shall visit with or discuss business matters of a personal nature with any sales representative during the hours the employee is on duty in the school, except by special permission of the Superintendent or building principal.

Any agent or business representative calling on school personnel about school matters, such as, textbooks, publication of the school annual, class insignia, athletic equipment, school equipment, school supplies, building and custodial supplies, and the like, shall first obtain the permission of the Superintendent or building principal and it is the duty of the school employee to ascertain that the representative has such permission. In general, a teacher shall not interrupt class work to confer with such representatives.

Legal Reference: Neb. Rev. Stat. ' 79-8,100

Policy adopted: 8/14/17
revised: 1/12/26
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Use of Public Resources by Board Members and Employees

Restrictions on Use

No Board member or employee of Kearney Public Schools shall use or authorize the use of his or her public office or any confidential information received through the holding of the public office to obtain financial gain, other than compensation provided by law, for himself or herself, a member of his or her immediate family, or a business with which the individual is associated.

No Board member or employee shall use or authorize the use of school district personnel, resources, property, or funds under his or her official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items, other than compensation provided by law, for personal financial gain.

No Board member or employee shall use or authorize the use of school resources for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question. For purposes of this restriction, "school resources" means personnel, property, resources, or funds under the official care and control of the Board member or employee.

Authorized Uses

The uses described below are not authorized by employees, and violate this policy, where an employee's use: (1) interferes with the conduct of school business; (2) interferes with the performance of the employee's duties and responsibilities; (3) is contrary to another Board policy or a rule or directive set forth in an employee handbook or other employee communication device; (4) is contrary to a supervisor's directive; or (5) the use is for the employee's personal financial gain or potential for personal financial gain.

Incidental or De Minimis Use: Use of school resources by a Board member or employee which is incidental or de Minimis does not constitute a violation of this policy.

Personal Use as Part of Compensation: Use of school resources for personal purposes is authorized by this policy if:

1. The use of the resource for personal purposes is part of the employee's compensation provided in an employment contract or is consistent with this policy; and
2. The personal use of the resource as compensation is reported in accordance with the Internal Revenue Code of 1986, as amended, and taxes, if any, are paid by the affected employee.

Employees who engage in such personal use shall, upon request of the Board of Education or the administration, provide evidence to establish that the compensation has been reported and taxes paid as required by the Tax Code.

School Vehicles: Use of a school vehicle by a Board member or employee to travel to a designated location or the home of the Board member or employee is permissible when the primary purpose of the travel serves a school district purpose. Such use is authorized by this policy. No travel other than directly to the school-related trip destination shall occur, however, when students are in the vehicle or if the vehicle is a school bus.

Communication Devices: A Board member or employee may use a telecommunication system, a cellular telephone, an electronic handheld device, or a computer under the control of the school district for email, text messaging, a local call, or a long-distance call, to a child at home, a teacher, a doctor, a day care center, a babysitter, a family member, or any other person to inform any such person of an unexpected schedule change or for other essential personal business. Any such communication shall be kept to a minimum and shall not interfere with the conduct of school business or the performance of an employee's duties.

A Board member or employee shall be responsible for payment or reimbursement of charges (e.g. long distance charges), if any, that directly results from any such communication. The Board member or employee shall promptly report any such communication that results in an expense to the School District to the Superintendent or the Superintendent's designee. The Superintendent or the Superintendent's designee shall establish procedures for reimbursement of charges incurred as a result of such communications.

Use of the District's internet system for such communications shall not be permitted to the extent such use violates the terms of the E-Rate program, which restricts use of the internet system to "educational purposes."

Election Issues: A Board member or the Superintendent, in the normal course of his or her duties, may use school resources to research and prepare materials to assist the School Board in determining the effect of a ballot question on the School District.

Mass mailings, mass duplication, or other mass communications at school expense for the purpose of qualifying, supporting, or opposing a ballot question is not permitted. Mass communications does not include placing public records demonstrating the consequences of the passage or defeat of a ballot question affecting the School District on its existing websites.

A Board member or employee may campaign for or against the qualification, passage, or defeat of a ballot question or the nomination or election of a candidate when no school resources are used. An employee shall not engage in campaign activity for or against the qualification, passage, or defeat of a ballot question or the nomination or election of a candidate while on duty time.

A Board member or authorized employee may make school facilities available for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions of use.

The School Board may discuss and vote upon a resolution supporting or opposing a ballot question.

A Board member may respond to specific inquiries by the press or the public as to his or her opinion regarding a ballot question or provide information in response to a request for information.

A Board member or employee may identify himself or herself by his or her official title when communicating about a ballot question. Employees who do so shall clearly communicate that their communication is their personal opinion and does not reflect the position or views of the Board of Education or the School District unless express authorization is given by the Board of Education or the Superintendent.

Legal Reference: Neb. Rev. Stat. §§49-14,101.01 and 49-14,101.00

Political Activities of Employees

It is an important right and responsibility for all citizens to be active members in the political process. It is important to know that there are certain state laws that *you, as a public employee*, need to follow.

To follow Nebraska law:

- Do not use your district e-mail address – from any computer, cell phone or tablet (even if accessed from your own personal devices) regarding a candidate or ballot issue.
- Do not use any District technology, computers, scanners, fax machines, copy machines, postage meters, telephones, or other District property or resources to take a position on a candidate or ballot issue.
- Do not distribute flyers/posters on school grounds, either directly to students/parents or via backpacks/social media, advocating a candidate or ballot issue.
- Do not use a District vehicle to attend a campaign gathering or event.
- Do not engage in campaigning for or against any candidate or ballot issue during your District working hours or while otherwise engaged in your District duties.
- Do not use your position to represent political candidates or political viewpoints when it would be likely to perceive those messages as representing school district viewpoints.

You may (*as long as District time and resources are not used*):

- Campaign for or against a candidate or a ballot issue during your non-working time and not engaged in District duties or using district resources.
- Express your personal opinion. For instance, if a parent or community member asks your opinion, you may express your own opinion.
- Include your name on a list of citizens taking a certain position on the issue as long as your KPS title is not included.

Politics in the classroom:

- If one candidate is introduced in a classroom for instructional purposes, all candidates for that office should be given the same opportunity.
- If one campaign-related, political viewpoint is introduced or discussed, equal time should be given to other viewpoints. For instance, if you show portions of a Republican Presidential debate, you should show portions of a Democratic Presidential debate.
- Candidates may visit schools for tours, as all citizens may upon contacting the school.
- No campaign materials may be in sight or distributed.

You can endorse a candidate on social media (“Likes” on Facebook, etc.)

- ON YOUR PERSONAL ACCOUNT - (Make sure you are not using your district email address on your personal account)
- DURING NON-CONTRACT TIME.
- If you have labeled your personal account with a district sounding title, like KPSTeach, you should use a different handle for political activity to avoid creating confusion with the community and the stance of the school district.

Rule approved: 8/14/17

revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Rights, Responsibilities and Duties, Classroom Environment

Any person employed with the Kearney Public Schools shall perform the responsibilities and duties as assigned in a safe and efficient manner.

All employees must follow all Kearney Public Schools policies, regulations, assessment and curriculum guidelines, testing procedures and protocols, directives, work rules, professional agreements, employee handbooks, and procedural handbooks/manuals. All employees shall obey all lawful and proper orders, instructions, and directives issued by a supervisor either orally or in writing.

Employees are accountable for the proper use and care of District equipment and supplies.

At all times, teachers are expected to organize, maintain and ensure that their classroom is in a safe, orderly, and clean condition for student learning. Classrooms should be free from distractions (such as inappropriate or unprofessional posters or other displays), and other apparatus that may cause student health problems (such as essential oils and/or essential oil diffusers). Teachers who are uncertain as to whether their classroom meets this requirement are encouraged to consult with their building principal in a proactive manner.

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Notification of Arrest, Criminal Charges, and Certificate, License or Child Abuse Complaints

Employees must notify the Superintendent by the next business day after:

1. Arrest or Criminal Charges. The employee is arrested, ticketed, or issued a criminal charge where:
 - a. The maximum penalty for the crime equals or exceeds seven days of incarceration;
 - b. The crime relates to abuse, neglect or endangerment of a minor, a minor was allegedly a victim or a witness, or the crime involves alleged sexual misconduct;
 - c. The crime related to misuse of drugs, alcohol or controlled substances; or
 - d. Conviction would impact performance of employee's job responsibilities, including offenses that:
 - i. Would constitute a violation of NDE Standards of Conduct and Ethics, Chapter 27 as adopted by Kearney Public Schools;
 - ii. Would impact the employee's ability to operate a motor vehicle if the employee at times needs to travel during duty time or the employee at times drives our students, including on extracurricular activities; or
 - iii. Would impact the employee's Commercial Drivers' License if the employee's job requires that the employee have a CDL.
 - e. The crime relates to alleged violence, force, coercion, or sexual misconduct;
 - f. The arrest or the alleged criminal activity occurred while the employee was on duty, on school property or in a school owned or utilized vehicle, or at a school-supervised activity or school-sponsored function.
 - g. Employees must also promptly report to the Superintendent whenever the employee has been sentenced to be incarcerated for any period of time, even if the offense was not otherwise reportable.
2. Certificate or License. The employee becomes aware that a complaint has been filed against the employee that could affect a certificate or license required for the employee's position. This includes proceedings of the Nebraska Department of Education related to an alleged violation of the NDE Standards of Conduct and Ethics, Chapter 27, and proceedings of the Health and Human Services related to an alleged violation of the professional standards of conduct for the employee's position.
3. Child Abuse. The employee becomes aware that a report of child abuse or neglect has been made against the employee under the Child Protection Act.

Employees must give a full disclosure of the investigation.

Failure to notify as required under this policy may subject the employee to disciplinary action, up to and including the ending of employment.

Policy adopted: 8/14/17
 revised: _____

KEARNEY PUBLIC SCHOOLS
 KEARNEY, NEBRASKA

Professional Boundaries Between Employees and Students

All employees are expected to observe and maintain professional boundaries between themselves and students. A violation of professional boundaries will be regarded as a form of misconduct and may result in disciplinary action.

The following non-exclusive list of actions will be regarded as a violation of the professional boundaries that employees are expected to maintain with a student:

- Using e-mail, text messaging, instant messaging or social networking sites to discuss with a student a matter that does not pertain to school-related activities, such as the student's homework, class activity, school sport or club, or other school-sponsored activity. Electronic communications with students are to be sent simultaneously to multiple recipients, not to just one student, except where the communication is clearly school-related and inappropriate for persons other than the individual student to receive (for example, e-mailing a message about a student's grades).
- Engaging in social-networking friendships with a student on any networking site. Material that employees post on social networks that is publicly available to those in the school community must reflect the professional image applicable to the employee's position and not impair the employee's capacity to maintain the respect of students and parents or impair the employee's ability to serve as a role model for children.
- Engaging in sexual activity, a romantic relationship, or dating a student or a former student within one year of the student graduating or otherwise leaving the District.
- Making any sexual advance - verbal, written, or physical - towards a student.
- Showing sexually inappropriate materials or objects to a student.
- Discussing with a student, sexual topics that are not related to a specific curriculum.
- Telling sexual jokes to a student.
- Invading a student's physical privacy (e.g., walking in on the student in a restroom).
- Hugging or other physical contact with a student that is initiated by the employee when the student does not seek or want this attention.
- Being overly "touchy" with a specific student.
- Allowing a specific student to get away with misconduct that is not tolerated from other students, except as appropriate for students with an IEP or 504 Plan.
- Discussing with the student the employee's problems that would normally be discussed with adults (e.g., marital problems).
- Giving a student a ride in the employee's personal vehicle without express permission of the student's parent or school administrator unless another adult is in the vehicle

- Taking a student on an outing without obtaining prior express permission of the student's parent or school administrator.
- Inviting a student to the employee's home without prior express permission of the student's parent and school administrator.
- Going to the student's home when the student's parent or a proper chaperone is not present.
- Giving gifts of a personal nature to a specific student.
- Discussing alcohol, tobacco, or other illicit drugs in a non-instructional setting, such as describing a party that the employee attended.
- Discussing another student's or employee's personal matters when it is not appropriate outside of the instructional setting.
- "Grooming", which includes building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student's life the sexual contact or sexual penetration would take place.

Appropriate exceptions are permitted to the foregoing for legitimate health or educational purposes and for reasons of family relationships between employees and their children who are students in the District.

Employees are expected to only use district approved communication platforms when communicating with students.

A staff member seeking an exception must receive advance approval from his or her administrator. If a staff member is unable to communicate with an administrator in advance (such as in the event of an emergency), the staff member must notify the administrator as soon as possible, but not later than 24 hours immediately following the event.

Any person who suspects a District employee of engaging in any prohibited conduct under this policy, including grooming, should contact the Superintendent as soon as practical.

An employee who violates this policy may face discipline, up to and including termination of employment, and may be referred to the appropriate certification or credentialing agencies for further discipline.

A violation of this policy will result in referral to the Department of Health and Human Services, law enforcement, or both.

Legal Reference: LB1080 (2020)

Policy adopted: 8/14/17
revised: 11/9/20
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Prohibition of Aiding and Abetting Sexual Abuse

A school employee, contractor, or agent of the school district is prohibited from assisting another school employee, contractor or agent in obtaining a new job if the individual knows or has probable cause to believe, that such other employee, contractor, or agent engaged in, or attempted to engage in, sexual misconduct with a minor or student in violation of the law.

“Assisting” does not include the routine transmission of administrative and personnel files.

Exceptions to giving such assistance may only be made where the exception is authorized by the Every Student Succeeds Act (for example, where the matter has been investigated by law enforcement and the person has been exonerated and approved by the Superintendent or designee.) Any employee who is found to have aided or abetted sexual misconduct could face disciplinary consequences, up to, and including termination of employment.

Legal Reference: ESSA sec. 8038, § 8546

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Workplace Privacy Act

The District will abide by the Nebraska Workplace Privacy Act and will NOT:

- A. Require or request that an employee or applicant provide or disclose any user name or password or any other related account information in order to gain access to the employee's or applicant's personal Internet account by way of an electronic communication device;
- B. Require or request that an employee or applicant log into a personal Internet account by way of an electronic communication device in the presence of the District in a manner that enables the District to observe the contents of the employee's or applicant's personal Internet account or provides the District access to the employee's or applicant's personal Internet account;
- C. Require an employee or applicant to add anyone, including the District, to the list of contacts associated with the employee's or applicant's personal Internet account or require or otherwise coerce an employee or applicant to change the settings on the employee's or applicant's personal Internet account which affects the ability of others to view the content of such account;
- D. Take adverse action against, fail to hire, or otherwise penalize an employee or applicant for failure to provide or disclose any of the information or to take any of the actions prohibited by the Workplace Privacy Act.
- E. Require an employee or applicant to waive or limit any protection granted under the Workplace Privacy Act as a condition of continued employment or of applying for or receiving an offer of employment.

Notwithstanding anything to the contrary, all employees must abide by the District's technology policies, procedures and guidelines, including the District's Internet Use policy and/or practice. Pursuant to the Workplace Privacy Act, the District may also:

- A. Monitor, review, access, or block electronic data stored on an electronic communication device supplied by or paid for in whole or in part by the District or stored on the District's network, to the extent permissible under applicable laws;
- B. Access information about an employee or applicant that is in the public domain or is otherwise obtained in compliance with the Workplace Privacy Act
- C. Conduct an investigation or require an employee to cooperate in an investigation if the District has specific information about potentially wrongful activity taking place on the employee's personal Internet account, for the purpose of ensuring compliance with applicable laws, regulatory requirements, or prohibitions against work-related employee misconduct;
- D. Any other reason permitted by the Workplace Privacy Act.

Legal Reference: Laws 2016, LB 821

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
 KEARNEY, NEBRASKA

Compensation and Related Benefits

Payment of Salary

Salary payments for each teacher shall be made in twelve (12) equal monthly installments during the school fiscal year (September 1 through August 31) for which the teacher has been employed, with the first such salary payment being made in September and the last salary payment being made in August of such fiscal year.

Teachers shall be paid on the 20th day of each month, or the last preceding school day if the 20th falls on a weekend day or holiday.

Additional compensation over and above regular salary compensation, such as extra duty pay and supplemental pay shall be disbursed as it is earned unless the employee signs a 409A Election Form to defer payment over twelve (12) months PRIOR to the date when such employee begins performing service for each school year. Deductions from compensation shall be taken out as they are reported to the payroll office. REVIEW AND CHANGE IN JUNE 2026.

Fringe Benefits

The school district shall provide fringe benefits to its employees in accordance with existing policy and conditions.

Employees may request that salary deductions be made for association dues and other items approved by the board.

Legal Reference:	79-872 and 79-873	Association Dues
	79-901	School Retirement System; definition
	79-958	Retirement Contributions

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
 KEARNEY, NEBRASKA

Injury Leave

A District employee who believes that they have been physically injured within the employee's scope of employment by another individual who intentionally, knowingly, or recklessly causes bodily injury to such employee must report such injury to the employee's administrator as soon as practical. An administrator will then investigate the circumstances to determine if the employee qualifies for paid injury leave. The employee may be required to provide confirmation from a physician regarding the causation and the period of time for which an employee is unable to work. If the administrator determines that the employee qualifies for paid injury leave, then the employee will receive up to seven calendar days of paid injury leave to cover the amount of time that the employee was otherwise scheduled to work. Such paid injury leave will not count against the employee's other available leave.

If the administrator determines that the employee does not qualify for paid injury leave, then the employee may be required to use other available leave. There is no appeal process for an employee who has been denied a request for paid injury leave.

Legal Reference: Neb. Rev. Stat. 79-8,106

Policy adopted: 11/9/20
revised: _____

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Employee Conflict of Interest, Business Conduct, and Employment of Family Immediate Family Member

District employees must at all times guard against any appearance of impropriety while carrying out their responsibilities. Employees of the Kearney Public Schools shall avoid any situation or endeavor which could or does interfere with, or which creates a conflict of interest, or the appearance of a conflict of interest in terms of fiscal or other responsibilities of employees, except as specifically authorized herein.

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Employment of Immediate Family Member:

1. To the extent permitted by law, a member of the Board of Education or an administrator or other employee with supervisory responsibilities may employ or recommend or supervise the employment of an immediate family member if:
 - A. He or she does not abuse his or her official position (for this purpose, "abuse" means employing an immediate family member: who is not qualified for and able to perform the duties of the position; at an unreasonably high salary; or who is not required to perform the duties of the position).
 - B. He or she makes a full disclosure on the record to the Board of Education and a written disclosure to the Superintendent and/or Secretary of the Board; and,
 - C. The Board of Education approves the employment or supervisory position.
2. To the extent permitted by law, no immediate family member of a Board of Education member or an administrator or other employee with supervisory responsibilities shall be employed by the School District:
 - A. Without first having made a reasonable solicitation and consideration of applications for such employment.
 - B. Who is not qualified for and able to perform the duties of the position.
 - C. For any unreasonable high salary.
 - D. Who is not required to perform the duties of the position.
3. Neither the Board of Education nor an administrator or other employee with supervisory responsibilities shall terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.
4. This policy shall not apply to an immediate family member of a member of the Board of Education or an administrator or other employee with supervisory responsibilities who was previously employed in a position with the School District prior to the election or appointment of the board member or employee. Prior to or as soon as reasonably possible after the official date a board member takes office or an employee assumes his or her responsibilities, such board member, administrator or other employee with supervisory responsibilities shall make a full disclosure of any immediate family member employed in a position subject to this policy.
5. A member of the Board of Education may not be engaged in a contract to teach for the Kearney Public Schools. Nor shall a member of the Board of Education cast a vote in favor of the election of any employee, when the board member is related by blood or marriage to such employee.

Legal Reference: § 49-1499.03; 49-1499.04; 49-1499.05; 49-14,101; 49-14,101.01; 49-19,101.02; 49-14, 102; 49-14,103.01; 79-818 & 79-544

Rule approved: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Civil Conduct of Public & Employees

It is the intent of the school board to promote mutual respect, civility, and orderly conduct among district employees, parents, and the public. It is not the intent of the school board to deprive any person of his or her right to freedom of expression or concern with anything that pertains to the operation of the Kearney Public Schools. The intent of this policy is to maintain, to the greatest extent reasonably possible, a safe, harassment-free workplace for teachers, students, staff, administrators, parents, or other members of the community. In the interest of portraying teachers and other employees as positive role models for the students, the school board encourages positive communication and discourages volatile, hostile, abusive or aggressive communications or actions.

1. Expected level of behavior:
 - School and district personnel will treat parents and other members of the public with courtesy and respect.
 - Parents and visitors will treat teachers, administrators and other district employees with courtesy and respect.
2. Unacceptable disruptive behavior:
 - Disruptive behavior includes, but is not limited to: behavior which interferes with or threatens to interfere with the operation of a classroom, an employee's office or office area, areas of a school or facility open to parents and guardians and the general public.
 - Using loud and/or offensive language, swearing, cursing, or display of temper.
 - Threatening to do bodily or physical harm to a teacher, school administrator, school employee, or student, regardless of whether or not the behavior constitutes or may constitute a criminal violation.
 - Damaging or destroying school property.
 - Any other behavior that disrupts the orderly operation of a school, classroom, or any other school facility.
 - Abusive, threatening, or obscene e-mail or voice mail messages or other forms of communication.
3. Parent recourse:
 - Any parent who believes he/she was subject to unacceptable/disruptive behavior on the part of any staff member should bring such behavior to the attention of the staff member's immediate supervisor.
4. Authority of school personnel:
 - Authority to direct any person(s) to leave a school or school premises:
Any individual who (1) disrupts or threatens to disrupt school or school district operations; (2) threatens or attempts to do or does physical harm to school personnel, students, or others lawfully in or on school premises; (3) threatens the health or safety of students, school personnel, or others lawfully in or on school premises; and, (4) intentionally causes damage to school property or property of others lawfully on a school campus or school activity premises; uses loud or offensive language or who, without authorization, comes on a school premise or facility, may be directed to leave the school premise or facility. The school principal, assistant principal, or in their absence a person who is lawfully in charge of the school, any district level administrator, including the superintendent of schools, any executive office director, or a facility security officer, or school resource officer. If the person refuses to leave the facility or premises

as directed, the administrator or other authorized personnel shall seek the assistance of law enforcement and request that law enforcement take such action as is deemed necessary.

5. Authority to deal with persons who are verbally abusive:

If any member of the public uses obscenities or speaks in a demanding, loud, insulting, and/or demeaning manner, the employee to whom the remarks are directed shall calmly and politely warn the speaker to communicate in a civil manner. If the verbal abuse continues, the employee to whom the remarks are directed may, after giving appropriate notice to the speaker, terminate the meeting, conference, or telephone conversation. If the meeting is in or on school premises, any employee may request that an administrator or other authorized person direct the speaker to promptly leave the premises. If the person refuses to leave, the administrator or other authorized personnel shall seek the assistance of law enforcement and request that law enforcement take such action as deemed necessary. If the employee is threatened with personal harm, the employee may contact law enforcement.

Workplace Safety

The school district is committed to providing and maintaining a safe and healthful work environment. This school district recognizes its responsibility in protecting and conserving its human and financial resources. Each employee of the school district should show concern for the safety of fellow employees, students, and members of the public, to prevent losses of these resources.

Safety and health management is the ultimate responsibility of the Board of Education, during the hours an employee is working for the school district. Functional authority for continued development and implementation of health and safety is hereby delegated to the superintendent or the superintendent's designee. The superintendent or the superintendent's designee is further hereby directed to establish the Safety Committee or Committees as required by § 48-443, R.R.S., et. seq. or other laws. The school district shall conduct a safety audit on an annual basis. The Safety Committee(s) so established shall adopt for this school district and maintain an effective written Injury Prevention Program. District administration shall participate in the Safety Committee(s), and in safety education and training, and establishment of safety rules, policies, and procedures as provided in this policy, the school district's written Injury Prevention Program or as otherwise provided by law or the superintendent or the superintendent's designee.

Safety and health training, accident investigation, record keeping procedures, safety rules, and policies and procedures shall be implemented as required by law. A protocol shall be developed by the Director of Facilities for an annual inventory of all chemicals (e.g., classrooms, custodial areas, buildings, and grounds), proper storage, and disposal of unused or outdated chemicals.

Legal Reference: 48-443 R.R.S.

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Workplace Safety

A record shall be kept of all accidents to employees.

All accidents, including automobile accidents, in which school personnel are involved while performing services for the school district shall be reported to the district office immediately.

Under the law, school employees may be held liable for accidents that occur through their negligence. All staff members shall be made aware of their responsibility in this respect.

The principal shall report employee accidents to the superintendent. The report shall be made immediately by telephone, followed by any written accident reports requested.

The superintendent and/or the superintendent's designee shall make the reports to the proper authorities as required by law and to the district's insurance carrier.

Employees are instructed to report to the principal or department head any personal injury by accident no matter how slight the injury may appear to be.

Claims because of injury to persons or damage to property shall be referred to the superintendent and/or the superintendent's designee for processing.

When an accident occurs to a person who is not an employee or student of the school district or when the property of others is damaged, the principal or department head shall immediately notify the office of the superintendent.

Legal Reference:	48-106	Employer, defined; excepted classes;
	79-502	election to provide compensation
		School district; hospital, health, accident,
		life insurance coverage; provide

Rule adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
 KEARNEY, NEBRASKA

Workplace Threats & Violence

Nothing is more important to Kearney Public Schools than the safety and security of its employees. Threats, threatening behavior or acts of violence against employees, visitors, guests or other individuals by anyone on Kearney Public Schools property will not be tolerated. Violations of this policy will lead to disciplinary action, which may include dismissal, arrest and prosecution.

Any person who makes substantial threats, exhibits threatening behavior or engages in violent acts on Kearney Public Schools property shall be removed from the premises as quickly as safety permits and shall remain off Kearney Public Schools premises, pending the outcome of the investigation. Kearney Public Schools will initiate an appropriate response. This response may include, but is not limited to suspension and/or termination of any business relationship, reassignment of job duties, suspension or termination of employment, and/or criminal prosecution of the person or persons involved.

No existing Kearney Public Schools policy, practice or procedure should be interpreted to prohibit decisions designed to prevent a threat from being carried out, a violent act from occurring or a life-threatening situation from occurring.

All Kearney Public Schools personnel are responsible for reporting to the administration any threats, which they have witnessed, received, or have been told that another person has witnessed, which they regard as threatening or violent, when that behavior is job related or might be carried out on a district controlled site, or is connected to district employment.

Employees are responsible for making this report regardless of the relationship between the individual who initiated the threat or threatening behavior and the person or persons who were threatened or were the focus of the threatening behavior. If the administration is not available, personnel should report the threat to their supervisor.

All individuals who apply for or obtain a protective or restraining order which lists district locations as being protected areas, must provide to the administration with a copy of the petition and declarations used to seek the order, a copy of any temporary protective or restraining order which is granted, and a copy of any protective or restraining order which is made permanent.

Kearney Public Schools understands the sensitivity of the information requested and has developed confidentiality procedures, which recognize and respect the privacy of the reporting employee(s).

Work Schedule and Duty Hours for Employees

The superintendent of schools shall establish certified staff work schedules, duty hours, and other conditions of work in keeping with the Board's policies and the negotiated agreement. The work schedules and duty hours will be outlined in the certified staff handbook.

For classified employees, the superintendent of schools shall establish work schedules, duty hours, and other conditions of work in keeping with the board's policies. General employment procedures regarding vacations, provisions for absences, resignation, reemployment, duties, hours and other matters related to the nature of the position and specifically noted herein are determined by the board upon recommendation of the superintendent.

Work week: The work week for overtime purposes shall be 12:00 a.m. Monday until 11:59 Sunday. The administration may establish a different 7-day period workweek from time to time for specified employees or employee groups.

Overtime: Overtime will be paid to non-exempt employees as required by law. Compensatory pay in-lieu of overtime pay may be implemented in accordance with law. A non-exempt employee shall not work overtime without the express approval of the employee's supervisor.

Salaried Basis: The District's policy is to not permit improper deductions from the salary of exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. (Teaching professionals are not subject to the "salaried basis" test). An employee who feels an improper deduction affecting exemption status has occurred may submit a complaint to the Superintendent or the Superintendent's designee, who shall promptly investigate the complaint. Reimbursement shall be made and a good faith commitment to comply in the future will be given in the event it is determined that an improper deduction affecting overtime exemption has been made.

The District's policy is to authorize unpaid disciplinary suspensions of a full day or more for infractions of workplace conduct rules and to apply such policy uniformly to all similarly situated employees, including exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. Unpaid disciplinary suspensions of a partial day or of a full day or more may be implemented for infractions of safety rules of major significance. Deductions of pay of a partial day or of a full day or more may be made for FMLA leaves and in the first and last weeks of employment. In addition, based on principles of public accountancy, deductions from pay of a partial day or of a full day or more will be made for absences for illness, injury or personal reasons when accrued leave is not used or not available, and for absences due to any budget-required furlough.

Policy adopted: 8/14/17
revised: 12/8/25
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Qualifications for Appointment to Administrative and Supervisory Positions

To be eligible for appointment to any administrative or supervisory position, an applicant must have a minimum of a Master's Degree from an accredited institution of higher learning with graduate training in education supervision and administration from an accredited or approved college or university and have a current Administrative and Supervisory certificate from the State of Nebraska, Department of Education (or provide satisfactory evidence that these requirements will be in place prior to commencement of duties), and such other certification or license as may be required by law.

Legal Reference: 79-501

District board; care and custody; hiring of superintendent, teachers and personnel

Policy adopted: 8/14/17
revised: 12/8/25

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Qualifications for Appointment as Teacher

To be eligible for appointment as a teacher, an applicant must have a minimum of a Bachelor's Degree from an accredited or approved college or university and have a current teaching certificate or permit from the State of Nebraska, Department of Education (or provide satisfactory evidence that these requirements will be in place prior to commencement of duties), and such other certification or license as may be required by law.

Certification

Each certificated staff member shall hold at all times a valid Nebraska teaching or administrative certificate or permit.

Legal Reference:	79-802	Nebraska certificate; prerequisite to teaching; employment of teacher aides; requirements; junior colleges; not required
	79-804 & 79-805	Teacher's or administrator's certificate registration Teachers and administrators without certificates; employment prohibited.
	79-808 79-809	Teacher's certificates; first issuance; qualifications required.

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
 KEARNEY, NEBRASKA

Resignation of Certificated Employees

Certificated employees are encouraged to notify their immediate supervisor of their plans to resign as soon as practicable. The Board of Education will accept all tendered resignations, effective at the end of the current school year, submitted prior to March 15th.

The Board delegates to the Superintendent the authority to formally ask certificated employees in writing whether they intend to accept employment with the District for the following school year. The Superintendent shall give employees a deadline to respond to such requests, so long as the deadline occurs after March 14th. Any employee who fails to respond or declines to accept employment for the following school year may be terminated from employment if they refuse to resign.

The Superintendent is further authorized to file a complaint with the Professional Practices Commission for any teacher who abrogates their contract with the District.

Notwithstanding anything to the contrary herein, the Board is not obligated to accept or reject any tendered resignation if the employee is involved in a disciplinary matter or for any other reason that the Board deems to be in the best interest of the District.

Legal Reference: Nebraska Revised Statutes § 79-829
NDE Rule 27

Policy adopted: 8/14/17
revised: 2/10/20
revised: 8/14/23
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Teacher Contracts

Certificated employees shall be recommended for hiring by the Superintendent with the final approval by the Board of Education prior to hiring. The Superintendent or designee is authorized by this Policy to offer and execute offer agreements and/or contracts of employment with prospective employees on behalf of the District, pending ratification by the Board of Education at a subsequent board meeting. Final approval must be made by formal motion of the Board of Education. Absent extraordinary circumstances, the final approval by the Board of Education will follow the recommendation of and actions by the Superintendent.

All contracts for employment of a teacher or administrator to be effective must meet the following conditions:

1. The contract must be in writing and contain such provisions as are required by law.
2. The employed person must hold a valid teaching or administrative certificate at all times.
3. The employed person must not be under contract to another district in this state for the same contract year offered by Kearney Public Schools.
4. The contract must be approved by at least four (4) school Board members and signed by a designated member of the Board.

No member of the Board of Education may cast a vote in favor of the election of any teacher when such member of the Board is related to him or her or to the majority of the Board by blood or marriage.

Legal Reference:	79-817 79-818 79-819	Schools; contracts of employment; contracts Teachers contract; renewal; exceptions; amend or terminate; notice; hearings; decision
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Policy adopted: 8/14/17
revised: 8/14/23
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Meetings

Staff members shall attend meetings called by the superintendent of schools or other district administrators, except those meetings which are designated for optional attendance.

Legitimate reasons for absence from meetings shall be essentially the same as those requiring absence from regular duty.

Meetings of staff members may be held before school in the morning, during the school day, or following the dismissal of classes in the afternoon, and attendance may be required. In scheduling the meetings, there shall be the least possible interference with the classroom activities of teachers and pupils.

Policy adopted: 8/14/17
revised: 8/14/23
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Assignment and Transfer of Staff

The teaching staff may be assigned to the particular school building by the superintendent and/or designee. Re-assignment may be made when, in the judgment of the superintendent, such re-assignment or transfer is for the good of the school system. Teachers may apply for re-assignment with their building or the district through their principals, but the determination of the superintendent is final.

Assignment of Duties

The Superintendent shall have the authority to assign and reassign teachers and other staff to extracurricular activities and other specific activities, including supervision of pupils in halls, study halls, playgrounds, work on faculty committees and staff activities, and other duties necessary for the operation of the school.

Transfer/Assignment/Reassignment of duties to of classified employees shall be the responsibility of the superintendent or the superintendent's designees.

The assignment of any classified employee may be changed during the year when deemed advisable by the superintendent or his/her designee.

Legal Reference: Neb. Rev. Stat. 79-839

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Tutoring

Teachers and other certificated staff shall not act as agents, or accept commission, royalties, or other rewards for books or other education materials, the selection or purchases of which they may influence.

A professional employee may not provide private tutoring or professional services in exchange for compensation from a source other than the School District without advance approval of the Superintendent:

1. To a child that the employee teaches or provides professional services in the course and scope of the employee's duties to the School District; or
2. In a facility owned or under the control of the District; or
3. During the employee's duty hours.

Professional employees who accept engagements to provide private tutoring or professional services are to make clear that the services are not being provided on behalf of the School District to the extent the recipient of the services may in any way otherwise be caused to believe the services are provided through the School District.

Student Teachers

The school district shall permit the assignment of student teaching experiences as recommended by district principals, and approved by the Director of Human Resources. The student teaching experience is a joint cooperation between Kearney Public Schools and colleges and universities.

A student teacher shall mean a student enrolled in an institution of higher learning approved by the State Board of Education for teacher training and who is jointly assigned to student teach or intern under the direction of a regularly employed certificated teacher, principal, or other administrator.

Kearney Public Schools administration will determine the assignments of cooperating teachers to student teachers to the extent that the building can accommodate the experiential learning needs for each approved student teacher. The Superintendent, or Superintendent's designee, is hereby authorized on behalf of the District to execute any necessary documents to assist a substitute teacher to secure a local substitute teaching permit.

Policy adopted: 8/14/17
revised: 7/11/22
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Student Teachers

Responsibility of the School System

1. To assure that the cooperating teacher is qualified scholastically, educationally and personally.
2. To select the cooperating teachers from those who are genuinely interested and willing to cooperate with the program.
3. The cooperating teacher is responsible for all areas of instruction, grades, and communication. The cooperating teacher is responsible for classroom instruction and management.
4. To cooperate with the college in evaluating the student teacher.

Responsibility of the College

The school system requires the following from the college:

1. An application for placement of the student teacher for each prospective student teacher is required in advance.
2. Applications should include:
 - a. Preparation:
 - (1) Scholastic
 - (2) Practical experience
 - (3) Personal background
 - b. Personal information relative to classroom performance
3. Supervising teacher orientation should be performed by the college.
4. The prospective student teacher should personally meet with the cooperating teacher.

Responsibility of the Student Teacher

1. To maintain the same teaching standards as expected of Kearney Public Schools teachers.
2. To attend all professional meetings as required by the cooperating teachers.

Legal Reference: 79-875 to 878

Rule approved: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Substitute Teachers

The Kearney Public School District shall make every attempt to provide a staff of the most qualified, capable, and productive personnel available. When hiring substitute teachers, the school district shall select the best qualified applicant for the opening.

All substitute teachers shall hold a valid teaching certificate or permit. All substitute teachers will perform such duties as are assigned by the administration for this employment. Rates of compensation for all substitute teachers will be set by the Board of Education.

A substitute teacher may be employed to fulfill the duties of another certificated employee who is on a leave of absence.

The Superintendent shall be responsible for recruitment, selection, assignment, orientation, and evaluation of substitute teachers. The Superintendent or Superintendent's designee, is hereby authorized on behalf of the District to execute any necessary documents to assist a substitute teacher to secure a local substitute teaching permit.

Legal Reference: 79-824

Policy adopted: 8/14/17
revised: 7/11/22
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Teacher Training and Professional Growth

The board of education recognizes the significance of professional growth for all certified staff. Participation in professional activities serves to create the well-rounded and knowledgeable staff members desired by the Kearney Public Schools. With the advancements in the field of education, the board of education fully expects everyone to maintain a program of professional growth as outlined in the ensuing procedures. Nebraska school law requires professional growth for permanent certificated employees. Probationary and part-time employees will also be expected to pursue and complete the same professional growth plan as that identified in the ensuing procedures. Teaching is a profession and, as such, all certified staff members are to pursue the professional standards of the district.

The district shall provide and promote development programs for all professional staff – Superintendent, principals, teachers and the Board of education. Features of the staff development program:

1. Staff development resources and time shall be allocated in keeping with the key values and priorities of the district.
2. The staff development program shall concentrate on the programs and practices of effective schools and teaching, goal setting, assessment procedures, evaluation of staff, and the change process.
3. Content shall be selected that has been verified by research to improve student outcomes.
4. Teachers shall be actively involved in initiating, planning, and conducting the development programs for teachers.

Legal Reference: LB 1329 (2024)

Policy adopted: 7/8/24
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Teacher Evaluation

The Board of Education of Buffalo County School District 007, the Kearney Public Schools, believes that a strong and on-going teacher evaluation system is necessary to achieve excellence. It is from quantifiable information that decisions will be made regarding the performance of all the instructional staff. Teacher evaluation is designed to be a cooperative process between the administration and teachers in order to enhance the educational opportunities for all students in Kearney Public Schools.

The purposes of teacher evaluation in this district are to:

1. To improve the quality and identify excellence in instruction.
2. To provide procedures that are clear, equitable, and systematic for the evaluation of teacher performance.
3. To provide constructive feedback to individual educators.
4. To provide direction for staff development.
5. To aid institutions in identifying reasons for terminating personnel, and provide supportive documentation for action to amend, terminate, or not renew the contract of an employee.
6. To build professional collaborative relationships that unify teachers and administrators in the effort to educate students to their fullest potential.
7. To comply with Nebraska State Law.

To assure that the performance of each employee meets with district-defined standards for performance and supports the instructional goals of the district, the Board of Education directs the Superintendent of Schools to develop and implement a plan for the effective evaluation of all certificated teaching staff. Therefore, teachers will be appraised using the written evaluation plan and procedure approved by this Board.

Procedures for Teacher Evaluation

1. The criteria for teacher evaluation shall be tied to the instructional goals of the school district. Evaluation instruments shall be designed primarily for the improvement of instruction and shall include, at a minimum, the following criteria:
 - a. Planning and Preparation
 - b. The Learning Environment
 - c. Instruction
 - d. Personal and Professional Practice
2. Probationary certificated teachers shall be formally observed and evaluated at least once each semester for an entire instructional period during each school year and a formal summative evaluation shall be completed once per semester during each school year.
3. Permanent certificated teachers shall be formally observed and evaluated at least once during each school year, and a formal summative evaluation shall be completed at least once every four years.
4. The duration of each classroom observation to be used for formal evaluation shall be one complete instructional period.

5. Following any classroom observation, a written observation report shall be prepared by the evaluator.
6. A conference shall be scheduled with the teacher as soon as reasonably possible following the observation visit to present and discuss the written evaluation report. The evaluator and the teacher being evaluated shall both sign the observation report to document that the observation has been conducted. Teachers are expected to read, sign and return all recorded documents that are part of the evaluation instrument. Such written signature will mean that the teacher has reviewed the document. Agreement will not be associated with the teacher's signature. A teacher may attach a written addendum within ten (10) working days to any one or all of the documents that require their written signature. In addition, teachers may request a copy of any of the forms or data used during the evaluation procedure.

In preparing summative evaluations, evaluators are to consider not only the formal observations conducted, but also informal observations and other relevant information concerning the performance of the teacher in each of the evaluation criteria.

7. The evaluation process shall include written communication and documentation to the evaluated teacher specifying all noted deficiencies, specific means for the correction of the noted deficiency, and an adequate timeline for implementing the concrete suggestions for improvement.
8. As professionals, teachers may be assigned responsibility to provide suggestions for improvement plans or job growth strategies and shall have the duty of complying with such requests. Further, in the event improvement plans or other similar performance measures are implemented, teachers shall have the duty to comply with such plans. Teachers are expected to be cooperative, professional, and to exhibit a willingness to improve performance and to accept the constructive criticisms and suggestions of the evaluator.
9. All evaluators shall possess a valid Nebraska Administrative Certificate or Permit.
10. All evaluators shall be trained to use the evaluation system employed in the district. Any training necessary shall be provided by the district.
11. Annual written communication of the evaluation process to those being evaluated shall be made the beginning of each school year.

Other Considerations in Teacher Evaluations:

1. Teachers' Responsibility. Teachers are expected to inform the responsible evaluator of instructional periods that would be conducive to an evaluation and to make themselves readily available for evaluations. In the event the responsible evaluator has not initiated the evaluation process nearing the time within which an evaluation is required to be completed, the teacher has the responsibility to notify the responsible evaluator such that the evaluation can be completed when due.
2. Failure to Complete Evaluations. For permanent teachers, a failure to complete evaluations with the designated duration and frequency shall not give the permanent teacher rights, but is to be considered in evaluating the responsible evaluator's performance.
3. Informal Observations and Evaluations. Informal observations and evaluations may be conducted as the administration determines to be appropriate.

Reduction-in-Force (RIF)

Reductions-in-force of certificated staff members may be required due to decreasing enrollments, limited financial support, changing programs, or other changes in circumstances. If such changes occur and a reduction of certificated staff is necessary, the superintendent (or his or her designee) shall recommend to the board of education those certificated employees to be reduced under the reduction-in-force provisions of the continuing contract laws; provided, however, that no permanent employee may be reduced through a reduction-in-force while a probationary employee is retained to perform a service that the permanent employee is qualified by certification and endorsement to perform or where certification is not applicable, by reason of college credits in the teaching areas.

Due to the often intimate, confidential, and unique personal working relationship necessary between the administration and the board of education, a certificated employee who is not currently serving in a predominantly administrative capacity shall have no rights under this policy to any administrative position within the school system.

The selection of personnel to be reduced shall be made with consideration given to the following: (1) programs to be offered, (2) areas of certification and endorsement, (3) state and federal regulations which may mandate certain employment practices, (4) special qualification that may require specific training and/or experience, (5) contributions to activity programs, (6) qualifications based on past performance and competence as determined by the principal and/or superintendent through employee evaluation procedures, (7) the organizational and educational impact created by multiple part-time certificated employees, and (8) any other reasons which can be rationally related to the instruction in or administration of the school system.

Employee evaluations (including frequency of evaluations, evaluation forms, and number and length of classroom observations, if applicable) for purposes of this policy shall conform to the board policies and administrative rules, regulations, and practices (in effect at the time) related to the periodic evaluation of certificated staff members.

If, after consideration of the above, it is the opinion of the superintendent that no significant difference exists between certificated employees considered for reduction-in-force, then the employee with the longest uninterrupted service to the district shall be retained. Uninterrupted service time shall accrue the same for all certificated employees regardless of their full-time equivalency. Uninterrupted service time for employees employed less than a full school year shall accrue according to the number of contract days worked. Uninterrupted service time shall not accrue for certificated employees on leave of absence for more than one (1) semester.

Any certificated employee whose contract shall be reduced because of reduction-in-force shall be considered to have been dismissed with honor and shall, upon request, be provided a letter to that effect. Such employee shall have preferred rights to reemployment for a period of twenty-four (24) months commencing at the end of the contract year, and the employee shall be recalled on the basis of length of uninterrupted service to the school to any position for which he or she is qualified by endorsement or college preparation to teach. End of the contract year shall be defined as the last day the certificated staff member is on duty. The employee shall, upon reappointment, retain any benefits which had accrued to said employee prior to the reduction, but such leave of absence shall not be considered as a year of employment by the district. An employee under contract to another educational institution may waive recall but such waiver shall not deprive the employee of his or her right to subsequent recall.

It shall be the responsibility of such certificated employee to file (with the superintendent of schools) a copy of said employee's teaching certificate (including endorsements) upon initial employment with the district. On or before March 15 of each year thereafter (for so long as the employee is employed in the school system or has rights of recall) evidence of any changes in said employee's certification or endorsements which have occurred (since March 15 of the previous year) or are pending shall be filed with the superintendent of schools.

Any certificated employee whose employment contract is reduced as a result of reductions-in-force shall (during his or her period of recall) report his or her current address to the superintendent of schools and shall inform said superintendent of any changes of address thereafter. If a vacancy in the system occurs for which said employee has rights of recall, the offer of such employment may be sent by said superintendent to said employee's last known address. If no acceptance of such offer is received from said employee within fourteen (14) days of mailing and the superintendent has no personal knowledge of the whereabouts of said employee (other than said last known address), the employee shall be deemed to have waived his or her rights to recall to said employment position.

Anything in this policy to the contrary notwithstanding, this policy shall specifically permit and allow reductions-in-force to occur which deal with total elimination or termination or amendment of contracts or positions, which deal with reductions-in-force from full-time to part-time, which deal with reductions-in-force from part-time to lesser part-time, or which deal with any other reductions-in-force which result in the termination or amendment of a certificated employee's contract or employment position.

Legal References: 79-846-849

Reduction-in-force

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Code of Ethics

The board approves the ethics guidelines for administrators as follows:

The educational administrator:

1. Makes the well-being of students the fundamental value of all decision making and actions.
2. Fulfills professional responsibilities with honesty and integrity.
3. Supports the principle of due process and protects the civil and human rights of individuals.
4. Obeys local, state and national laws and does not knowingly join or support organizations that advocate, directly or indirectly, the overthrow of the government.
5. Implements the governing board of education's policies and administrative rules.
6. Avoids using positions for personal gain through political, social, religious, economic, or other influence.
7. Seeks academic degrees or professional certification only from duly accredited institutions.
8. Maintains the standards and promotes the effectiveness of the profession through research and continuing professional development.
9. Honors all contracts until fulfillment or release.

Appointment

The superintendent of schools, or his/her designee, is authorized to hire and terminate the employment of classified employees. The district shall strive to employ the most competent individuals available.

Policy adopted: 8/14/17
revised: _____

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

"At Will" Employees

All non-certificated employees and non-certificated assignments shall be employed on an "at will" basis. Non-certificated employees shall have no property right in continued employment and need not be accorded a hearing or any other procedural or substantive due process, prior to termination of their employment.

Nothing in board policy, administrative regulations or practices, employee handbooks, or in any evaluation instrument or in the appraisal process or program for non-certificated employees shall be or is intended to create or be a contract or part of a contract with a non-certificated employee which shall in any way be construed to be contrary to the "at will" employment of non-certificated employees. No administrator or other employee of the school district has any authority to enter into any agreement of employment with a non-certificated employee for any specific period of time or to make any agreement contrary to an at-will employment relationship.

Policy adopted: 8/14/17

Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Evaluation

Supervisors and principals will be responsible for submitting required Employee Evaluation reports to the Human Resource Office. Department Supervisors and Principals are to conference with employees regarding the employee's evaluation.

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Public Complaint Procedure/Personnel Related Complaints

Informal Procedure

Should personnel-related complaints be received by a member of the board of education, that member should refer the complaint to the superintendent or to the appropriate staff in the chain of command. The superintendent should immediately contact the principal or immediate supervisor of the person against whom the complaint is intended. The superintendent and/or principal should contact the complainant immediately and in person, if possible, to investigate and show their concern regarding the complaint. When contact is made, arrangements should be made for a meeting between the complainant, the proper administrator, and the person against whom the complaint is intended. Any such meeting should be as informal as possible with the hope that understanding can be reached in an informal and constructive manner.

Should the complaint be lodged with either the superintendent, principal, or faculty member, the same procedure should be followed.

Every effort should be made to resolve the matter in the informal manner designated above. However, when the seriousness of the case warrants or when a solution has not been reached, the following formal complaint procedure should be explained to the complainant.

Formal Procedure

1. Complaints not filed according to this policy will not be acted upon nor shall they be recorded or given any other official recognition.
2. Complaints against faculty members shall be filed with the building principal.

If the complainant chooses not to initiate the required procedure, and if in the judgment of the person(s) receiving the complaint, the alleged misconduct or reason for the complaint is of a sufficiently serious nature to warrant further investigation, the person receiving the complaint then becomes the complainant and may initiate the required procedure on his or her own volition.

3. A written record shall be made on the Complaint Form A, available in the Administration Building or on the KPS website, and shall specify the faculty member(s) involved, details of alleged misconduct or reasons for the complaint, name of person(s) making the complaint and include any supportive evidence. The party making the complaint shall sign the complaint.
4. Within five (5) school days of the receipt of the signed complaint against any faculty member(s), the principal shall meet privately with the faculty member(s) and shall provide the faculty member(s) with a copy of the complaint.
5. The faculty member may respond to the complaint by completing information on Complaint Form B, which shall be attached to the complaint.
6. The Principal shall complete Form B with a recommendation in regard to the complaint and send one copy to the faculty member(s) against whom the complaint is lodged, one to the Superintendent, and shall keep one on file.

7. The faculty member(s) against whom the complaint is filed shall have the right to request a meeting with the Superintendent, should he/she be dissatisfied with the Principal's decision. The faculty member(s) against whom the complaint is lodged may also write a rebuttal to the Superintendent regarding the Principal's decision.
8. If either party has asked for a meeting with the Superintendent, a meeting will be scheduled, within five (5) school days of the request.
9. The Superintendent shall complete Form C with a recommendation in regard to the complaint and send one copy to the faculty member(s) against whom the complaint is lodged, one to the Principal, and shall keep one on file.
10. All action taken as a result of the complaint that would constitute disciplinary action taken toward a faculty member shall be a confidential employment matter, and shall be released to the public only as is necessary to further educational purposes as provided by law.

Staff Payments During Closure

In the event of inclement weather, a pandemic, or other unexpected or extraordinary circumstances, the Board of Education or the Superintendent may close school or a particular school building in order to protect staff and students from harm, and will establish a reopen date when it is safe to return. If such closure extends for a long period of time as determined by the Superintendent, then the Superintendent may implement procedures, agreements, or other requirements to compensate staff during a closure to ensure staff return to employment after the closure. The District may consistently pay staff according to District policies and procedures already established by salaries or wages.

Legal Reference: 2 C.F.R. Neb. State Statute 200.430

Policy adopted: 11/9/20
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA