

**Regular Monthly Meeting of the Kearney
Public Schools Board of Education
Monday, November 10, 2025 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 Park Elementary School being named a Blue Ribbon School -

**2.B. Recognition of Deb Schauer for Receiving the Champion for Disability
Employment Award from the Nebraska VR, a State Agency within the Department
of Education -**

2.C. Resolution of Support of Military Students and Families -

Reading of the resolution.

Move to adopt the resolution of support for military families in Kearney Public Schools.

3. Presentations -

- 3.A. Presentation by Michelle Dutcher, Kenwood Elementary School Principal, on their Partnership with Brookestone Gardens -
- 3.B. Announcement of "American Education Week" -
American Education Week is being observed in the Kearney Public Schools and throughout the country next week, November 17-21, 2025. On Tuesday, November 18th, Kearney Public Schools and UNK will co-host a reception for new staff members and members of the community at UNK from 4:00 to 5:30 PM. Other activities will be conducted in the school buildings to observe this special week.
- 3.C. Construction Update -
- 4. **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.

5. **Board Reports -**

6. **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.

- 6.A. Approval of Minutes of the October 13, 2025, Regular Meeting and the November 5, 2025, Committee of the Whole Meeting of the Board of Education -
- 6.B. Approval of the November 2025 Claims -
- 6.C. Approval of the November 2025 Financial Reports -
- 6.D. Acceptance of the Meadowlark Elementary Parent Advisory Committee Annual Self-Audit Report for the 2024-2025 School Year -
- 6.E. Acceptance of the Northeast Elementary Parent Advisory Committee Annual Self-Audit Report for the 2024-2025 School Year -
- 6.F. Acceptance of the Bryant Elementary Parent Advisory Committee Annual Self-Audit Report for the 2024-2025 School Year -

- 6.G. Second and Final Reading Approval of Revised 1000 Section of Board Policies -
- 6.H. Approval of Kearney High School FCCLA Trip to the National Leadership Conference, July 6-10, 2026, in Washington, D.C. -
- 7. **Regular Agenda - Personnel -**
 - 7.A. Acceptance of Resignations and Retirements -
The resignations of Melissa Trausch, Spanish teacher at Kearney High School, and Katrina Olmstead, art teacher at Kearney High School, effective the end of the 2025-2026 school year; and the retirement resignations of Elizabeth Lindner, 7th grade teacher at Sunrise Middle School; Tonya Anderson, math teacher at Kearney High School; Sharee Josjor, family and consumer science teacher at Horizon Middle School; Barbara Thompson, first grade teacher at Kenwood Elementary School; and Kelly Pocock, fifth grade teacher at Emerson Elementary School, effective the end of the 2025-2026 school year.
Move to accept, with regret, the resignations and retirements as presented.
 - 7.B. Approval of the Employment of Certificated Staff -
Rosa Lopez Moore, BA, Step 3, 1.0 FTE, special education TLC teacher at Kenwood Elementary School, pending certification, for the 2026-2027 school year.
Move to employ the certificated staff at Kearney Public Schools for the 2026-2027 school year as presented.
- 8. **Regular Agenda - Business -**
- 9. **Regular Agenda - Miscellaneous -**
 - 9.A. Approval of the Kearney High School Choral Department Performance Tour -
The KHS Choral Department is requesting permission for a performance tour of Austria, Slovenia and Italy from May 27-June 5, 2027. There would be no direct cost incurred by the school district.
Move to approve the KHS Choral Department performance tour of Austria, Slovenia and Italy from May 27-June 5, 2027, with no direct cost incurred by the school district.
 - 9.B. First Reading Approval of Revised 2000 Section of Board Policies -
Revised 2000 Section of Board Policies: 2000 Concept and Roles in Administration; 2010 Policy and Rule System; 2020 Administrative Staff Organization; 2021 Line of Authority; 2030 Job Descriptions; 2040 Qualifications for Appointment to Administrative and Supervisory Positions; 2100 Administrative Action in Absence of Policy; 2200 Code of Ethics; 2300 Evaluation Certified Administrative Personnel; 2400 Staff Handbooks
Move to approve the first reading of the revised board policies, as presented.
 - 9.C. First Reading Approval of Board Policy 5410 Wand Detectors -
Move to approve the first reading of Board Policy 5410, as presented.
 - 9.D. Approval of the 2026-2027 School Calendar -
Move to approve the 2026-2027 school calendar as presented.
 - 9.E. Conduct a Performance Evaluation of the Superintendent -
- 10. **Closed Session -**
The closed session is for the performance evaluation of the superintendent and superintendent's contract negotiations.

Move to enter closed session for the purpose of conducting a performance evaluation of the Superintendent, and to prevent needless injury to the reputation of the person, and if the person has not requested a hearing.

11. **Return to Open Session -**

12. **Next Meeting -**

The next regular meeting of the Kearney Public Schools Board of Education will be held on December 8, 2025 at 5:30 P.M. in the Staff Development Room in the Administration Building at 320 West 24th St, Kearney, NE 68845.

13. **Adjournment -**

Move to adjourn the meeting.

Kearney's Park Elementary honored as 2025 Blue Ribbon Schools

Central Nebraska Today
Nebraska Department of Education
Oct 7, 2025 | 7:13 AM



Park Elementary, (Brian Neben, Central Nebraska Today)

The Nebraska Department of Education recognized seven schools in Nebraska as Blue Ribbon Schools. This prestigious recognition highlights schools that excel in academic performance or make significant strides in closing achievement gaps among different student groups.

The Nebraska schools named as National Blue Ribbon Schools were:

- Nebraska – North Platte – McDonald Elementary School, North Platte Public Schools.
- Nebraska – Elkhorn – Hillrise Elementary School, Elkhorn Public Schools.
- Nebraska – Millard – Ezra Millard Elementary School, Millard Public Schools.
- Nebraska – Kearney – Park Elementary School, Kearney Public Schools.
- Nebraska – Columbus – St. Isadore Elementary School, Omaha Archdiocese
- Nebraska – Elkhorn – Mount Michael Benedictine School, Omaha Archdiocese
- Nebraska – Omaha – Mary Our Queen Catholic School, Omaha Archdiocese

The U.S. Department of Education historically honored schools through the National Blue Ribbon Schools program. That program was discontinued this year; however, the seven Nebraska schools had already applied and would have met the standards based on last year's benchmarks.

The 2025 Blue Ribbon Schools reflect the full diversity of education and serve students from all backgrounds. While awardees represent a wide array of schools, they share common traits. Blue Ribbon Schools are led by leaders who articulate a clear vision of instructional excellence and uphold high standards. They showcase effective teaching methods and offer robust professional development for their staff. Data-driven instruction is a hallmark, and there is a concerted effort to ensure every student succeeds. Collaboration among families, communities, and educators is a key component of their success.

These schools serve as models of effective and innovative practices for educators across the state.

Blue Ribbon Schools are recognized based on student performance data including assessment results, student subgroup performance and graduation rates. Schools are recognized in both or either of two performance categories:

- Exemplary High Performing Schools: These schools are among the top performers in their state as measured by state assessments or nationally normed tests.
- Exemplary Achievement Gap Closing Schools: These schools excel in narrowing achievement gaps between different student groups and the overall student body.

Each nominated school submits a comprehensive application detailing its school culture, programs, assessments, instructional practices, professional development, leadership, family, and community

involvement.



NEWS RELEASE

For additional information, please contact David Jespersen by phone (402-471-4537) or email (david.jespersen@nebraska.gov)

OCTOBER 7, 2025

2025 SRC Disability Employment and Inclusion Awards

Five Nebraska VR partners received awards for their role in creating inclusive workplaces and advocacy for disability employment.

The 2025 SRC Disability Employment and Inclusion Awards highlight the successful partnership between Nebraska VR and the businesses and communities they serve. Nebraska VR offers individualized programs to help people with disabilities find, keep, and advance in employment consistent with their interests, priorities, strengths, talents, and choices while working with businesses to find and keep quality employees.

"I am pleased to be part of this celebration of businesses and their partnership with Nebraska VR," said Lieutenant Governor Joe Kelly. "Nebraskans of all skills, talents, and abilities are needed to help our economy grow. These businesses deserve recognition for their leadership."

Nebraska Commissioner of Education Dr. Brian Maher also commended those receiving recognition. "These individuals and businesses have demonstrated strong leadership in providing opportunities for learning, earning, and living," said Dr. Maher. Nebraska VR staff members who work directly with students, clients, and businesses to have meaningful employment were also recognized.

"During October's National Disability Employment Awareness Month (NDEAM), we are pleased to recognize four business partners and a Champion of Disability Employment," said Nebraska VR Director Lindy Foley. "The theme for NDEAM 2025 is 'Celebrating Value and Talent'. These awardees clearly embody those who recognize value and talent and who provide access to good jobs for individuals with disabilities."

The Nebraska State Rehabilitation Council (SRC) Employment Committee selected the recipients from nominees submitted by Nebraska VR Business Account Managers and Employment Specialists. The awards are presented during October's National Disability Employment Awareness Month. The Council is comprised of individuals who have an interest in working with Nebraska VR to ensure the needs of Nebraskans who experience a disability are met in the most effective and efficient manner possible.

New Business Partner Recognition Award – Generations Daycare & Learning Center, Scottsbluff, Nebraska

A strategic outreach effort by Nebraska VR Business Account Manager Michael Enriquez for the Scottsbluff area initiated a successful partnership with Generations Daycare & Learning Center, owned by Sherri Williams. Leveraging insight from a Working in Nebraska (WIN) meeting, Nebraska VR focused its outreach on childcare providers in the Scottsbluff/Gering area.

Michael proactively “hit the pavement” to build connections and explore partnership opportunities with local businesses. The collaborative relationship began with Sherri welcoming a Nebraska VR client for a facility tour, followed by a coordinated On-the-Job Evaluation for the same individual. This newly forged partnership, though in its early stages, is marked by Sherri’s enthusiastic commitment to future collaborations including additional tours, On-the-Job Evaluations, and Work-Based Learning Experiences. The On-the-Job Evaluation concluded with a successful part-time employment offer from Generations Daycare which the client accepted. The client continues to thrive in this role, expressing appreciation for the opportunity, the strong supervisor-supervisee relationship with Sherri, and the supportive work environment. Generations Daycare & Learning Center’s willingness to move at a pace that met the client’s comfort and needs was instrumental in this successful placement.

Small Business Partner Recognition Award – Pizza Ranch, North Platte, Nebraska

The partnership with Pizza Ranch in North Platte was strong from the beginning. Manager Shae Caldwell and shift supervisors Myka, Leanne, and Kenna met with Employment Specialist Bobbi Belka before the franchise opened last year. Since then, they have shared their interview, orientation, and training practices so Nebraska VR staff can better understand their business needs. The business provides worksite tours, job shadows, and On-the-Job Evaluations and works to provide training for a variety of learning styles and any necessary accommodations. They are known for a willingness to “think outside the box” to meet the needs of job seekers while also satisfying the needs of the employees and customers. Pizza Ranch has hired five individuals as a direct result of this partnership. Among comments shared by those new employees are, “They gave me a chance when no one else would. I am still there and feel safe and am part of the family.”

Large Business Partner Recognition Award – Behlen Manufacturing Company, Columbus, NE

Behlen Manufacturing Company, headquartered in Columbus, Nebraska, has been in the metal fabrication industry for over eighty-five years. With more than one hundred employees, Behlen produces a variety of products including metal building systems, grain storage solutions, livestock equipment, and capacitor winding machines. Their commitment to excellence, innovation, and reliability is evident not only in their products, but also in their strong partnerships and community involvement. Behlen sets the standard for inclusive workplace culture by consistently supporting individuals with disabilities as they join the workforce. Their HR team plays a vital role in ensuring each client’s success through thoughtful onboarding, accommodations, and support. They actively provide tours, job shadows, informational interviews, and internships for Nebraska VR clients. Their team goes above and beyond to create roles that align with an individual’s abilities and needs, often making workplace accommodations to ensure each person can thrive. Their participation in business panels and events has been instrumental in training and informing Nebraska VR staff across the state. In the past year alone, Behlen has hired more than ten Nebraska VR clients, a testament to their belief in the potential of every person. Their willingness to mentor, train, and support individuals through multiple barriers exemplifies their commitment to workforce development and inclusion.

Large Business Partner Recognition Award – Pizza Ranch, Omaha, Nebraska

Pizza Ranch, with multiple locations throughout Nebraska and the Midwest, offers family style dining and entertainment to the community. They have partnered with Nebraska VR over the past four years offering Work-Based Learning Experiences, tours, On-the-Job Evaluations, and participated in the Project SEARCH Business Advisory Council (Omaha/Lincoln). Regional Manager Scott Parrill also serves on the State Rehabilitation Council. Pizza Ranch has provided twelve students with paid work-based learning opportunities and one volunteer work experience over the past three years at the Omaha location. Worksite skills trainers and Nebraska VR staff members shared Pizza Ranch management and staff are supportive, flexible, and inclusive. The company has hired Nebraska VR clients in permanent positions as well. In addition to their work to build an inclusive workplace, they engage in community philanthropic efforts including partnerships with the American Cancer Society, American Heart Association, and Habitat for Humanity.

Champion of Disability Employment Recognition Award – Deb Schauer, Kearney, NE

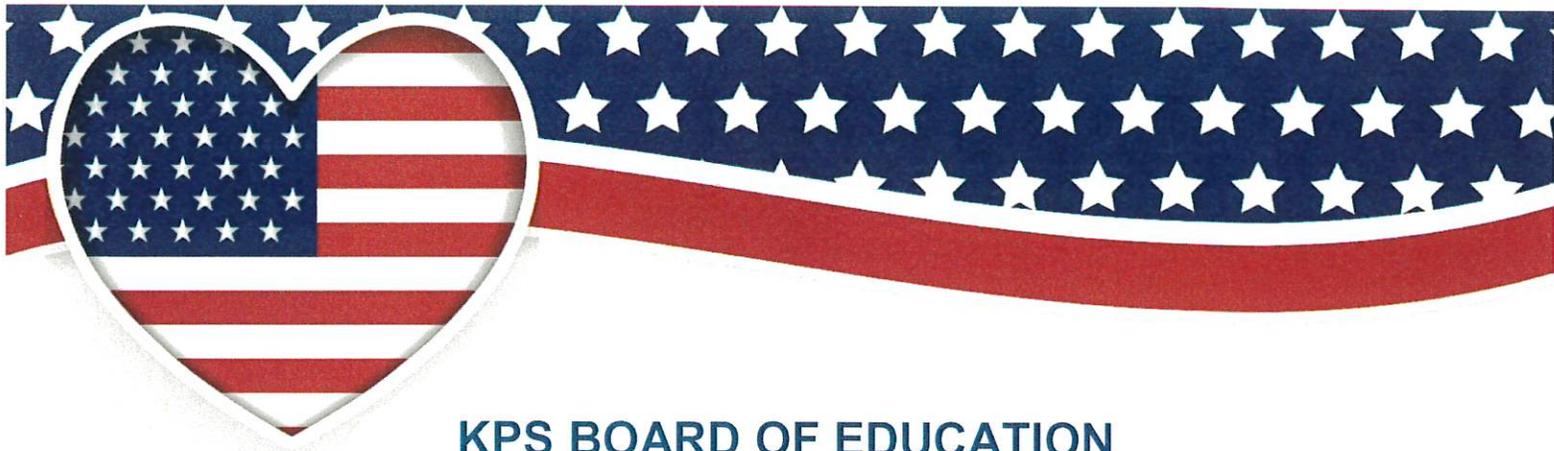
Deb Schauer embodies the spirit of a **Champion of Disability Employment**. Her 30-year special education teaching career in Kearney, Nebraska coupled with three decades as a dedicated Special Olympics coach laid a strong foundation for her advocacy. Though retired from coaching and teaching, she continues to cheer on former athletes and students and has returned to Kearney Public Schools as a work site skills trainer for Project SEARCH at Mary Lanning Healthcare, focusing on preparing young adults with disabilities for competitive employment. Deb has an unwavering belief in the potential of every

individual. She provides vital assurance to parents and uses students' internship successes to build their self-confidence for the job search process. A key partner with Nebraska VR, Deb leverages her extensive community network to help students secure employment and foster positive relationships.

[Nebraska VR](#) is a state agency within the Nebraska Department of Education. Nebraska VR helps people who experience a disability prepare for, find, and keep a job while helping businesses recruit, train, and retain employees with disabilities.

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KPS BOARD OF EDUCATION RESOLUTION OF SUPPORT FOR MILITARY CHILDREN & FAMILIES

WHEREAS, today over one million Americans are bravely serving in the United States Armed Services.

WHEREAS, thousands of Nebraska men and women exhibit profound courage and selflessness by joining the armed services each year;

WHEREAS, Kearney Public Schools wants to best serve military children enrolled in our schools along with their families who often have unique needs affected by military transitions;

WHEREAS, Kearney Public Schools celebrates military students and is grateful for the sacrifices they make and the courage they display as the children of our nation's armed service members;

THEREFORE, BE IT RESOLVED, that the Kearney Public Schools Board of Education recognizes and salutes military children and expresses support for them and their families by:

- establishing a trained point of contact to support military families and connect them to community and school resources.
- affirming its commitment to providing the resources and programs to support military-connected students academically, socially and emotionally; and
- recognizing November as Military Family Month.

KPS Superintendent of Schools

KPS Board of Education President



Kenwood Elementary

Partners with

BROOKESTONE GARDENS

**Board Presentation
November 2025**





Introduction

Kenwood Elementary has partnered with Brookestone Gardens, the retirement facility one mile down the road from Kenwood. Our objective for partnering 5th-grade students with members of the nearby retirement facility is to foster intergenerational relationships that promote mutual learning and understanding. Through shared reading and social activities, we aim to enhance the students' reading skills, broaden their perspectives, and encourage a sense of community and empathy. At the same time, we provide the retirees with opportunities for social engagement, cognitive stimulation, and a sense of purpose, benefiting both groups through meaningful connections.



Monthly Visits



Each month, 5th-grade students visit the retirement facility to read with the residents, fostering connection and enhancing the students' reading skills. After reading, they enjoy social time together, building relationships and sharing stories. The visits are topped off with a fun ice cream treat, creating a warm, enjoyable experience for everyone involved.



Reading with the Residents



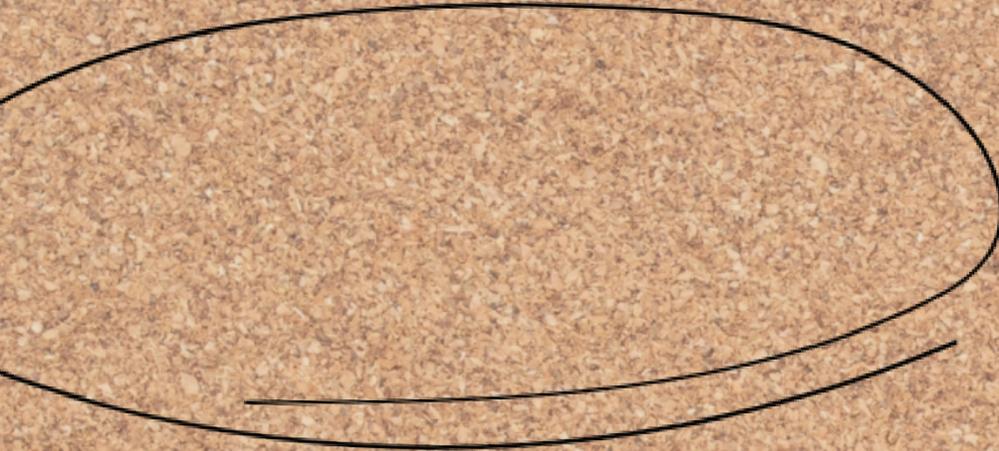
Coat Drive

→

The Brookestone Residents did a coat drive for our students in need during the month of December. They were able to gather and donate many brand new coats and our students greatly benefited from this.

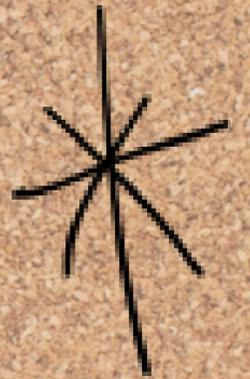


Donations to Kenwood students





Bringing the Residents to Kenwood



December

Residents were invited to Kenwood to enjoy games of Bingo, holiday treats, and tours of our school. The shared experience of celebrating the holidays together creates cherished memories for both the students and the residents, fostering a sense of community and belonging.

May

At the end of the year, we hosted a special event to commemorate the time spent together between the 5th-grade students and the residents. The celebration included our 5th graders putting on a career wax museum and cookies together.

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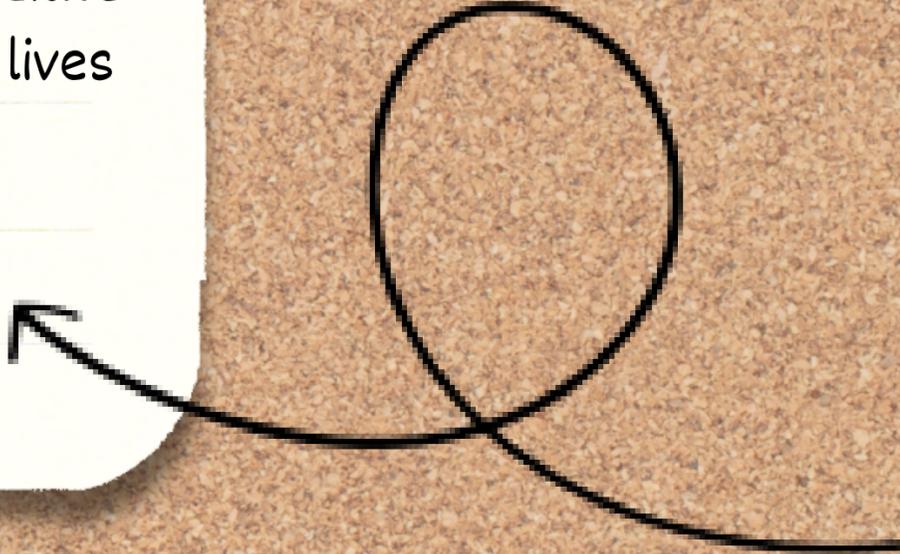
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Email Received from a family member~

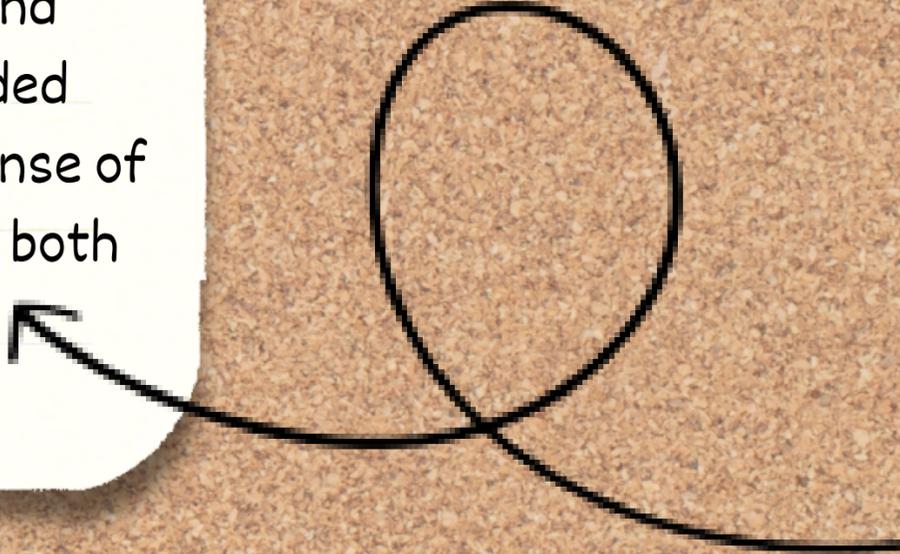


“Today a group of 5th graders came to the home to read to the residents. My mom is a former teacher and a new resident at the facility. She is struggling a bit with her “new” situation and this was a wonderful experience for her today. A sweet girl named _____ spent time reading and visiting with my mom. Thank you to everyone involved who made this happen. I know instruction time is so precious these days so I appreciate the effort it took to make this happen! This is from a daughter who lives out of state and can't be there everyday.”





Conclusion

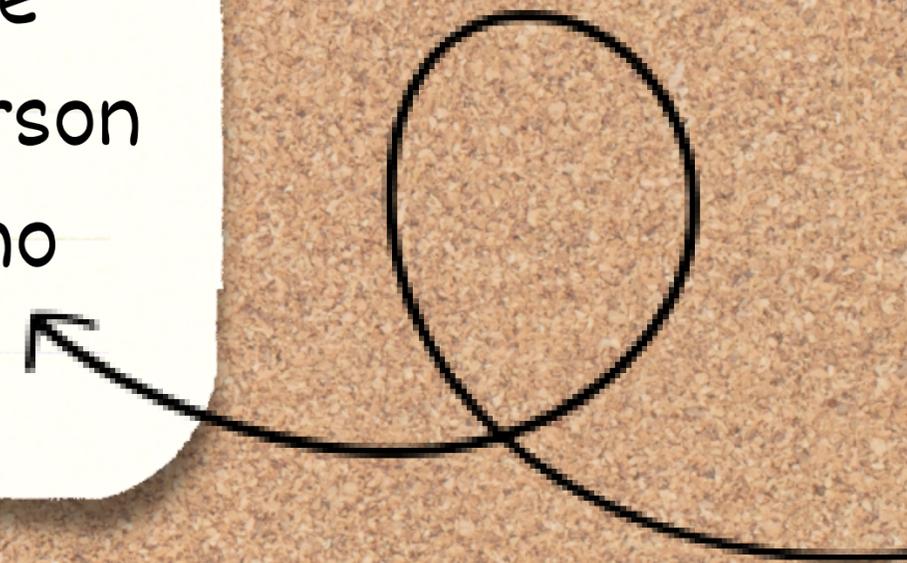


In conclusion, our partnership has brought tremendous benefits to both the students and the residents of the retirement home. For the students, it has been an opportunity to improve their reading skills, develop empathy, and gain a deeper appreciation for different generations. The social interactions and shared experiences have fostered a sense of community, helping the students build stronger communication and interpersonal skills. For the residents, the partnership has provided valuable social engagement, cognitive stimulation, and a renewed sense of purpose. The connections formed have enriched their lives, offering both companionship and the joy of mentoring younger generations.

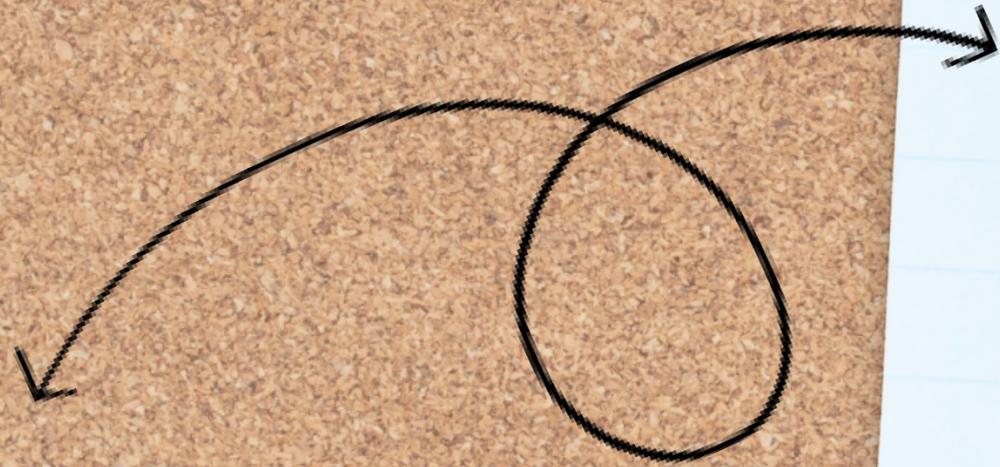


Next Steps~

- Can we expand this beyond just our 5th graders?
- HAL students designing/creating these experiences
 - Create a "teammate" type experience
- Can we expand this to include the Peterson Center? This would be walkable and no transportation would be needed.



Thanks!



Regular Monthly Meeting of the Kearney Public Schools Board of Education
Kearney Public Schools Board of Education
Monday, October 13, 2025 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 Icenogle called the meeting to order at 5:30 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 5:32 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

2. Recognitions

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.A. Recognition of Kearney High School's Production of Seussical Earning Top Honors at Nebraska Theater Academy

- Mrs. Vicky DeWald, Kearney High School Director of Theater, reported that their production of Seussical earned Outstanding Musical Theater Production at the 2025 Nebraska Theater Academy Showcase on May 31, 2025, at the Orpheum Theater in Omaha.
- Kearney High School also received the Outstanding Ensemble award, and Zane Holoubeck and Ava Gensler received the Outstanding Performance in a Lead Role awards.

3. Presentations

3.A. Presentation by Emily Davidson, Horizon Middle School Teacher, about LEAP, a Student Organization at HMS

- Due to the KPS network disturbance, Mrs. Davidson will present at the November 10, 2025, Regular Meeting of the Board of Education.

3.B. Construction Update

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

4. Public Participation/Comment

- Patrons addressed the Board.

5. Board Reports

6. Consent Agenda

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

Amanda Smallcomb: Abstain (With Conflict), Amy Barth: Yea, Drew Blessing: Yea, Niki Deeds: Yea, Paul Hazard: Yea, John Icenogle: Yea

Yea: 5, Nay: 0, Abstain (With Conflict): 1

6.A. Approval of Minutes of the September 8, 2025 Regular Meeting and the October 8, 2025 Committee of the Whole Meeting, of the Board of Education

6.B. Approval of the October 2025 Claims

6.C. Approval of the October 2025 Financial Reports

6.D. Approval of Kearney High School Welding & FFA Trip to LCCC Steel Days Welding Scholarship Contest, October 22-24, 2025 in Cheyenne, Wyoming

6.E. Approval of Kearney High School FFA National Convention Trip, October 27–November 1, 2025 in Indianapolis, Indiana

6.F. Approval of Kearney High School DECA Power Trip, November 21-23, 2025 in Arlington, Virginia

6.G. Approval of the Kearney High School College & Career Readiness Trip to Iowa Western Community College, March 4, 2026, in Council Bluffs, Iowa

6.H. Approval of Kearney High School DECA Trip to the International Career and Development Conference, April 25-28, 2026 in Atlanta, Georgia

6.I. Approval of the Kearney High School Band Trip, May 22-28, 2026 in San Antonio, Texas

6.J. Second and Final Reading Approval of Revised Board Policy 3290 Internal Controls

6.K. Approval of Paul Hazard to Serve as the Kearney Public Schools NASB Voting Delegate for the 2025 State Education Conference

6.L. Approval of the Kearney Public Schools Substitute Handbook for the 2025-2026 School Year

7. Regular Agenda - Personnel

7.A. Acceptance of Resignations and Retirements

Move to accept, with regret, the resignation and retirement, as presented. This motion, made by Amy Barth 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. Regular Agenda - Business

8.A. Approval of the Sunrise Middle School Traffic Flow and Parking Lot Renovation Project for an Estimated \$2,000,000 to be Paid from the Special Building Fund

- Superintendent Mundorf, reported that this project would include moving the entry point further east on 45th Street with three lanes instead of two, installing traffic lights on N Avenue, and creating a new parking area with 116 stalls on the west side of the building, which will include visitor and handicap parking. Currently, there are 140 parking stalls, and upon completion of the project, there will be 211 parking stalls. The current Northwest entry/exit will become an entry-only lane, and the bus lane and loading area will be moved.
- This project aims to improve traffic flow, parking, and safety for students and staff and will be completed by the start of the 2026-2027 school year.

Move to approve the Sunrise Middle School traffic flow and parking lot renovation project, 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

8.B. Approval of the 2025-2026 Transportation Request Proposal, submitted by Dr. Sutton, for an Estimated Amount of \$398,330

- Dr. Jason Sutton, Transportation Director, presented the transportation request proposal for \$398,330, which would include the purchase of two special education buses, a work truck, and a Ford Transit passenger van, which addresses the need for additional vehicles due to increased routes and breakdowns of existing vehicles.

Move to approve the 2025-2026 Transportation Request Proposal, as presented. This motion, made by Paul Hazard 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.C. Approval of the Solar Array Installation at Kearney High School to be Completed by Nebraska Solar Professionals for the Estimated Amount of \$205,000, minus Applied Federal Credits

- Dr. Mundorf presented information about the solar array installation project at Kearney High School, which would include installing six panels on the roof and connecting them to the current control systems. These panels are incredibly resistant to wind and hail, and there would be a minimal increase in our insurance premium. The federal credits are in the range of \$50,000 and are good until the end of this calendar year, and then they are going away. Using these credits would cut about 25% of the cost of the project. The cost savings would allow us to have a return on investment in the next ten years. These solar panels would generate enough energy to potentially power the new Performance and Activity Wing and are expected to last approximately 30 years.
- The Board discussed the lack of communication from the company's representative and the transition to Nebraska Solar Professionals.
- Dr. Mundorf added that if the Board is in support of this project, he would ask Mr. Eric Moyer with Nebraska Solar Professionals to attend a meeting in November. Some next steps may begin sooner, either shared at a meeting or by email, depending on the timing and information he provides after approval.

Move to approve the solar array installation at Kearney High School, as presented. This motion, made by Drew Blessing and seconded by Amanda Smallcomb, Passed.

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

Yea, Amanda Smallcomb: Yea

Yea: 4, Nay: 2

Paul Hazard: Nay, John Icenogle: Nay

8.D. Approval of the Purchase Agreement for the Sale of the Construction Technology Class House Project

- Associate Superintendent Dr. Kent Edwards presented the purchase agreement for the house built by the construction technology class, which sold for \$492,500. The sale is anticipated to close on October 21, 2025, and the proceeds will cover the costs of the next home project.

Move to approve the Purchase Agreement for the Construction Technology Class house project received from Andrew and Sara Cannia, in the amount of \$492,500.00 located at 5305 18th Ave Place (Lot 12, Northridge Estates, City of Kearney, Buffalo County, Nebraska, 68845); and authorize Dr. Kent Edwards and/or Dr. Jason Mundorf to sign all forms and contracts to execute said sale. This motion, made by Drew Blessing 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

9. Regular Agenda - Miscellaneous

9.A. First Reading Approval of Revised and Rescinded Board Policies

- Dr. Mundorf reviewed the changes to the 1000 section of Board policy and the importance of aligning the numeration system with Perry Law Firm's policies for better consistency and clarity.

Move to approve the first reading of the revised and rescinded board policies, as presented.

This motion, made by John Icenogle and seconded by Paul Hazard, 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. Adoption of the Kearney Public Schools Option Enrollment Resolution for the 2026-2027 School Year

- Mr. Jeff Schwartz, Student Services & Safety Director, presented the option enrollment resolution for the 2026-2027 school year, projecting a large incoming kindergarten class.
- The Board discussed the challenges of balancing special education capacity and the need to serve all Kearney district students.

Move to adopt the KPS Option Enrollment Resolution for the 2026-2027 school year, as presented. This motion, made by Paul Hazard 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.C. Approval of the Kearney High School Choral Department Performance Tour

- Due to the KPS network disturbance, Mr. Moyer will present this trip for approval at the November 10, 2025, Regular Meeting of the Board of Education.

9.D. Approval of Rezoning the Kenwood Elementary OR Buffalo Hills Elementary Students from Horizon Middle School to Sunrise Middle School, Effective the 2026–2027 School Year

- Dr. Mundorf presented the rezoning proposal, which aims to balance enrollment between Horizon and Sunrise Middle Schools. The Board discussed the impact on students from Buffalo Hills and Kenwood Elementary, considering factors like proximity and previous commitments. Traffic concerns were addressed with reassurance from city officials that impacts would be manageable. Board members

agreed that we are so lucky that both of these middle schools are awesome and students are going to get a great education no matter where they go.

Move to approve the rezoning of Kenwood Elementary students from Horizon Middle School to Sunrise Middle School, effective the 2026-2027 school year. This motion, made by Paul Hazard and seconded by John Icenogle, Passed.

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

Yea: 4, Nay: 2

Drew Blessing: Nay, Amanda Smallcomb: Nay

9.E. Approval of Rezoning the Emerson Elementary Students from Sunrise Middle School to Horizon Middle School, Effective the 2026–2027 School Year

- Board members discussed and acknowledged the challenges Emerson Elementary families will face in transporting their children to Horizon—particularly those living on the east side of town—but agreed that there are no other viable options to achieve the necessary balance among the middle schools.

Move to approval the rezoning the Emerson Elementary students from Sunrise Middle School to Horizon Middle School, effective the 2026-2027 school year. This motion, made by John Icenogle and seconded by Paul Hazard, Passed.

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

Yea: 6, Nay: 0

10. Closed Session

- The Board moved to closed session at 7:02 PM.

Move to closed session for negotiation and strategy discussion with respect to the 2026-2027 collective bargaining. 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

11. Return to Open Session

- The Board returned to open session at 7:55 pm

Move to return to open session. This motion, made by Amy Barth 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. Next Meeting

13. Adjournment

- Meeting was adjourned at 7:56 PM.

Move to adjourn the meeting. This motion, made by John Icenogle and seconded by Paul Hazard, 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 October 9, 2025; radio stations KGFW and KKPR; and KSNB and KHGI T.V.

Drew Blessing, Secretary

**Special Committee of the Whole Meeting of the Kearney Public Schools Board of
Education
Kearney Public Schools Board of Education
Wednesday, November 5, 2025 at 5:00 PM
1st floor Administration Building Conference Room
320 W 24th Street
Kearney, NE 68845**

1. Call to Order

Vice-President Hazard called the meeting to order at 5:05 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

Move to excuse absent board member John Icenogle. This motion, made by Paul Hazard 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

5. Approval of Agenda

Attendance Update Taken at 5:07 PM.

John Icenogle: Present

Move to amend agenda and move item 7B in front of 7A. 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

6. Public Participation/Comment

7. Agenda

7.A. Preview of the November 10, 2025 Regular Meeting Agenda

7.A.I. Recognition of Park Elementary School being named a Blue Ribbon School

7.A.II. Recognition of Deb Schauer for Receiving the Champion for Disability Employment Award from the Nebraska VR, a State Agency within the Department of Education

7.A.III. Resolution of Support of Military Students and Families

7.A.IV. Presentation by Michelle Dutcher, Kenwood Elementary School Principal, on their Partnership with Brookestone Gardens

7.A.V. Announcement of "American Education Week"

7.A.VI. Construction Update

7.A.VII. Acceptance of the Meadowlark Elementary Parent Advisory Committee Annual Self-Audit Report for the 2024-2025 School Year

7.A.VIII. Acceptance of the Northeast Elementary Parent Advisory Committee Annual Self-Audit Report for the 2024-2025 School Year

7.A.IX. Acceptance of the Bryant Elementary Parent Advisory Committee Annual Self-Audit Report for the 2024-2025 School Year

7.A.X. Second and Final Reading Approval of Revised 1000 Section of Board Policies

7.A.XI. Approval of Kearney High School FCCLA Trip to the National Leadership Conference, July 6-10, 2026, in Washington, D.C.

7.A.XII. Acceptance of Resignations and Retirements - Melissa Trausch, Katrina Olmstead, Elizabeth Lindner, Tonya Anderson, Sharee Josjor and Barbara Thompson

7.A.XIII. Approval of the Employment of Certificated Staff - Rosa Lopez Moore

7.A.XIV. Approval of the Kearney High School Choral Department Performance Tour

7.A.XV. First Reading Approval of Revised 2000 Section of Board Policies

7.A.XVI. First Reading Approval of Board Policy 5410 Wand Detectors

7.A.XVII. Approval of the 2026-2027 School Calendar

7.A.XVIII. Conduct a Performance Evaluation of the Superintendent

7.A.XIX. Closed Session — for the performance evaluation of the superintendent and the superintendent's contract negotiations.

7.B. Student Council Roundtable

7.C. Closed Session for Negotiation and Strategy Discussion with Respect to the 2026-2027 Collective Bargaining

- The Board moved to closed session at 6:45 PM.

Move to closed session for negotiation and strategy discussion with respect to the 2026-2027 collective bargaining. 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

7.D. Return to Open Session

- Returned to open session 8:05 PM.

8. Adjournment

- Meeting was adjourned at 8:05 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 November 1, 2025; radio stations KGFW and KKPR; and KSNB and KHGI T.V.

Drew Blessing, Secretary

KEARNEY PUBLIC SCHOOLS DISTRICT #7

CLAIMS TO BE PAID IN NOVEMBER 2025

PUBLICATION OF CHECKS

VENDOR	DESCRIPTION	AMOUNT
Abby Webb	Supplies Regular Instruction	\$ 8.99
Acer Service Corporation	Repairs & Maintenance Services Chromebook Mainte	\$ 123.30
Adam Burmood	Transportation Charges Football	\$ 140.00
Adrianna Sutton	Mileage Paid to Parents School Age Sped Transpor	\$ 47.04
Adventure Enterprises LLC	Transportation Charges Cross Country/Boys	\$ 2,811.00
Adventure Enterprises LLC	Transportation Charges Cross Country/Girls	\$ 1,293.00
Adventure Enterprises LLC	Transportation Charges Football	\$ 1,293.00
Adventure Enterprises LLC	Transportation Charges Tennis/Boys	\$ 1,293.00
Adventure Enterprises LLC	Transportation Charges Volleyball	\$ 1,293.00
AGParts Worldwide, Inc.	Repairs & Maintenance Services Chromebook Mainte	\$ 1,474.60
Alan Makovicka	Transportation Charges Football	\$ 140.00
Alex Novicki	Transportation Charges Football	\$ 95.00
Alexis Folkers	Professional Services Sixpence Community Grant	\$ 150.00
All Makes Auto Supply	Tires and Parts Non Student Vehicles	\$ 161.48
All Makes Auto Supply	Supplies Regular Education Transportation	\$ 110.64
All Makes Auto Supply	Vehicle Gasoline Regular Education Transportatio	\$ 609.00
All Makes Auto Supply	Vehicle Gasoline School Age Sped Transportation	\$ 60.98
All Makes Auto Supply	Tires and Parts Sped Transportation Maintenance	\$ 13.90
All Makes Auto Supply	Tires and Parts Sped Transportation Maintenance	\$ 648.27
All Makes Auto Supply	Tires and Parts	\$ 158.61
All Makes Office Equipment Co of Lincoln	Furniture and Fixtures Care & Upkeep of Grounds	\$ 4,897.42
Amanda Rood	Employee Training and Development Services	\$ 255.72
Amazon Capital Services	Supplies Regular Instruction	\$ 75.29
Amazon Capital Services	Supplies Regular Instruction	\$ 168.98
Amazon Capital Services	Supplies Regular Instruction	\$ 305.23
Amazon Capital Services	Supplies Regular Instruction	\$ 701.48
Amazon Capital Services	Supplies Regular Instruction	\$ 73.58
Amazon Capital Services	Supplies Regular Instruction	\$ 148.54
Amazon Capital Services	Supplies Regular Instruction	\$ 91.98
Amazon Capital Services	Supplies Regular Instruction	\$ 171.68
Amazon Capital Services	Supplies Regular Instruction	\$ 5.39
Amazon Capital Services	Supplies Regular Instruction	\$ 27.09
Amazon Capital Services	Supplies Regular Instruction	\$ 11.99
Amazon Capital Services	Supplies Regular Instruction	\$ 106.00
Amazon Capital Services	Supplies Regular Instruction	\$ 20.02
Amazon Capital Services	Supplies Regular Instruction	\$ 388.30
Amazon Capital Services	Supplies Regular Instruction	\$ 62.46
Amazon Capital Services	Supplies Regular Instruction	\$ 27.99
Amazon Capital Services	Supplies Regular Instruction	\$ 5.33
Amazon Capital Services	Supplies Regular Instruction	\$ 26.48
Amazon Capital Services	Supplies Regular Instruction	\$ 55.31
Amazon Capital Services	Supplies Regular Instruction	\$ 254.87
Amazon Capital Services	Supplies Regular Instruction	\$ 37.23
Amazon Capital Services	Supplies Regular Instruction	\$ 451.58
Amazon Capital Services	Supplies Regular Instruction	\$ 301.77
Amazon Capital Services	Supplies Regular Instruction	\$ 75.48

Amazon Capital Services	Supplies Regular Instruction	\$	32.75
Amazon Capital Services	Supplies Regular Instruction	\$	337.18
Amazon Capital Services	Supplies Regular Instruction	\$	35.97
Amazon Capital Services	Explore Regular Instruction	\$	479.36
Amazon Capital Services	Supplies Science	\$	2,346.71
Amazon Capital Services	Supplies Science	\$	241.25
Amazon Capital Services	Supplies Science	\$	49.26
Amazon Capital Services	Supplies PE	\$	-
Amazon Capital Services	Supplies PE	\$	43.98
Amazon Capital Services	Supplies Art	\$	620.86
Amazon Capital Services	Supplies Art	\$	141.23
Amazon Capital Services	Supplies Vocal Music	\$	163.41
Amazon Capital Services	Supplies Vocal Music	\$	15.79
Amazon Capital Services	Supplies Vocal Music	\$	29.99
Amazon Capital Services	Supplies Orchestra	\$	204.25
Amazon Capital Services	Supplies Early Childhood	\$	364.55
Amazon Capital Services	Supplies Coordinator	\$	38.99
Amazon Capital Services	Supplies Transition	\$	126.87
Amazon Capital Services	Supplies Resource	\$	1,670.60
Amazon Capital Services	Supplies Behavior Disorder	\$	1,095.33
Amazon Capital Services	Supplies Health Services	\$	219.66
Amazon Capital Services	Supplies Health Services	\$	26.04
Amazon Capital Services	Supplies Health Services	\$	114.12
Amazon Capital Services	Supplies Health Services	\$	28.67
Amazon Capital Services	Supplies OT Related Services	\$	163.98
Amazon Capital Services	Supplies Instruction & Curriculum Development	\$	162.30
Amazon Capital Services	Supplies Library	\$	192.41
Amazon Capital Services	Supplies Library	\$	196.88
Amazon Capital Services	Supplies Library	\$	199.20
Amazon Capital Services	Library References Library	\$	21.24
Amazon Capital Services	Library References Library	\$	109.69
Amazon Capital Services	Library References Library	\$	204.05
Amazon Capital Services	Supplies Technology	\$	195.56
Amazon Capital Services	Supplies Technology	\$	663.49
Amazon Capital Services	Advertising Communications	\$	80.75
Amazon Capital Services	Supplies Communications	\$	118.72
Amazon Capital Services	Employee Training Office of the Principal	\$	256.96
Amazon Capital Services	Supplies Office of the Principal	\$	152.90
Amazon Capital Services	Supplies Office of the Principal	\$	461.85
Amazon Capital Services	Supplies Office of the Principal	\$	337.03
Amazon Capital Services	Supplies Office of the Principal	\$	664.12
Amazon Capital Services	Supplies	\$	16.43
Amazon Capital Services	Supplies Maintenance of Buildings	\$	67.99
Amazon Capital Services	Supplies Care and Upkeep of Grounds	\$	3,029.64
Amazon Capital Services	Supplies State Early Childhood	\$	487.08
Amazon Capital Services	Supplies Sixpence Home 1	\$	1,397.76
Amazon Capital Services	Supplies Sixpence Community Grant	\$	227.98
Amazon Capital Services	Supplies Fed Vocational&Applied Tech Ed(Perkins)	\$	2,565.20
Amazon Capital Services	Miscellaneous Expenditure Activities Director	\$	25.47
Amazon Capital Services	Supplies Athletic Admin Pass Thru	\$	17.69
Amazon Capital Services	Supplies Weight Room	\$	70.08

Amazon Capital Services	Miscellaneous Expenditure Wish List	\$	2,803.39
Amazon Capital Services	Miscellaneous Expenditure Cross Country/Boys	\$	77.52
Amazon Capital Services	Miscellaneous Expenditure Football	\$	191.57
Amazon Capital Services	Supplies Golf Girls	\$	59.98
Amazon Capital Services	Miscellaneous Expenditure Art Honor Society NA	\$	182.05
Amazon Capital Services	Miscellaneous Expenditure Bearcat Cares Food Pan	\$	70.10
Amazon Capital Services	Supplies Concessions	\$	131.97
Amazon Capital Services	Miscellaneous Expenditure Courtesy/Teachers Loun	\$	24.26
Amazon Capital Services	Miscellaneous Expenditure Dance Catz	\$	59.99
Amazon Capital Services	Miscellaneous Expenditure DECA	\$	46.99
Amazon Capital Services	Miscellaneous Expenditure Art Shared Elementar	\$	91.00
Amazon Capital Services	Miscellaneous Expenditure Drama	\$	973.66
Amazon Capital Services	Miscellaneous Expenditure FCCLA	\$	108.48
Amazon Capital Services	Miscellaneous Expenditure Foundation Donation	\$	249.99
Amazon Capital Services	Miscellaneous Expenditure Log/Yearbook	\$	48.03
Amazon Capital Services	Miscellaneous Expenditure Media Library	\$	161.98
Amazon Capital Services	Miscellaneous Expenditure Music Band	\$	861.15
Amazon Capital Services	Miscellaneous Expenditure Pop Fund	\$	86.62
Amazon Capital Services	Miscellaneous Expenditure Principal	\$	170.57
Amazon Capital Services	Miscellaneous Expenditure PTO Donations	\$	88.56
Amazon Capital Services	Miscellaneous Expenditure PTO Donations	\$	359.02
Amazon Capital Services	Miscellaneous Expenditure Skills USA	\$	28.97
Amazon Capital Services	Miscellaneous Expenditure Student Activity Accou	\$	93.45
Amazon Capital Services	Miscellaneous Expenditure Student Activity Accou	\$	431.70
Amazon Capital Services	Miscellaneous Expenditure Student Activity Accou	\$	719.31
Amazon Capital Services	Miscellaneous Expenditure Student Council	\$	19.98
Amazon Capital Services	Miscellaneous Expenditure Wellness	\$	143.20
Amazon Capital Services	Miscellaneous Expenditure Wellness	\$	51.90
Amazon Capital Services	Transportation Charges Youth Leadership	\$	49.99
Amazon Capital Services	Miscellaneous Expenditure 5th Grade Safety Patro	\$	24.85
Amazon Capital Services	Supplies	\$	587.20
Amazon Capital Services	Furniture and Fixtures	\$	161.98
Amazon Capital Services	Miscellaneous Expenditure PreSchool Tuition	\$	273.05
Amazon Capital Services	Supplies	\$	566.70
Amazon Capital Services	Miscellaneous Expenditure	\$	134.85
AMGL	Accounting/Auditing Services - Fiscal Services	\$	32,630.00
Amplify Education Inc	Textbooks Regular Instruction	\$	127.01
Amy Denny.	Miscellaneous Expenditure Principal	\$	72.00
Amy Otto	Mileage Paid to Staff	\$	9.52
Amy Otto	Mileage Paid to Staff	\$	54.32
Andersen Wrecking Co	Tires and Parts Non Student Vehicles	\$	79.00
Andrea Lee	Miscellaneous Expenditure Softball	\$	135.00
Andrew Fitzke	Transportation Charges Football	\$	140.00
Anthony Tebbe	Transportation Charges Football	\$	95.00
Apple Inc	Supplies Technology	\$	329.00
Apple Inc	Miscellaneous Expenditure STRIV TV	\$	1,849.00
Apple Market	Supplies Training Room	\$	89.44
Apple Market	Supplies FCS	\$	282.59
ArbiterSports LLC	Miscellaneous Expenditure Athletic Administratio	\$	684.25
Arnolds Motor Supply 88593/102634	Tires and Parts Non Student Vehicles	\$	32.24
Art Canas	Transportation Charges Softball	\$	80.00

Ashton Rudeen	Transportation Charges Volleyball	\$	50.00
Awards Unlimited	Supplies Tennis Boys	\$	547.94
Awards Unlimited	Supplies Basketball Boys	\$	68.40
Awards Unlimited	Supplies Swimming	\$	571.93
Awards Unlimited	Supplies Wrestling Boys	\$	724.08
Awards Unlimited	Supplies Wrestling Girls	\$	831.12
Awards Unlimited	Supplies Tennis Girls	\$	547.94
Bear Frame & Alignment	Vehicle Repair Reg. Ed. Transp. Maintenance	\$	4,186.45
Ben Rothermich	Miscellaneous Expenditure Music Band	\$	1,000.00
Big Apple Fun Center	Supplies Sixpence Home 1	\$	40.00
Bill's Trailer Sales	Miscellaneous Expenditure Music Band	\$	195.00
Bimbo Bakeries USA	Food	\$	4,193.00
Birdies & Brews	Miscellaneous Expenditure Girls Golf	\$	157.50
Black Hills Energy	Natural Gas Operations of Buildings	\$	122.54
Black Hills Energy	Natural Gas IDEA Base & E/P	\$	0.26
Blick Art Materials II	Supplies Art	\$	1,148.46
Bomgaars Supply Inc	Supplies	\$	15.96
Bomgaars Supply Inc	Supplies Care and Upkeep of Grounds	\$	2.49
Boogaarts Food Store	Supplies Agriculture	\$	70.45
Brianne Snider	Transportation Charges Volleyball	\$	195.00
Bryce Abbey	Transportation Charges Football	\$	140.00
Bryce Abbey	Transportation Charges Football	\$	140.00
Bryson Holsten	Transportation Charges Football	\$	255.00
BSN Sports, LLC	Supplies Cross Country Girls	\$	109.99
BSN Sports, LLC	Supplies Football	\$	2,672.06
BSN Sports, LLC	Supplies Football	\$	812.89
BSN Sports, LLC	Supplies Volleyball	\$	1,293.17
BSN Sports, LLC	Supplies Basketball Boys	\$	199.98
BSN Sports, LLC	Supplies Basketball Girls	\$	363.44
BSN Sports, LLC	Supplies Wrestling Boys	\$	269.98
BSN Sports, LLC	Supplies Wrestling Girls	\$	1,198.93
BSN Sports, LLC	Supplies Track Boys Track/Boys	\$	724.22
BSN Sports, LLC	Supplies Track Girls	\$	717.15
BSN Sports, LLC	Supplies Soccer Boys	\$	473.82
BSN Sports, LLC	Supplies Soccer Girls	\$	129.99
BSN Sports, LLC	Miscellaneous Expenditure Magazines	\$	3,333.45
Buffalo County Community Health Partners	Professional Services MHAT Grant	\$	9,000.00
Builders HowTo Warehouse	Miscellaneous Expenditure Construction Tech Fund	\$	666.33
Builders HowTo Warehouse	Miscellaneous Expenditure Construction Tech Fund	\$	22,935.80
Builders HowTo Warehouse	Supplies Industrial Art	\$	474.70
Builders HowTo Warehouse	Supplies Machine Shop	\$	61.44
Builders HowTo Warehouse	Supplies Care and Upkeep of Grounds	\$	525.36
Caley Nelsen	Miscellaneous Expenditure DAFY	\$	119.54
Calvin Johnson	Transportation Charges Softball	\$	155.00
Cari Callan	Transportation Charges Volleyball	\$	130.00
Cari Callan	Transportation Charges Volleyball	\$	125.00
Carol Kenton	Mileage Paid to Staff	\$	68.81
Carol Kenton	Mileage Paid to Staff	\$	70.63
Carolina Biological Supply	Textbooks Regular Instruction	\$	314.85
Caryn Saulsbury	Supplies Regular Instruction	\$	56.76
Cash from NebraskaLand National Bank	Vehicle Acquisition	\$	15.00

CashWa Distributing	Food	\$ 199,591.65
Cassie Houser	Mileage Paid to Staff	\$ 97.30
CDW Government	Supplies Technology	\$ 4,818.03
CDW Government	Miscellaneous Expenditure STRIV TV	\$ 5,204.34
Cecilia Beahm	Miscellaneous Expenditure Volleyball	\$ 149.93
CED/American Electric	Supplies Maintenance of Buildings	\$ 90.10
Celebration on Central LLC	Miscellaneous Expenditure SAB Student Advisory	\$ 200.00
Central Nebraska Bobcat	Repairs & Maintenance Services Non Student Vehic	\$ 480.22
Charter Communications	Supplies Regular Instruction	\$ 46.94
Charter Communications	Supplies Office of the Principal	\$ 23.21
Charter Communications	Other Communication Regular Education Transporta	\$ 33.75
Chesterman Co.	Supplies Concessions	\$ 3,233.75
Chesterman Co.	Miscellaneous Expenditure Student Council	\$ 506.80
Chesterman Co.	Miscellaneous Expenditure Student Council	\$ 239.60
Chesterman Co.	Food	\$ 7,824.00
Cheyenne DevoreHester	Miscellaneous Expenditure	\$ 291.77
Childrens Nebraska	Professional Services	\$ 410.00
City of KearneyFuel Dept	Vehicle Gasoline Non Student Vehicles	\$ 3,545.44
City of KearneyFuel Dept	Vehicle Gasoline Regular Education Transportatio	\$ 6,908.88
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ 529.37
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	\$ 50.39
City of KearneyFuel Dept	Vehicle Gasoline	\$ 463.92
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ 228.07
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ -
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ 484.03
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ 228.60
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ 332.16
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ -
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ 299.45
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ 39.47
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$ -
City of KearneyFuel Dept	Vehicle Gasoline Construction Tech Fund	\$ 54.10
City of KearneyFuel Dept	Vehicle Gasoline	\$ 246.10
City of KearneyPark and Recreation	Miscellaneous Expenditure Softball	\$ 512.00
City of KearneySchool Resource Office	Security Officer Security	\$ 15,838.13
City of KearneyWater,Sanitn,Sewer Dept	Miscellaneous Expenditure	\$ 23.10
City of KearneyWater,Sanitn,Sewer Dept	Garbage	\$ 10,885.48
Clint Edwards	Travel Implementation of Standards	\$ 252.60
Coach Master's Inc	Vehicle Repair Reg. Ed. Transp. Maintenance	\$ 3,450.43
Cody Dvorak	Miscellaneous Expenditure Athletic Administratio	\$ 75.00
Cody Dvorak	Miscellaneous Expenditure Wish List	\$ 800.00
Cody Dvorak	Miscellaneous Expenditure Volleyball	\$ 80.00
Cody Dvorak	Miscellaneous Expenditure Soccer Boys	\$ 52.00
Column Software PBC	Advertising Fiscal Services	\$ 965.38
Comfort Suites East Lincoln	Travel Implementation of Standards	\$ 407.88
Comfy Bowl Inc	Supplies Cross Country Girls	\$ 300.00
Coni Park	Transportation Charges Volleyball	\$ 125.00
Coni Park	Transportation Charges Volleyball	\$ 125.00
Construction Rental Kearney	Rentals of Equipment and Vehicles Maintenance of	\$ 582.09

Cooperative Producers Inc	Vehicle Gasoline Regular Education Transportatio	\$	3,239.04
Cooperative Producers Inc	Vehicle Gasoline School Age Sped Transportation	\$	290.47
Copycat Printing Inc	Supplies Regular Instruction	\$	111.05
Cornhusker Cleaning Supply.	Supplies Regular Education Transportation	\$	282.16
Corp for the Promotion of Rifle Practice	Supplies	\$	91.80
Corporate Edge I	Miscellaneous Expenditure DECA	\$	715.50
Cottonmill Enterprises, Inc	Miscellaneous Expenditure	\$	300.00
Courtney Drake	Transportation Charges Softball	\$	155.00
CPI	Employee Training and Development Services	\$	51.69
Culligan Of Kearney	Supplies Office of the Principal	\$	105.48
Culligan Of Kearney	Miscellaneous Expenditure	\$	44.00
Culligan Of Kearney	Supplies Care and Upkeep of Grounds	\$	562.05
Cummins Central Power LLC	Vehicle Repair Reg. Ed. Transp. Maintenance	\$	3,841.29
Cunningham's Journal	Miscellaneous Expenditure Wish List	\$	1,002.00
Cunningham's Journal	Miscellaneous Expenditure Advertising	\$	1,440.00
Cunningham's Journal	Miscellaneous Expenditure Wish List	\$	1,320.00
Dan Schumacher	Professional Services	\$	650.00
Danielle Steffensmeier	Professional Services Sixpence Community Grant	\$	450.00
Danielle Steffensmeier	Travel Sixpence Community Grant	\$	161.51
Dan's Sanitation Inc	Garbage Operations of Buildings	\$	132.47
Dan's Sanitation Inc	Garbage IDEA Base & E/P	\$	0.28
Dawson Public Power District	Electricity Operations of Buildings	\$	567.36
Dawson Public Power District	Electricity IDEA Base & E/P	\$	1.20
DECA Reston	Miscellaneous Expenditure	\$	5,435.00
DECA Reston	Miscellaneous Expenditure DECA	\$	460.00
Demco Inc	Library References Library	\$	49.19
Desiree John	Mileage Paid to Staff	\$	43.05
Desiree John	Mileage Paid to Staff	\$	36.75
Destination Imagination Inc	Dues and Fees High Ability Learners	\$	6,936.00
Didax Inc	Supplies Early Childhood	\$	17.49
Dietze Music House of Lincoln Inc	Supplies Regular Instruction	\$	57.20
Dietze Music House of Lincoln Inc	Supplies Vocal Music	\$	69.36
Dietze Music House of Lincoln Inc	Supplies Vocal Music	\$	18.26
Discount School Supply	Supplies Sixpence Community Grant	\$	138.91
Divas at Kearney Floral Co.	Supplies Agriculture	\$	502.00
Domino's Pizza	Supplies Concessions	\$	703.25
Domino's Pizza	Miscellaneous Expenditure Volleyball	\$	46.25
Domino's Pizza	Food	\$	4,613.50
DuttonLainson Company	Supplies Care and Upkeep of Grounds	\$	8,152.15
Eakes Office Solutions	Supplies Regular Instruction	\$	4,492.36
Eakes Office Solutions	Supplies Regular Instruction	\$	449.90
Eakes Office Solutions	Supplies Regular Instruction	\$	4,921.08
Eakes Office Solutions	Supplies Regular Instruction	\$	1,130.83
Eakes Office Solutions	Supplies Regular Instruction	\$	287.94
Eakes Office Solutions	Supplies Science	\$	137.55
Eakes Office Solutions	Supplies Art	\$	364.48
Eakes Office Solutions	Supplies Office of the Principal	\$	45.75
Eakes Office Solutions	Supplies Office of the Principal	\$	84.59
Eakes Office Solutions	Supplies Fiscal Services	\$	75.00
Eakes Office Solutions	Supplies Operations of Buildings	\$	391.97
Echo Group Inc.	Supplies Maintenance of Buildings	\$	182.01

Ed Hemenway	Miscellaneous Expenditure Construction Tech Fund	\$	6,070.85
Elevated Catering, LLC	Miscellaneous Expenditure	\$	2,925.00
Elevated Catering, LLC	Miscellaneous Expenditure	\$	2,055.00
Elevated Catering, LLC	Miscellaneous Expenditure	\$	1,845.00
Emily Vonderohe	Travel Regular Instruction	\$	315.90
Erin Small	Professional Services Sixpence Community Grant	\$	124.46
Erin Small	Travel Sixpence Community Grant	\$	118.06
ESU 10	Miscellaneous Expenditure PTO Donations	\$	40.00
ESU 10	Supplies Regular Instruction	\$	80.00
ESU 10	Dues and Fees Regular Instruction	\$	80.00
ESU 10	Employee Training and Development Services	\$	40.00
ESU 10	Employee Training and Development Services	\$	40.00
ESU 10	Sped Tuition/Agencies Supervision	\$	343.80
ESU 10	Employee Training and Development Services	\$	80.00
ESU 10	Sped Tuition/Agencies Contracted Services	\$	4,729.71
ESU 10	Employee Training and Development Services	\$	40.00
ESU 10	Sped Tuition/Agencies Speech Pathology & Audiolo	\$	4,156.74
ESU 10	Sped Tuition/Agencies PT Related Services	\$	6,245.34
ESU 10	Sped Tuition/Agencies Visually Handicapped	\$	7,946.20
ESU 10	Technology Software Technology	\$	3,600.00
ESU 10	Dues and Fees Office of the Principal	\$	40.00
ESU 10	Subawards/SubContracts \$25,000 or less	\$	1,963.24
ESU 10	Subawards/SubContracts \$25,000 or less	\$	3,963.27
Expression Wear Inc	Miscellaneous Expenditure Advertising	\$	120.00
Fastenal Company	Supplies Care and Upkeep of Grounds	\$	27.34
Father Flanagan's Boys' Home	Pupil Services Contracted Services	\$	8,840.00
FBLA PBL Inc	Miscellaneous Expenditure	\$	1,778.00
FCCLA Herndon	Dues and Fees	\$	285.00
FFA Convention TourNebraska Group	Miscellaneous Expenditure	\$	580.00
Fiddelke Heating & Air	Supplies Maintenance of Buildings	\$	128.00
Follett Content Solutions LLC	Library References Library	\$	559.87
Follett Content Solutions LLC	Library References Library	\$	1,338.96
Follett Content Solutions LLC	Library References Library	\$	42.78
Follett Content Solutions LLC	Library References Library	\$	992.55
Follett Content Solutions LLC	Library References Library	\$	1,186.80
Follett Content Solutions LLC	Library References Library	\$	217.33
Follett Content Solutions LLC	Library References Library	\$	98.36
Follett Content Solutions LLC	Library References Library	\$	511.25
Franklin Covey, Co	Supplies Regular Instruction	\$	585.15
Franklin Covey, Co	Digital Instructional Materials	\$	251.10
Frontier	Professional Services Regular Instruction	\$	244.11
Frontier	Professional Services Regular Instruction	\$	13.56
Frontier	Professional Services Regular Instruction	\$	13.56
Frontier	Purchased Service Telephone Fiscal Services	\$	1,954.58
Frontier Home Medical Inc	Supplies Resource	\$	64.95
General Parts LLC	Supplies Maintenance of Buildings	\$	448.79
Gopher	Supplies PE	\$	561.74
Grace Rosenau	Supplies Vocal Music	\$	16.00
Graham Tire	Tires and Parts Non Student Vehicles	\$	140.00
Graham Tire	Tires and Parts Reg. Ed. Transp. Maintenance	\$	4,266.10
Graham Tire	Tires and Parts Sped Transportation Maintenance	\$	208.20

Grainger	Supplies Regular Education Transportation	\$	407.99
Grand Island Northwest	Dues and Fees Vocal Music	\$	337.50
Greg Morris	Transportation Charges Softball	\$	155.00
Halle Edeal	Travel Regular Instruction	\$	110.00
Hampton Inn Omaha Old Mill	Travel Tennis Boys	\$	448.00
Hampton Inn Omaha Downtown	Miscellaneous Expenditure Music Orchestra	\$	2,010.89
Hannah Mast	Professional Services Sixpence Community Grant	\$	75.00
Hastings High School	Dues and Fees Vocal Music	\$	500.00
Hastings Middle School	Supplies	\$	100.00
HD Supply Facilities Mtce LTD	Supplies Office of the Principal	\$	2,792.18
HD Supply Formerly Home Depot Pro	Supplies Operations of Buildings	\$	15,675.98
Heartland Athletic Conference	Miscellaneous Expenditure	\$	962.50
Heritage Water Services Inc.	Professional Services Care & Upkeep of Grounds	\$	955.00
High Plains Pizza Hut, Inc	Food	\$	6,937.27
Hiland Dairy Foods	Food	\$	43,882.94
Hobby Lobby Stores Inc	Supplies Regular Instruction	\$	166.98
Hobby Lobby Stores Inc	Supplies Regular Instruction	\$	66.98
Hobby Lobby Stores Inc	Supplies FCS	\$	132.65
Hobby Lobby Stores Inc	Supplies Agriculture	\$	84.94
Hobby Lobby Stores Inc	Miscellaneous Expenditure One Act Play	\$	8.52
Hobby Lobby Stores Inc	Miscellaneous Expenditure Student Activity Accou	\$	51.00
Hoehner Turf Irrigation	Miscellaneous Expenditure Construction Tech Fund	\$	4,800.00
Holiday Inn Express Fremont	Travel Athletic Admin Pass Thru	\$	516.00
Holli Ourada	Miscellaneous Expenditure	\$	368.81
Holmes Plumbing & Htg	Supplies	\$	1,307.73
Hometown Leasing	Rentals of Equipment and Vehicles Regular Instru	\$	10,786.59
Honors Graduation LLC	Supplies	\$	684.00
HyVee Accounts Receivable	Supplies FCS	\$	454.51
HyVee Accounts Receivable	Supplies FCS	\$	151.24
HyVee Accounts Receivable	Miscellaneous Expenditure 5th Grade Safety Patro	\$	53.91
Imagine Learning, Inc.	Technology Software Regular Instruction	\$	550.00
Imagine Learning, Inc.	Digital Instructional Materials	\$	4,725.00
J Spot Services LLC	Professional Services Care & Upkeep of Grounds	\$	560.00
J W Pepper & Son Inc	Supplies Vocal Music	\$	518.49
J W Pepper & Son Inc	Supplies Vocal Music	\$	178.39
J W Pepper & Son Inc	Supplies Vocal Music	\$	191.59
Jacob McCarthy	Mileage Paid to Staff	\$	178.50
James Reimers	Transportation Charges Football	\$	140.00
Jason Mundorf	Mileage Paid to Staff	\$	256.20
Jason Mundorf	Travel Executive Administration	\$	51.99
Jeana Peterson	Mileage Paid to Staff	\$	107.17
Jeanne Thorn	Supplies Transition	\$	374.50
Jeffrey Schwartz	Mileage Paid to Staff	\$	182.00
Jennica Sikes	Miscellaneous Expenditure Cross Country Girls	\$	114.66
Jennie Billinger Refior	Professional Services Sixpence Community Grant	\$	75.00
Jeremy Foote	Transportation Charges Football	\$	140.00
Jersie Hermanson	Transportation Charges Volleyball	\$	130.00
Jersie Hermanson	Transportation Charges Volleyball	\$	125.00
Jersie Hermanson	Transportation Charges Volleyball	\$	195.00
Jersie Hermanson	Transportation Charges Volleyball	\$	125.00
Jevin Mitchell Budde	Miscellaneous Expenditure Wish List	\$	1,440.00

Jim Crosby	Transportation Charges Athletic Administration	\$	250.00
Joel Ferebee	Transportation Charges Football	\$	115.00
Joel Ferebee	Transportation Charges Football	\$	70.00
Johnstone Supply	Supplies Maintenance of Buildings	\$	4,646.75
Jonas Lovin	Professional Services	\$	9,504.00
Journal Communications Inc	Advertising Communications	\$	6,555.00
Junior Achievement	Miscellaneous Expenditure	\$	350.00
Kari Vyhldal	Miscellaneous Expenditure Music Choral Student	\$	800.20
Karlie Sines	Transportation Charges Volleyball	\$	150.00
Kassandra Sabah	Mileage Paid to Staff Fiscal Services	\$	16.80
Kat Mundorf	Supplies	\$	90.65
Kearney Ace Hardware	Supplies Maintenance of Buildings	\$	64.71
Kearney Ace Hardware	Supplies Care and Upkeep of Grounds	\$	193.79
Kearney Ag & Auto Repair Inc	Vehicle Repair Non Student Vehicles	\$	876.32
Kearney Ag & Auto Repair Inc	Vehicle Repair Reg. Ed. Transp. Maintenance	\$	1,837.86
Kearney Ag & Auto Repair Inc	Vehicle Repair	\$	156.34
Kearney Country Club	Miscellaneous Expenditure Girls Golf	\$	304.90
Kearney Public Library City of Kearney	Supplies Regular Instruction	\$	40.00
Kearney Winlectric Co	Supplies Maintenance of Buildings	\$	1,143.05
Kearney Winnelson	Supplies Maintenance of Buildings	\$	4,647.18
Kellee Vornhagen	Miscellaneous Expenditure Softball	\$	330.05
Kelly Supply Co	Supplies Maintenance of Buildings	\$	110.34
Kelly Supply Co	Supplies Care and Upkeep of Grounds	\$	230.51
Kent Washington	Transportation Charges Football	\$	70.00
Kevin Witte	Employee Training and Development Services	\$	264.60
Kids & Dreams Foundation	Dues and Fees Transition	\$	50.00
Kindermusik International Inc.	Supplies Early Childhood	\$	2,130.21
KPS Foundation	Miscellaneous Expenditure	\$	10,000.00
KPS Foundation	Miscellaneous Expenditure	\$	2,000.00
Krystal Reynolds	Miscellaneous Expenditure	\$	302.73
Kyle Heilbrun	Travel Implementation of Standards	\$	302.26
Lacey Ahrens	Professional Services Sixpence Community Grant	\$	450.00
Lacey Ahrens	Travel Sixpence Community Grant	\$	63.55
Lakeshore Lrng Materials	Supplies State Early Childhood	\$	1,305.30
Lakeshore Lrng Materials	Supplies Sixpence Community Grant	\$	58.47
Laminator.com Inc	Supplies Regular Instruction	\$	136.46
Laminator.com Inc	Supplies Regular Instruction	\$	239.15
Laminator.com Inc	Supplies Regular Instruction	\$	156.46
Laminator.com Inc	Supplies Office of the Principal	\$	304.42
Laminator.com Inc	Miscellaneous Expenditure	\$	580.50
Lanette Puccini	Professional Services Sixpence Community Grant	\$	450.00
Laurie Ann Ziems	Professional Services Sixpence Community Grant	\$	450.00
Laurie Ann Ziems	Travel Sixpence Community Grant	\$	45.89
Lazser Down, LLC	Miscellaneous Expenditure Football	\$	188.35
Learning AZ	Supplies Regular Instruction	\$	135.00
LEGO Education	Supplies Fed Vocational&Applied Tech Ed(Perkins)	\$	3,599.55
Level Up Cheer, LLC	Professional Services Cheerleaders	\$	1,921.20
Levi Drackley	Miscellaneous Expenditure Cross Country Boys	\$	400.00
Libbi Harsh	Travel Sixpence Community Grant	\$	105.31
Liberty Hardwoods Inc	Miscellaneous Expenditure Industrial Tech Wood	\$	3,496.70
Lied Lodge & Conference Center	Travel Executive Administration	\$	338.00

Lincoln Journal Star	Advertising Fiscal Services	\$	1,520.15
Lincoln Southeast High School	Dues and Fees	\$	80.00
Lisa Miller	Travel Regular Instruction	\$	110.00
Livestockjudging.com	Supplies Agriculture	\$	300.00
LMN Graphics, LLC	Tires and Parts Reg. Ed. Transp. Maintenance	\$	475.00
Luke Sutherland	Mileage Paid to Staff	\$	42.14
Madi Mishou	Transportation Charges Volleyball	\$	1,000.00
Marchmaster, Inc	Miscellaneous Expenditure Music Band	\$	215.55
Marci Ochsner	Mileage Paid to Staff	\$	33.60
Marcy Welch	Transportation Charges Volleyball	\$	150.00
Masters True Value	Supplies Care and Upkeep of Grounds	\$	611.96
Masters True Value	Repairs & Maintenance Services Non Student Vehic	\$	683.73
Masters True Value	Supplies Regular Education Transportation	\$	46.81
Matheson TriGas Inc	Supplies Machine Shop	\$	1,343.70
Matheson TriGas Inc	Rentals of Equipment and Vehicles Maintenance of	\$	183.80
Matheson TriGas Inc	Supplies Care and Upkeep of Grounds	\$	1,596.33
Matt Wilkinson	Transportation Charges Football	\$	140.00
McGraw Hill School Education Holdings LL	Supplies Office of the Principal	\$	137.40
Mead Lumber Co	Miscellaneous Expenditure Construction Tech Fund	\$	-
Mead Lumber Co	Miscellaneous Expenditure Construction Tech Fund	\$	822.98
Medco Supply	Supplies Training Room	\$	3,027.34
Menards Kearney	Miscellaneous Expenditure Boys Wrestling	\$	19.99
Menards Kearney	Miscellaneous Expenditure Construction Tech Fund	\$	692.69
Menards Kearney	Miscellaneous Expenditure Construction Tech Fund	\$	766.20
Menards Kearney	Supplies Industrial Art	\$	141.67
Menards Kearney	Supplies Wood Shop	\$	177.01
Menards Kearney	Supplies Operations of Buildings	\$	131.90
Menards Kearney	Supplies Maintenance of Buildings	\$	63.95
Menards Kearney	Supplies Care and Upkeep of Grounds	\$	1,514.61
Menards Kearney	Supplies Regular Education Transportation	\$	333.05
Merryman Performing Arts Center	Miscellaneous Expenditure Executive Administrati	\$	30,000.00
Metal Doors & Hardware Co	Supplies Maintenance of Buildings	\$	1,600.00
Micah Goodwin	Supplies	\$	55.82
Michelle Dutcher	Supplies	\$	34.51
Midwest Bus Repair LLC	Professional Services Regular Education Transpor	\$	285.00
Midwest Bus Repair LLC	Vehicle Repair Reg. Ed. Transp. Maintenance	\$	428.00
Midwest Bus Repair LLC	Tires and Parts Sped Transportation Maintenance	\$	323.75
Midwest Bus Repair LLC	Tires and Parts Sped Transportation Maintenance	\$	795.60
Midwest Bus Repair LLC	Tires and Parts Sped Transportation Maintenance	\$	638.85
Midwest Bus Repair LLC	Tires and Parts Sped Transportation Maintenance	\$	904.00
Midwest Bus Repair LLC	Tires and Parts	\$	317.00
Midwest Bus Repair LLC	Tires and Parts Sped Transportation Maintenance	\$	317.00
Midwest Bus Repair LLC	Tires and Parts Sped Transportation Maintenance	\$	317.00
Midwest Bus Repair LLC	Tires and Parts Sped Transportation Maintenance	\$	640.75
Midwest Connect	Postage Early Childhood	\$	5.02
Midwest Connect	Postage Supervision	\$	23.16
Midwest Connect	Postage Office of the Principal	\$	272.60
Midwest Connect	Postage Office of the Principal	\$	43.49
Midwest Connect	Postage Office of the Principal	\$	111.10
Midwest Connect	Postage Office of the Principal	\$	10.14
Midwest Connect	Postage Office of the Principal	\$	7.85

Midwest Connect	Postage Office of the Principal	\$	21.84
Midwest Connect	Postage Office of the Principal	\$	0.78
Midwest Connect	Postage Office of the Principal	\$	4.68
Midwest Connect	Postage Office of the Principal	\$	9.41
Midwest Connect	Postage Office of the Principal	\$	57.41
Midwest Connect	Postage Fiscal Services	\$	283.66
Midwest Connect	Postage Human Resources	\$	1.07
Midwest Connect	Postage Maintenance of Buildings	\$	3.17
Midwest Connect	Postage Regular Education Transportation	\$	0.78
Midwest Connect	Postage	\$	22.62
Midwest Turf & Irrigation	Repairs & Maintenance Services Non Student Vehic	\$	2,724.03
Mike Larson	Transportation Charges Football	\$	140.00
Misko Sports	Supplies Cross Country Boys Cross Country/Bo	\$	90.63
Misko Sports	Supplies Cross Country Girls	\$	90.62
Misko Sports	Miscellaneous Expenditure Boys Basketball	\$	43.95
Misko Sports	Miscellaneous Expenditure Foundation Donation	\$	3,881.25
Mitch Ivey	Transportation Charges Football	\$	95.00
Mitch Ivey	Transportation Charges Football	\$	70.00
Mitch Ivey	Transportation Charges Football	\$	95.00
Moonlight Embroidery & Screen Print	Miscellaneous Expenditure DECA	\$	160.00
Moonlight Embroidery & Screen Print	Miscellaneous Expenditure Volleyball	\$	180.00
Morris Press & Office Supplies	Miscellaneous Expenditure ECHO	\$	744.47
NACIA	Employee Training and Development Services	\$	250.00
NACIA	Employee Training and Development Services	\$	250.00
NACIA	Dues and Fees Instruction & Curriculum Developme	\$	250.00
NAfME TriM Music Honor Society	Supplies Vocal Music	\$	143.00
NASBNE Association of School Boards	Professional Services Board of Education	\$	500.00
NASBNE Association of School Boards	Dues and Fees Fiscal Services	\$	65.00
NASP, Inc	Supplies	\$	230.00
NASSP Region IV Treasurer	Dues and Fees Office of the Principal	\$	40.00
Nathan Welch	Transportation Charges Football	\$	50.00
Nathaniel Polacek	Miscellaneous Expenditure Cross Country Girls	\$	46.52
National FFA Organization	Miscellaneous Expenditure FFA	\$	1,620.00
National Insurance Marketing Brokers LLC	Professional Services Pro Development Human Re	\$	2,090.25
National Insurance Marketing Brokers LLC	Professional Services Pro Development Human Re	\$	332.00
NCHSE	Employee Training & Development Perkins	\$	1,050.00
NCS Pearson Inc	Supplies Psychologist	\$	320.65
NCSANebraska Council of School Admin	Dues and Fees Instruction & Curriculum Developme	\$	435.00
NCSANebraska Council of School Admin	Dues and Fees Instruction & Curriculum Developme	\$	115.00
NCSANebraska Council of School Admin	Employee Training Office of the Principal	\$	260.00
NCSANebraska Council of School Admin	Dues and Fees Office of the Principal	\$	205.00
NCSANebraska Council of School Admin	Dues and Fees Office of the Principal	\$	694.00
NCSANebraska Council of School Admin	Employee Training and Development Services	\$	240.00
NCSANebraska Council of School Admin	Miscellaneous Expenditure Principal	\$	435.00
NE DHHS Food Distribution Program	Food	\$	1,856.00
Nebraska Assoc of Teachers of Mathematic	Travel Regular Instruction	\$	120.00
Nebraska Association of Skills USA Inc	Miscellaneous Expenditure Skills USA	\$	2,400.00
Nebraska Association of Student Councils	Miscellaneous Expenditure	\$	880.00
Nebraska Central Equipment Co	Tires and Parts Reg. Ed. Transp. Maintenance	\$	8,181.24
Nebraska Central Equipment Co	Tires and Parts Sped Transportation Maintenance	\$	41.33
Nebraska DECA	Miscellaneous Expenditure	\$	945.00

Nebraska DECA	Miscellaneous Expenditure DECA	\$ 810.00
Nebraska FBLA	Miscellaneous Expenditure	\$ 3,280.60
Nebraska FCCLA	Dues and Fees	\$ 90.00
Nebraska FFA Association	Miscellaneous Expenditure FFA	\$ 1,566.00
Nebraska Music Education Assoc	Miscellaneous Expenditure	\$ 300.00
Nebraska Music Education Assoc	Miscellaneous Expenditure Student Activity Accou	\$ 120.00
Nebraska Music Education Assoc	Supplies Orchestra	\$ 50.00
Nebraska Public Health Envrmt Lab	Professional Services Care & Upkeep of Grounds	\$ 247.00
Nebraska Public Power District	Miscellaneous Expenditure	\$ 89.63
Nebraska Public Power District	Miscellaneous Expenditure	\$ 42.42
Nebraska Public Power District	Miscellaneous Expenditure	\$ 37.58
Nebraska Public Power District	Electricity	\$ 72,677.88
Nebraska Safety Center	Professional Services Regular Education Transpor	\$ 500.00
Nebraska Schoolmasters Club	Travel Executive Administration	\$ 55.00
NebraskaLand Bank	Redemption of Principal	\$ 1,819,399.99
North Platte High School	Transportation Charges	\$ 200.00
Northwestern Energy	Miscellaneous Expenditure	\$ 10.86
Northwestern Energy	Miscellaneous Expenditure	\$ 12.97
Northwestern Energy	Natural Gas	\$ 2,706.55
Novus Windshield Repair	Vehicle Repair Reg. Ed. Transp. Maintenance	\$ 150.00
NSAA	Miscellaneous Expenditure	\$ 875.00
Off Duty Management, Inc	Transportation Charges Football	\$ 345.00
Off Duty Management, Inc	Transportation Charges Football	\$ 345.00
Off Duty Management, Inc	Miscellaneous Expenditure SAB Student Advisory	\$ 129.38
Omaha Performing Arts	Miscellaneous Expenditure Drama	\$ 135.00
Omaha Symphony	Miscellaneous Expenditure	\$ 375.00
Omaha Symphony	Miscellaneous Expenditure	\$ 3,607.00
One Source	Professional Services Pro Development Human Re	\$ 800.45
O'Reilly Automotive Inc	Supplies Care and Upkeep of Grounds	\$ 21.99
Parents as Teachers	Professional Services Sixpence Home 1	\$ 840.00
Parker Humpal	Miscellaneous Expenditure Wellness	\$ 120.28
Patrick Clare	Transportation Charges Football	\$ 140.00
PEP CO, Inc.	Professional Services Care & Upkeep of Grounds	\$ 2,270.00
Perry Guthery Haasa & Gessford PC LLO	Contracted Legal Services Legal Services	\$ 5,486.40
Pitsco Education, LLC	Explore Regular Instruction	\$ 165.00
Platte Valley Communications	Repairs & Maintenance Services Maintenance Of Bu	\$ 230.00
Playground Equipment.com	Supplies Behavior Disorder	\$ 1,129.00
PyeBarker Fire & Safety	Professional Services Maintenance of Buildings	\$ 2,610.00
PyeBarker Fire & Safety	Repairs & Maintenance Services Maintenance Of Bu	\$ 17,010.10
Quill Corporation	Supplies Regular Instruction	\$ 1,539.58
Quill Corporation	Supplies Fiscal Services	\$ 105.60
Rachel Ann Pierce	Professional Services Sixpence Community Grant	\$ 450.00
Rachel Ann Pierce	Travel Sixpence Community Grant	\$ 88.92
Raven Stewart	Mileage Paid to Staff	\$ 52.01
Region IV Elementary Principals	Miscellaneous Expenditure	\$ 640.00
Region IV Elementary Principals	Miscellaneous Expenditure	\$ 320.00
Region IV Elementary Principals	Dues and Fees	\$ 320.00
Region IV Elementary Principals	Dues and Fees Office of the Principal	\$ 30.00
Region IV Elementary Principals	Dues and Fees Office of the Principal	\$ 20.00
Region IV Elementary Principals	Dues and Fees Office of the Principal	\$ 20.00
Region IV Elementary Principals	Dues and Fees Office of the Principal	\$ 20.00

Renaissance Learning Inc	Supplies Office of the Principal	\$	1,225.50
Rhonda Moseley	Mileage Paid to Staff	\$	45.29
Richard Brodersen	Transportation Charges Football	\$	155.00
Rocking Chair Readers, LLC	Supplies Resource	\$	192.00
Russell's Appliances	Furniture and Fixtures Care & Upkeep of Grounds	\$	740.00
Rutt's Heating & Air Conditioning Inc	Professional Services Maintenance of Buildings	\$	935.00
Ryan Hogue	Mileage Paid to Staff	\$	1,281.00
Samson Equipment Inc	Supplies Weight Room	\$	1,824.60
Sara Langan	Mileage Paid to Staff	\$	112.21
Sara Langan	Mileage Paid to Staff	\$	25.20
Sayler Screenprinting	Miscellaneous Expenditure Wish List	\$	400.45
Sayler Screenprinting	Miscellaneous Expenditure Music Band	\$	58.50
Sayler Screenprinting	Supplies	\$	1,160.75
Schneringer Golf Shop	Supplies Golf Girls	\$	1,044.00
Schneringer Golf Shop	Supplies Golf Boys	\$	1,044.00
Scholastic Book Fairs	Miscellaneous Expenditure	\$	6,278.87
Scholastic Book Fairs	Miscellaneous Expenditure	\$	1,581.98
Scholastic Inc.	Supplies Regular Instruction	\$	656.25
School Social Wk Assoc Of Ne SSWAN	Miscellaneous Expenditure Principal	\$	75.00
School Social Wk Assoc Of Ne SSWAN	Dues and Fees Poverty	\$	80.00
Scott Schukar	Transportation Charges Football	\$	115.00
Shanna Schulte	Postage Fiscal Services	\$	21.54
Shelby McKeown	Professional Services Sixpence Community Grant	\$	150.00
Shelia Sanford	Mileage Paid to Staff	\$	75.45
SherwinWilliams	Supplies Maintenance of Buildings	\$	334.06
Shutterfly Lifetouch LLC	Supplies Regular Instruction	\$	586.39
SignGlasses LLC	Contracted Educational Hearing Handicapped	\$	1,365.00
Smiling Faces Academy, Inc.	Professional Services Sixpence Community Grant	\$	4,718.00
Social Studies School Service	Supplies Regular Instruction	\$	403.65
Sonshine World	Travel Sixpence Community Grant	\$	226.34
SOS Portable Toilets, Inc	Miscellaneous Expenditure Cross Country/Boys	\$	710.00
SOS Portable Toilets, Inc	Miscellaneous Expenditure Athletic Administratio	\$	710.00
SpartanNash Family Fresh	Supplies FCS	\$	117.51
Spracklin Chiropractic	Drug Testing Regular Education Transportation	\$	270.00
Spracklin Chiropractic	Physicals Regular Education Transportation	\$	200.00
Stepping Stones Group LLC	Contracted Educational	\$	7,150.00
Stuart Moore	Transportation Charges Football	\$	115.00
Stuart Moore	Transportation Charges Football	\$	70.00
Tawnia Lee	Transportation Charges Volleyball	\$	150.00
Teacher Synergy Inc	Supplies Regular Instruction	\$	12.00
Texas Roadhouse Inc	Miscellaneous Expenditure DECA	\$	1,251.00
The Lockmobile	Supplies Care and Upkeep of Grounds	\$	99.00
The Midwest Clinic	Employee Training and Development Services	\$	460.00
The Zones of Regulation Inc	Supplies Coordinator	\$	120.00
Tiffin Scenic Studios, Inc	Repairs & Maintenance Services Maintenance Of Bu	\$	21,386.00
Tim Valleau	Transportation Charges Football	\$	250.00
Tim Valleau	Transportation Charges Football	\$	95.00
Tisha Thacker	Supplies Regular Instruction	\$	216.00
Tobii Dynavox LLC	Supplies Technology Related	\$	199.00
Todd Lanham	Transportation Charges Football	\$	140.00
Todd Mau	Transportation Charges Softball	\$	155.00

Tractor Supply Co.	Supplies Care and Upkeep of Grounds	\$	31.65
Trane	Supplies Maintenance of Buildings	\$	1,053.29
Treianne Patterson	Transportation Charges Volleyball	\$	125.00
Tricia Kasper	Transportation Charges Volleyball	\$	150.00
TriCounty Glass Inc	Repairs & Maintenance Services Maintenance Of Bu	\$	217.50
TriCounty Glass Inc	Supplies Maintenance of Buildings	\$	161.00
Troy Lanka	Transportation Charges Softball	\$	230.00
Tutteo Inc	Miscellaneous Expenditure Playground Equipment	\$	99.00
Tyler Fitzke	Transportation Charges Football	\$	140.00
Tyler Slechta	Transportation Charges Football	\$	140.00
Tyler Slechta	Transportation Charges Football	\$	70.00
Tyler Technologies Inc	Technology Software Fiscal Services	\$	680.00
UNO NE Science Olympiad	Dues and Fees High Ability Learners	\$	375.00
US Bank Cardmember Service	Supplies Regular Instruction	\$	59.88
US Bank Cardmember Service	Dues and Fees Regular Instruction	\$	100.00
US Bank Cardmember Service	Explore Regular Instruction	\$	37.44
US Bank Cardmember Service	Supplies World Language	\$	387.36
US Bank Cardmember Service	Supplies Industrial Art	\$	1,355.00
US Bank Cardmember Service	Supplies Art	\$	544.80
US Bank Cardmember Service	Dues and Fees Art	\$	120.00
US Bank Cardmember Service	Supplies Vocal Music	\$	110.00
US Bank Cardmember Service	Supplies Orchestra	\$	84.00
US Bank Cardmember Service	Transportation Charges Band	\$	69.10
US Bank Cardmember Service	Dues and Fees Band	\$	350.00
US Bank Cardmember Service	Supplies Agriculture	\$	97.17
US Bank Cardmember Service	Transportation Charges/Professional Staff	\$	147.00
US Bank Cardmember Service	Supplies Business Education	\$	27.02
US Bank Cardmember Service	Travel Instruction & Curriculum Development	\$	1,060.60
US Bank Cardmember Service	Employee Training and Development Services	\$	275.00
US Bank Cardmember Service	Technology Software Technology	\$	761.15
US Bank Cardmember Service	Travel Executive Administration	\$	357.43
US Bank Cardmember Service	Advertising Communications	\$	532.38
US Bank Cardmember Service	Dues and Fees Office of the Principal	\$	125.00
US Bank Cardmember Service	Professional Services Pro Development Human Re	\$	287.00
US Bank Cardmember Service	Rentals of Equipment and Vehicles Maintenance of	\$	480.00
US Bank Cardmember Service	Supplies Care and Upkeep of Grounds	\$	1,697.50
US Bank Cardmember Service	Supplies Regular Education Transportation	\$	155.92
US Bank Cardmember Service	Driver License/Criminal History Regular Educatio	\$	1,695.00
US Bank Cardmember Service	Tires and Parts Reg. Ed. Transp. Maintenance	\$	87.88
US Bank Cardmember Service	Professional Services Sixpence Home 1	\$	1,947.00
US Bank Cardmember Service	Travel Sixpence Home 1	\$	1,866.24
US Bank Cardmember Service	Employee Training & Development Perkins	\$	1,767.16
US Bank Cardmember Service	Travel Activities Director	\$	510.37
US Bank Cardmember Service	Miscellaneous Expenditure Activities Director	\$	50.00
US Bank Cardmember Service	Miscellaneous Expenditure Athletic Administratio	\$	21.39
US Bank Cardmember Service	Supplies Advertising	\$	426.51
US Bank Cardmember Service	Miscellaneous Expenditure Wish List	\$	25.00
US Bank Cardmember Service	Dues and Fees Cross Country/Boys	\$	125.00
US Bank Cardmember Service	Dues and Fees Cross Country/Girls	\$	125.00
US Bank Cardmember Service	Miscellaneous Expenditure Football	\$	99.41
US Bank Cardmember Service	Transportation Charges Golf/Girls	\$	59.46

US Bank Cardmember Service	Travel Golf Girls	\$	243.81
US Bank Cardmember Service	Travel Softball Softball	\$	951.72
US Bank Cardmember Service	Transportation Charges Tennis/Boys	\$	92.31
US Bank Cardmember Service	Transportation Charges Volleyball	\$	196.89
US Bank Cardmember Service	Travel Volleyball	\$	770.00
US Bank Cardmember Service	Supplies Volleyball	\$	66.94
US Bank Cardmember Service	Miscellaneous Expenditure Volleyball	\$	153.38
US Bank Cardmember Service	Supplies Wrestling Boys	\$	420.84
US Bank Cardmember Service	Supplies Wrestling Boys	\$	1,008.49
US Bank Cardmember Service	Miscellaneous Expenditure Bearcat Cares Food Pan	\$	90.94
US Bank Cardmember Service	Miscellaneous Expenditure Bearcat Design/Corner	\$	2,034.89
US Bank Cardmember Service	Miscellaneous Expenditure Cheerleaders	\$	69.00
US Bank Cardmember Service	Supplies Concessions	\$	118.00
US Bank Cardmember Service	Miscellaneous Expenditure Construction Tech Fund	\$	270.46
US Bank Cardmember Service	Miscellaneous Expenditure Dance Catz	\$	7,970.69
US Bank Cardmember Service	Miscellaneous Expenditure DECA	\$	5,736.16
US Bank Cardmember Service	Miscellaneous Expenditure Drama	\$	98.50
US Bank Cardmember Service	Miscellaneous Expenditure FBLA	\$	5,641.37
US Bank Cardmember Service	Miscellaneous Expenditure FCCLA	\$	84.00
US Bank Cardmember Service	Transportation Charges FFA	\$	77.64
US Bank Cardmember Service	Miscellaneous Expenditure FFA	\$	913.72
US Bank Cardmember Service	Miscellaneous Expenditure Foundation Donation	\$	119.70
US Bank Cardmember Service	Miscellaneous Expenditure HOSA	\$	42.58
US Bank Cardmember Service	Miscellaneous Expenditure Log/Yearbook	\$	82.00
US Bank Cardmember Service	Miscellaneous Expenditure Media District	\$	216.00
US Bank Cardmember Service	Miscellaneous Expenditure Music Band	\$	1,127.60
US Bank Cardmember Service	Miscellaneous Expenditure Music Music Honor So	\$	100.00
US Bank Cardmember Service	Miscellaneous Expenditure Music Orchestra	\$	786.00
US Bank Cardmember Service	Miscellaneous Expenditure Skills USA	\$	285.00
US Bank Cardmember Service	Miscellaneous Expenditure STRIV TV	\$	1,215.13
US Bank Cardmember Service	Miscellaneous Expenditure Cross Country Boys	\$	25.00
US Bank Cardmember Service	Miscellaneous Expenditure Football	\$	25.00
US Bank Cardmember Service	Miscellaneous Expenditure Golf Girls	\$	25.00
US Bank Cardmember Service	Miscellaneous Expenditure Softball	\$	25.00
US Bank Cardmember Service	Miscellaneous Expenditure TennisBoys	\$	25.00
US Bank Cardmember Service	Miscellaneous Expenditure Volleyball	\$	2,380.75
US Bank Cardmember Service	Miscellaneous Expenditure Basketball Boys	\$	783.13
US Bank Cardmember Service	Miscellaneous Expenditure Basketball Girls	\$	25.00
US Bank Cardmember Service	Miscellaneous Expenditure Swimming	\$	25.00
US Bank Cardmember Service	Miscellaneous Expenditure Wrestling Boys	\$	25.00
US Bank Cardmember Service	Miscellaneous Expenditure Wrestling Girls	\$	25.00
US Bank Cardmember Service	Miscellaneous Expenditure Baseball	\$	25.00
US Bank Cardmember Service	Miscellaneous Expenditure Golf Boys	\$	25.00
US Bank Cardmember Service	Miscellaneous Expenditure Tennis Girls	\$	25.00
US Bank Cardmember Service	Miscellaneous Expenditure Track Boys	\$	25.00
US Bank Cardmember Service	Miscellaneous Expenditure Soccer Boys	\$	25.00
US Bank Cardmember Service	Miscellaneous Expenditure Soccer Girls	\$	25.00
US Foods Inc	Food	\$	4,618.65
Varsity Spirit LLC	Miscellaneous Expenditure Dance Catz	\$	952.95
Verizon Wireless	Miscellaneous Expenditure	\$	30.04
Vestis	Uniforms Operations of Buildings	\$	1,247.18

TREASURER'S REPORT

General Account - NebraskaLand National Bank Month Ending October 31st, 2025

Per Bank

NebraskaLand Bank	October 31, 2025	\$	24,337,401.21
Less Outstanding Checks		\$	(41,731.15)
Less Outstanding Other Disbursements		\$	(3.70)
Plus Outstanding Deposits		\$	15,434,734.37
Adjustment			
Ending Balance		\$	<u>39,730,400.73</u>

Per Books

Beginning Balance	October 31, 2025	\$	45,055,119.21
Plus Receipts		\$	4,772,125.49
Less Expenditures		\$	(10,096,843.97)
Less Returned Checks			
Adjustment		\$	-
Voided Checks		\$	-
Ending Book Balance	October 31, 2025	\$	<u>39,730,400.73</u>

Flex Spending Account Balance

\$41,711.08

School District 7

Fund Balances

Fiscal Year: 2025-2026

Month: October
 Year: 2025
 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	\$14,294,373.72	(\$14,455,196.96)	\$0.00	\$27,238,235.96	\$28,091,158.64	(\$852,922.68)
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	\$911,448.24	(\$698,417.12)	\$0.00	\$3,095,654.63	\$3,099,636.65	(\$3,982.02)
06	School Nutrition Fund	\$1,729,774.04	\$703,767.82	(\$863,860.10)	\$0.00	\$1,569,681.76	\$1,630,757.63	(\$61,075.87)
07	Bond Fund	\$10,816,261.93	\$2,301,793.06	\$0.00	\$0.00	\$13,118,054.99	\$13,118,054.99	\$0.00
08	Special Building Fund	\$10,951,614.69	\$1,237,903.65	(\$3,037,300.50)	\$0.00	\$9,152,217.84	\$9,152,217.84	\$0.00
09	Qualified Capital Fund	\$5,349,835.59	\$337,212.00	(\$2,302,742.02)	\$0.00	\$3,384,305.57	\$3,384,305.57	\$0.00
10	Coop Fund	\$97,978.34	\$26,561.41	(\$19,036.65)	\$0.00	\$105,503.10	\$108,716.25	(\$3,213.15)
12	Student Fee Fund	\$362,401.62	\$41,787.85	(\$45,125.61)	\$0.00	\$359,063.86	\$359,330.05	(\$266.19)
Grand Total:		\$59,637,630.32	\$19,854,847.75	(\$21,421,678.96)	\$0.00	\$58,070,799.11	\$58,992,259.02	(\$921,459.91)

End of Report

FY26 KPS Revenue and Expense Report Compared to Budget

DATE: October 2025

Percent of FY Completed

16.67%

		TOTAL				TOTAL			
	FY 2026	BUDGET	%	FY 2025		FY 2026	BUDGET	%	FY 2025
<u>GENERAL FUND</u>					<u>SCHOOL NUTRITION FUND</u>				
Revenue:	\$14,294,373.72	\$72,901,916.00	20%	\$18,502,912.07	Revenue:	\$703,767.82	\$3,537,682.00	20%	\$431,704.13
Expense:	<u>\$14,455,196.96</u>	\$83,872,392.00	17%	\$14,803,262.00	Expense:	<u>\$863,860.10</u>	\$5,068,263.00	17%	\$870,271.57
Net:	-\$160,823.24				Net:	-\$160,092.28			
 					<u>BOND FUND</u>				
100 Supt.	\$101,478.77	\$250,000.00	41%	\$106,417.39	Revenue:	\$2,301,793.06	\$7,144,000.00	32%	\$2,250,271.12
103 Comm	\$3,315.00	\$100,000.00	3%	\$6,787.58	Expense:	<u>\$0.00</u>	\$18,119,848.00	0%	\$0.00
211 Dir PK-5	\$59,890.98	\$400,000.00	15%	\$64,079.98	Net:	\$2,301,793.06			
220 Sped	\$124,931.87	\$1,200,000.00	10%	\$134,902.63	<u>BUILDING FUND</u>				
230 Media	\$0.00	\$29,000.00	0%	\$3,393.50	Revenue:	\$1,237,903.65	\$5,957,882.00	21%	\$306,539.40
240 Dir SS&S	\$35,767.25	\$750,000.00	5%	\$75,647.88	Expense:	<u>\$3,037,300.50</u>	\$19,769,231.00	15%	\$1,337,031.00
270 Dir 6-12	\$82,589.43	\$1,200,000.00	7%	\$318,464.95	Net:	-\$1,799,396.85			
310 Personnel	\$87,894.79	\$275,000.00	32%	\$103,540.52	<u>QCPUF FUND</u>				
320 Technology	\$187,041.62	\$1,750,000.00	11%	\$329,286.88	Revenue:	\$337,212.00	\$1,729,125.00	20%	\$581,494.46
400 Principals	\$243,945.28	\$1,041,000.00	23%	\$262,478.21	Expense:	<u>\$2,302,742.02</u>	\$6,946,615.00	33%	\$2,325,282.97
510 Finance	\$665,572.30	\$4,030,522.83	17%	\$913,534.51	Net:	-\$1,965,530.02			
550 Facilities	\$478,233.83	\$4,000,000.00	12%	\$952,124.65	<u>COOP FUND</u>				
560 Utilities	\$178,167.79	\$1,000,000.00	18%	\$174,880.98	Revenue:	\$26,561.41	\$250,000.00	11%	\$122,596.64
570 Transport.	\$167,004.39	\$400,000.00	42%	\$92,347.75	Expense:	<u>\$19,036.65</u>	\$327,285.00	6%	\$64,672.30
910 Payroll	\$11,759,460.89	\$65,391,869.17	18%	\$11,032,366.30	Net:	\$7,524.76			
931 Substitutes	\$258,287.59	\$2,000,000.00	13%	\$220,374.07	<u>STUDENT FEE FUND</u>				
941 Overtime	<u>\$21,615.18</u>	<u>\$55,000.00</u>	39%	<u>\$12,634.22</u>	Revenue:	\$41,787.85	\$200,000.00	21%	\$12,565.08
	\$14,455,196.96	\$83,872,392.00	17%	\$14,803,262.00	Expense:	<u>\$45,125.61</u>	\$570,381.00	8%	\$38,991.11
<u>DEPRECIATION FUND</u>									
Revenue:	\$0.00	\$0.00 -		\$0.00					
Expense:	<u>\$0.00</u>	\$0.00 -		\$289,359.56					
Net:	\$0.00								
<u>EMP. BENEFIT FUND</u>									
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:	\$911,448.24	\$4,135,045.00	22%	\$470,524.83	TOTAL REVENUE	\$19,854,847.75	\$95,903,731.40	21%	\$22,678,607.73
Expense:	<u>\$698,417.12</u>	\$4,500,000.00	16%	\$587,272.36	TOTAL EXPENSES	\$21,421,678.96	\$139,222,096.40	15%	\$20,316,142.87
Net:	\$213,031.12								

Bearcat Diner Financial Statement for Month Ending October 2025

Receipts:	Budget	Month End	Year-to-Date	% of Budget	2024-2025%
Federal Reimbursement	\$ 1,631,713.83	\$ 149,833.25	\$ 203,396.30	12.47%	23.57%
Sale of Lunches -Pupils	\$ 950,000.00	\$ 145,500.05	\$ 342,195.51	36.02%	24.68%
Other Income	\$ 38,500.00	\$ 3,444.88	\$ 3,474.88	9.03%	29.30%
District Support			\$ -		
Total:	\$ 2,620,213.83	\$ 298,778.18	\$ 298,778.18	11.40%	24.12%
 Expenditures:					
Salaries/Fringe	\$ 2,262,628.92	\$ 184,421.88	\$ 241,052.58	10.65%	20.23%
	\$ 2,262,628.92	\$ 184,421.88	\$ 241,052.58	0.00%	20.23%
Food Items	\$ 2,323,911.08	\$ 198,377.28	\$ 410,131.85	17.65%	22.34%
Equipment	\$ 250,000.00	\$ 1,936.52	\$ 15,194.38	6.08%	31.63%
Supplies,Repairs and Other	\$ 105,000.00	\$ 5,764.40	\$ 9,192.82	8.76%	19.16%
Total:	\$ 4,941,540.00	\$ 390,500.08	\$ 675,571.63	13.67%	21.62%
Revenue Over/Under Expenses		\$ (91,721.90)	\$ (376,793.45)		
Beginning Balance	\$ 2,358,125.00		\$ 2,358,125.00		
Ending Balance	\$ 2,358,125.00		\$ 1,981,331.55		\$ 2,640,650.90
Federal Money Due		\$ 279,981.33			
Accounts Receivable < \$50.00		\$ (13,330.81)			
Accounts Receivable > \$50.00		\$ (68,893.66)			
		\$ (82,224.47)			

Annual Board Report
Meadowlark Elementary School Parent Advisory Committee

Report as of Year Ending August 31, 2025

Per Bank Statement

First National Bank	September 1, 2024	\$	12,023.80
Plus Deposits		\$	33,102.09
Plus Interest		\$	-
Less Expenditures		\$	26,780.82
Less Outstanding Checks		\$	740.69
Statement Ending Balance	August 31, 2025	\$	17,604.38

Per Check Register

Balance on September 1, 2024 \$ 12,023.80

Revenue Collected September 1, 2024 - August 31, 2025

Fundraising:			
Back to School		\$	1,958.00
Booster		\$	24,287.14
5th Grade Graduation			
Candy Bar / Snack Sales		\$	1,113.21
Donations		\$	451.00
Misc Donations			
Running Club		\$	1,394.14
Playground		\$	1,250.00
PTC Meals		\$	750.00
Misc Donations		\$	555.00
One School One Book		\$	492.00
Fourth Grade Rummage Sale		\$	851.60
Total Deposits			\$ 33,102.09

Disbursements September 1, 2024 - August 31, 2025

Activity:			
Running Club		\$	(11.52)
PTC Meals		\$	(921.76)
Fundraising			
Back to School		\$	(918.40)
Booster Supplies		\$	(588.03)
5th Grade Graduation		\$	(1,231.45)
Babysitting		\$	(90.00)
PAC Meeting Winners		\$	(101.01)
Scholarships		\$	(1,000.00)
Spook-Tacular		\$	(650.00)
Teacher Support		\$	(14,086.46)
Student Support		\$	(7,811.97)
Fourth Grade Rummage Sale		\$	(851.60)
Total Disbursement			\$ (28,262.20)

Outstanding Checks \$ 740.69

Ending Balance August 31, 2025 **\$ 17,604.38**

Instructions: Please submit the original copy of the report to Shanna Schulte at Central Office one week prior to the Board Meeting, which is the second Monday of each month.

Annual Board Report

Northeast Elementary PTO

Report as of Year Ending: August 1, 2024 - July 31, 2025

Per Bank Statement

FNBO	August 1, 2024	\$16,418.97
Plus Deposits		\$46,415.56
Less Expenditures		\$44,770.74
Statement Ending Balance	July 31, 2025	\$18,063.79
		\$18,063.79

Per Check Register

Balance of August 1, 2024		\$16,517.84
Revenue Collected August 1, 2024 - July 31, 2025		
Pies		\$26,443.40
Spiritwear		\$360.96
McDonald's Fundraiser		\$3,347.88
Boxtops		\$247.80
Casey's Rewards		\$26.40
Hyvee Program		\$74.00
Puffins (Whye's Choice) Fundraiser		\$8,925.15
Kearney Public School Foundation-Give Where You Live		\$200.62
Donation from Heartland Surgery Center		\$100.00
Donation from Knaggs Construction		\$150.00
Donation from New West Sports Medicine (Turkey Trot)		\$100.00
Carnival		\$5,783.00
Total Deposits		\$45,759.21
Disbursements August 1, 2024 - July 31, 2025		
Activity:		
First Day Back to School		\$450.00
Card My Yard		\$980.12
Teacher Reimbursement		\$3,504.64
Parent / Teacher Conference Meals		\$809.52
Pie Fundraiser		\$17,247.28
Workroom Decorations		\$168.11
Book Vending Machine (Restocking)		\$1,275.00
Puffins Fundraiser		\$4,223.46
Teacher Snacks		\$413.73
College Scholarships		\$750.00
Open House		\$413.85
Tie-Dye Event		\$502.69
Directory		\$181.12
Insurance		\$395.00
5th Grade Party		\$146.58
Administrative Professionals Day		\$271.66
Teacher Appreciation Week		\$2,417.14
Lawn Care		\$88.28
Field Day		\$1,426.52
Loper Launch Reading Academy		\$300.00
PTO Meeting		\$19.26
PTO Shirts		\$41.87
High Five Day		\$118.88
Carnival		\$6,684.02
Turkey Trot		\$123.67
Retirement Gifts		\$100.00
Student Incentives		\$327.49
PTO Supplies		\$18.12
Total Disbursement		\$43,398.01
Ending Balance July 31, 2025		\$18,157.81

** Bank Statement and Check Register are off \$94.02. An expense is missing from Check Register but unable to find it. **

Annual Report

Bryant Parent Advisory Committee (BPAC)

Report for the Year Ending July 31, 2025

Per Bank Statement

Platte Valley #****026	August 1, 2024	19,467.95
Plus Deposits		10,830.58
Less Expenditures		(10,558.88)
Less Outstanding Checks		-
Statement Ending Balance	July 31, 2025	19,739.65

Per Check Register

Beginning Balance on August 1, 2024 **19,467.95**

Revenue Collected August 1, 2024 through July 31, 2025

Fall Fundraiser	7,962.00	
Donation for P-T Meals	-	
T-Shirt & Decal Sales	2,544.95	
Family Fun Night	323.63	
Total Deposits	10,830.58	

Disbursements made August 1, 2024 through July 31, 2025

Staff Appreciation

Junior Achievement Bowling Team	350.00	
Gift cards - Mr. Mitchell leaving	50.00	
Teacher Appreciation coffee	156.21	
Fall Conference Meals	570.77	
Spring Conference Meals	563.90	
	1,690.88	

Student Appreciation

Sing Around Nebraska registration fees	-	
Honor Choir registration fees	-	
Open House cookies	280.00	
Kindergarten Round up cookies	-	
One Book, One School Jump A Roo	450.00	
Birthday & Christmas Books for all students	519.99	
Spirit-ware Shirts for all students	3,063.41	
Family Fun Night - Food, Bingo prizes, napkins, etc	1,707.56	
Jump A Roo for meeting Reading Goals	-	
Kearney Story Telling	-	
	6,020.96	

Fundraising Events

Club's Choice Fall Fundraiser	2,781.52	
	2,781.52	

Other Expenses

PTO Banner	65.52	
	65.52	

Total Disbursement **10,558.88**

Ending Balance on July 31, 2025 **19,739.65**

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Community Relations

Communication with the Public

It is the desire of the board that two-way channels of communication be kept open at all times between the school system and the people of the school district. The board will attempt continuously to create and maintain schools that reflect the public's wishes, and will do its best to keep the people informed of the affairs of the school system.

The Board of Education will endeavor to use various forms of media to keep the public informed, including news releases on the school website, the local newspaper, newsletters, school newsletters, presentations before parent groups and other community organizations, social media and the school messaging system.

Legal Reference:	84-712	Public records; free examination;
	84-1401	memorandum and abstracts
		Public meeting; defined; open to public

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
 KEARNEY, NEBRASKA

Community Relations

Public Access to School Records - Examination, Making Memoranda, and Copying

1. The School District, through the Superintendent, shall provide interested persons access to the records of the School District as required by law. Such access shall include the opportunity to examine School District records, when permitted by law. The School District shall not make records of individual students, personnel, or other confidential material available, except as allowed by law or compelled by court order.
2. Records may be examined at the School District offices during the hours such offices are open for the ordinary transaction of business. School district offices will be open for the ordinary transaction of business (a) during the school year on such days as school is in session, and (b) during the summer months when school is not in session, Monday through Friday, except legal holidays or other days the District is closed.
3. Records may be obtained in the form in which the record is maintained including, but not limited to, printouts, electronic data, and photocopies. The School District will not be required to produce or generate any record in a new or different form or format modified from that of the original School District record. Copies of records may be made as follows:
 - (a) Copies may be made by persons using their own copying or photocopying equipment, provided that such copies shall be made on the premises of the School District offices or at a location mutually agreed to by the requester and the School District.
 - (b) Copies may be obtained from the School District if the School District has copying equipment reasonably available, and upon payment of a fee for providing copies. The Superintendent shall determine a reasonable fee for the copying of school district records, provided that such fee is not to exceed the actual cost of making the copies available. If the copies requested are estimated by the School District to be more than fifty dollars (\$50.00), the School District may require the requester to furnish a deposit prior to fulfilling such request.
4. For residents of Nebraska and news media desiring to submit a public records request to the School District, a requester must submit a written request to the School District. Upon written request for access to records, the School District will provide to the requester as soon as is practicable and without delay, but not more than four (4) business days after actual receipt of the request:
 - (a) Access to or, if copying equipment is reasonably available, copies of the school district records requested;
 - (b) A written denial of the request, or portion thereof, if there is a legal basis for such denial of access to school district records on a written form from the school district; or
 - (c) If the entire request cannot with reasonable good faith efforts be fulfilled within four (4) business days after actual receipt of the request due to the significant difficulty or extensiveness of the request, the school district shall provide a written explanation, including the earliest practicable date for fulfilling the request, and estimate of the expected cost of any copies, and an opportunity to modify or prioritize the items within the request. If the response to the request is expected to require more than eight cumulative hours of staff time spent searching, identifying, physically redacting, or copying, the District may require the requester to furnish a deposit, as permitted under the Public Records Request Laws.

5. For nonresidents of Nebraska, a requester must submit a written request to the School District. The School District may then require the requester to submit a deposit, as permitted under the Public Records Request Laws.

Legal Reference: Neb. Rev. Stat. Sec. 84-712 et seq.

Policy adopted: 7/8/24

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Community Relations

Advertising

The Board of Education recognizes the importance of the business and professional community and appreciates the interest and support extended to the school's educational and extracurricular programs and activities. It must be recognized, however, that the primary purpose of the school is education and the promotion of activities which are in the best interest of the students. Therefore, certain precautions are necessary and must be observed in order that the purposes of the school and its programs for students will not be violated.

1. Neither the school's academic program nor extracurricular programs shall be used to promote the advertisement of any political, religious, or commercial enterprise, except as specified hereafter in this policy.
 - A. The use of advertisement involving any materials, programs, etc., shall be prohibited unless it clearly serves an educational or school activity purpose in a positive manner.
 - B. The use of advertising credits, logos, or slogans will generally be permitted on materials only when they are used in a discretionary manner to identify and acknowledge the donor of the material, equipment, or other matter. The permitted use of such advertisement does not constitute an endorsement of those products by the school district.
 - C. No advertisement may be used which would promote liquor, tobacco, or unlawful drugs; nor exhibit art, composition, or content which is salacious or in bad taste.
 - D. Any donated material, instructional or promotional, which is offered to the school for academic or extracurricular purposes and which involves visible advertisement shall be approved by the superintendent.

Legal Reference: 79-526

District board of education; powers

Policy adopted: 8/14/17

revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Community RelationsAdvertising and Promotion

Except as may be expressly authorized by the Board of Education or Superintendent, no employee of the Kearney Public Schools shall:

1. Permit any commercial advertising to be announced, distributed, or otherwise promoted in or through the school.
2. Permit the solicitation or collection of subscriptions or contributions from pupils or their parents in or through the schools.
3. Endorse a specific brand product, or recommend, prescribe, or suggest that students use performance enhancing products, including dietary supplements which are intended to be ingested, inhaled, or injected.

Legal Reference: 79-1272

Teachers; solicitation by agents prohibited; exceptions

Policy adopted: 08/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Community Relations

Generated Publications, Radio, Television, and Electronic Communication

The superintendent and staff are encouraged to use all available means of communication, such as publications, radio, television, electronic communication, videos, and social media, etc. to keep the goals, programs, achievements and needs of the schools before the public.

The superintendent may delegate this authority to administrative staff, the school principals and the communications director as necessary, but the ultimate responsibility for their performance lies with the superintendent.

The administration is responsible for all informational services to and from the public, except for such matters as the board may from time to time wish to publicly deal with itself.

Publications issued by and in the name of the schools of this district shall reflect the high regard and aspirations of our people for their schools. There must be no compromise with high quality of editorial content and effective format. The exercise of appropriate economy in materials and production is expected so long as the main purpose is not jeopardized.

Special radio and television programs shall be consistent with the goals of our schools and the instructional guides approved by the board.

Each school may, with the approval of the principal, establish a school newsletter or newspaper for the students of the school and their parents. Such publications should be carefully prepared if undertaken.

The principal or designee is responsible for supervision such publications to conform with the intent of board policy on communications with the public.

Community Relations

Use of Buildings

All groups whether of school or community origin that wish to utilize school facilities must follow the procedures outlined in the Kearney Public Schools- Facilities Use Handbook and fill out a Facility Request form.

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Community Relations

Use of School Facilities: Designated Youth Organizations

1. Access by Youth Organizations. The District will allow, upon request, a representative of a recognized youth organization to provide: (1) oral or written information to students regarding the youth organization and how such youth organization furthers the educational interests and civic involvement of students in a manner consistent with good citizenship; and (2) services and activities to any student who is a member of such youth organization. A “recognized youth organization” is limited to those group listed in 36 U.S.C. Subtitle II, Part B. Each requesting youth organization will be permitted to provide information at school at least once during each school year. The administration will make a good faith effort to find a mutually agreeable date, time, and location for each requesting youth organization, though the administration shall have the ultimate authority to select the date, time, and location for any requesting youth organization. Under no circumstances will any requesting youth organization be permitted to provide oral information to students during instructional time, unless previously approved by the Superintendent or Superintendent’s designee. Every representative from a requesting youth organization must submit to, at the organization’s cost, a background check. The Superintendent or Superintendent’s designee may refuse to allow an individual to be on school grounds if the individual’s background check discloses a prior felony conviction or if, in the Superintendent’s discretion, the background check otherwise reveals concerns about student safety. Nothing in this Paragraph preempts or undermines any provision of the District’s Parental Involvement Policy.
2. Equal Access to Student Groups. In the event any of the secondary schools (grades 6-12) have a limited open forum as defined in the Equal Access Act, such school(s) shall not deny equal access or a fair opportunity to, or discriminate against, any students who wish to conduct a meeting within that limited open forum on the basis of the religious, political, philosophical, or other content of the speech at such meetings. A limited open forum for this purpose exists if the secondary school grants an offering to or opportunity for one or more non-curriculum-related student groups to meet on school premises during non-instructional time.

All such student meetings at school are subject to the following requirements:

- a. The meeting must be voluntary and student-initiated;
- b. There must be no sponsorship of the meeting by the school or its agents or employees;
- c. Employees or agents of the school are present at religious meetings only in a non-participatory capacity;
- d. The meeting must not materially and substantially interfere with the orderly conduct of educational activities within the school; and
- e. Non-school persons may not direct, conduct, control, or regularly attend activities of the student group.

The administration shall in all respects maintain the District in compliance with the Equal Access Act.

3. Equal Access to Designated Youth Groups. If the District provides an opportunity for one or more outside youth or community groups to meet on school premises or in school facilities before or after school hours, the District shall not deny equal access or a fair opportunity to meet to, or discriminate against, any group listed in Title 36 of the United States Code as a “patriotic society.”

The use of school facilities for student meetings as provided above shall be subject to the same provisions as other community, non-school groups and may be required to complete a facility use application as and to the same extent as other non-curriculum related student groups (in the case of student meetings) and other outside youth or community groups.

Legal Reference: 20 U.S.C. §§ 4071-4074 (Equal Access Act)
 20 U.S.C. § 7905 (Boy Scouts of America Equal Access Act) & 34
 CFR Part 108
 LB 705, § 126
 79-297

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

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Community Relations

Tobacco – Free Environment

It is the intent of the Board of Education of the Kearney Public Schools to create a tobacco-free environment within the Kearney Public Schools. Because we value our students and employees, the promotion of health, safety, and well-being is one of our utmost concerns.

Use of tobacco is linked to heart, lung, mouth, throat, gum, and respiratory diseases. Smoking is the major preventable cause of premature death today. Non-smokers can be harmed by passive smoke. Some employees already suffer from respiratory diseases, heart diseases, or allergies where they may be at risk when the smoke is present. Smokeless tobacco (chew or snuff) has been declared a cancer threat by the U.S. Surgeon General and World Health Organization. When rights of smokers and non-smokers conflict and accommodation is not possible, the rights of the non-smoker prevail, in accordance with this policy.

For purposes of this policy, tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), electronic nicotine delivery systems, alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. This does not preclude individuals from wearing non-visible nicotine patches, or using nicotine gum without displaying the product container, as part of a smoking cessation program

A ban on all tobacco use will be the policy on all Kearney Public Schools property, all school-owned vehicles, and at all Kearney Public Schools activities. Tobacco use by the general public or adult employees will be prohibited, including, without limitation, the concession stands and bleachers at outdoor athletic fields and near the entry of school buildings.

All rules and regulations which deny student use of tobacco, both inside buildings and on school grounds, remain in force. Appropriate signs will be placed at the entrances of buildings and other appropriate locations, advising all persons that our buildings and grounds are a tobacco-free environment.

Employees and visitors are expected to honor the tobacco-free environment policy. The school district will provide information to employees concerning tobacco use cessation programs. All employees are responsible for monitoring compliance with the tobacco-free policy. This does not preclude adults from wearing non-visible nicotine patches or using nicotine gum without displaying the product container, as part of a smoking cessation program.

Policy adopted: 8/14/17
revised: 8/12/19
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Community Relations

Recognition of Contributions

Individuals or organizations who contribute to special projects within the Kearney Public School District (i.e. building or remodeling projects, major gifts of property, etc.) may be recognized at the discretion of the Kearney Board of Education and the Kearney Public Schools Foundation's board of directors in keeping with the nature and purpose of the project and the nature of the contribution. In addition to cash or personal property, contributions may include donations of materials, labor, talent, time, and/or expertise. The Kearney Public Schools Foundation is recognized as an appropriate tax-exempt charitable organization for receipt and management of such gifts.

All monetary or in-kind gifts to the Kearney Public Schools or Kearney Public Schools Foundation with a value of \$250 or more will be acknowledged with a letter verifying the tax deductibility of the gift in accordance with IRS regulations.

Gifts to School Employees

Gifts to employees from parents or students, with a monetary value in excess of \$100.00, are to be referred to the Kearney Public Schools Foundation for disbursement.

Students and patrons shall not in any way be encouraged to give personal gifts to school personnel. If gifts are offered, school personnel should minimize such acts and not give publicity or public recognition to such gifts or publicly praise the donor.

Gifts by School Employees

Gifts to students by their teachers or other employees who serve the student as part of their employment are not to be made in compliance with the District's Professional Boundaries Policy. Exceptions may be allowed with prior administrative approval.

Community Relations

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 on the basis of race (including skin color, hair texture and protective hairstyles), color, national or ethnic origin, sex, disability, military or veteran status, marital status, religion, age, 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 all designated youth organizations as defined by federal regulations. 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 community non-discrimination policies:

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

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator.

Dr. Melissa Herrmann, HR Director
Kearney Public Schools Administration Building
320 West 24th St.
Kearney, NE 68845
(308) 698-8011
melherrmann@kearneycats.com

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 Peticcoat 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 race (including skin color, hair texture and protective hairstyles), color, religion, national or ethnic origin, sex, disability, age, military or veteran status, 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 race (including skin color, hair texture and protective hairstyles), color, national or ethnic origin, religion, disability, age, sex, military or veteran status, 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. Physical acts of aggression, assault, or violence, or
- j. 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 will aim 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 one or more students' 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 (and sex, if applicable) 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, is it 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 President.)

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.

1200
5401(h)
4002.1(h)-AE

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: 8/11/22
revised: 8/11/25
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Community Relations

Title IX

Kearney Public Schools, in response to federal and state regulations for Title IX of the Education Amendments of 1972 - Prohibiting Sex Discrimination in Education, hereby adopts and re-affirms the following policy:

- 1) The Board of Education affirms its intent to comply with provisions of Title IX regulation implementing the Education Amendments of 1972 - Prohibiting Sex Discrimination in Education.
- 2) The publication of this statement re-affirms the District's efforts to comply with the Title IX regulations to inform citizens of non-discriminatory practices in the dissemination process.
- 3) The Board of Education hereby affirms its intent to adopt and publish grievance procedures providing for prompt and equitable resolution of written complaints. Such guidelines shall be developed as part of the administrative procedures, and such forms as needed shall be developed and made available to the public.
- 4) The Board of Education will implement specific and continuing steps to notify the public of its intent for compliance with nondiscriminatory practices. Self-evaluation and a continual assessment of the educational program will be implemented through regular administrative procedures.
- 5) Pursuant to this intent the Board of Education, as of this date, appoints the board policy committee to address these issues, as needed.

Legal Reference: Title IX

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Community Relations

Title IX--Procedure For Informal/Formal Hearing

In accordance with Title IX, the Board of Education of Kearney Public Schools, hereby re-affirms the following procedures for handling complaints alleging a violation of Title IX, a federal law which prohibits sex discrimination in any educational program receiving federal financial assistance.

Procedure:

- 1) A written complaint must be presented to the Superintendent, or the Superintendent's designated representative(s) on a form available at the school office.
- 2) The Superintendent or the designated representative(s) may request an informal conference to present information relative to the complaint, or to request further information relative to the specific nature of the complaint.
- 3) If the complaint is not resolved in the first informal conference an informal hearing will be arranged at the convenience of both parties.
- 4) The Superintendent or the designated representative(s) will plan the details of the hearing based upon the nature of the complaint and the number of persons involved. This hearing will be conducted by a Hearing Officer designated by the Superintendent or by the Board of Education.
- 5) The complainant will be notified in writing of the time and place of the hearing.
- 6) Witnesses and/or advisors may be called by either party within limits established by the Hearing Officer.
- 7) Upon completion of this hearing, the Hearing Officer will make a report in writing to the Superintendent within ten (10) school days of conclusion of the hearing, with a copy to the complainant. The Superintendent shall within five (5) school days determine whether to accept the recommended action of the Hearing Officer and notify the complainant of the Superintendent's decision. The complainant shall within five (5) school days notify the Superintendent whether the complainant accepts the decision; failure to identify any points of the decision with which the complainant does not agree shall be considered to be acceptance of the decision or the points with which the complainant has not identified disagreement.
- 8) If the above process does not resolve the complaint, an appeal may be made to the Board of Education through the Superintendent by filing a notice of appeal with the Superintendent within ten (10) school days of the Superintendent's notification.

Form For Filing Complaints

Buffalo County School District 10-0007
Kearney Public Schools
320 West 24th Street
Kearney, Nebraska 68845

Date:

Person Making Complaint:

Address:

Phone:

(1) Name of child or person who you believe to have been unlawfully harassed:

_____.

(2) Statement of facts detailing date and manner in which child or person was harassed:

_____.

(3) Names of witnesses to the harassment:

_____.

(4) Relief requested (what I want done in response to this request):

_____.

The undersigned states: I have a reasonable belief that the facts in this complaint are true and accurate, I am familiar with the School District's Title IX and anti-discrimination grievance and complaint procedures, and I give permission for an investigation to be made into this complaint.

Signature: _____

Received by: _____

Date: _____

Legal Reference: Title IX

Rule approved: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Community Relations

Designation of ADA and 504 Coordinator

Kearney Public Schools does not discriminate on the basis of disability in the admission or access to, or treatment or employment in, its programs or activities.

The Superintendent shall either coordinate or designate one or more persons to coordinate Kearney Public School's compliance with the requirements of the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973, as amended (ADA and Section 504).

The Coordinator shall take such actions as required to maintain compliance with such laws; to provide information concerning such laws and their applicability to the services, programs, or activities of the District; and to resolve any complaints or grievances related to alleged non-compliance by the District with such laws.

In the event an employee has a disability and is in need of a reasonable accommodation to perform the employee's duties or to otherwise receive benefits and privileges of employment equal to those enjoyed by similarly-situated employees without a disability, the employee is to inform their supervisor and request a meeting with the ADA Coordinator to discuss the provision of reasonable accommodations.

In the event a student has a disability and needs or is believed to need special education or related services, the 504 Coordinator shall initiate the 504 evaluation and accommodation process.

The Board of Education has adopted a plan regarding the accessibility requirements of persons with disabilities who use school facilities as required by the ADA and Section 504. Members of the public may review the accessibility plan by contacting the Superintendent at the school's administrative offices. Comments or complaints regarding the accessibility of district facilities shall be made to the Superintendent for resolution.

Legal Reference: Americans with Disabilities Act of 1990 (ADA)
 Section 504 of the Rehabilitation Act of 1973 (Section 504)

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Community Relations

ADA and Section 504 Grievance Procedure

The following grievance procedure shall be used for resolution of complaints of alleged violations of the Americans with Disabilities Act of 1990 (ADA) or Section 504 of the Rehabilitation Act of 1973:

- 1) Complaints shall be filed with the ADA and Section 504 Coordinator. Complaints shall be made in writing, unless the Complainant's disability prevents such, in which event the Complaint can be made verbally.
- 2) Complaints shall set forth: (a) the name of the Complainant, (b) the address and telephone number or other such information sufficient to enable the Coordinator to contact the Complainant, (c) a brief description of the alleged violation, and (d) the relief requested by the Complainant.
- 3) Complaints shall be investigated by the Coordinator or the Coordinator's designee. Investigations shall be thorough, but informal, and the Complainant shall be given a full opportunity to submit evidence relevant to the complaint.
- 4) The Coordinator shall make a decision on the Complaint within thirty (30) days of the filing of the Complaint, unless such time period is extended by agreement with the Complainant or a longer period is reasonably necessitated by the circumstances. The decision shall be made in writing, shall set forth the Coordinator's proposed resolution of the Complaint, and shall be forwarded to the Complainant.
- 5) The Complainant shall have ten (10) days from the date the Coordinator's decision is sent to the Complainant to accept or reject the Coordinator's proposed resolution. The Complainant shall be deemed to have accepted the proposed resolution unless the Complainant rejects the proposed resolution within such time period.
- 6) In the event the Complainant rejects the proposed resolution, the Complainant shall be given the opportunity to file a request for reconsideration within ten (10) days from the date the Coordinator's decision is sent to the Complainant. The request for reconsideration shall be filed with the Coordinator. Upon receipt of the request for reconsideration, the Coordinator shall promptly forward the request for reconsideration and all evidence received by the Coordinator in connection with the Complaint to a third person for review (either an administrator or other employee of the District, or members of the Board of Education or Committee of the Board).
- 7) A decision on the request for reconsideration shall be made within ten (10) days after the request for reconsideration was filed unless the Board or Committee of the Board is the reviewer, in which event the decision shall be made within thirty (30) days of the filing of the request for reconsideration, unless such time period is extended by agreement with the Complainant or a longer period is reasonably necessitated by the circumstances

Legal Reference: Americans with Disabilities Act of 1990 (ADA)
 Section 504 of the Rehabilitation Act of 1973 (Section 504)

Rule approved: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Community Relations

Comfort and Therapy Animals

Comfort animals, therapy animals, or other animals intended for the comfort of an individual will not be permitted on District property.

No person may bring an animal onto District property unless they have received prior written permission from the Superintendent's Office.

Service Animals

The District will allow service animals onto District property when required by law. Only service animals that are legally required will be permitted on District property.

Individuals who believe that they are permitted by law to bring a service animal onto District property must receive prior written permission from the Superintendent's Office.

1. Definition of Service Animal

A service animal is a dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability. Other species of animals are not service animals for the purposes of this definition, though miniature horses are in certain circumstances entitled to similar treatment.

An individual may be required to specify what tasks the service animal has been trained to perform to accommodate the individual's disability.

The work or tasks performed by a service animal must be directly related to the handler's disability. Examples of work or tasks that a service dog may perform to meet this definition include:

- Navigation: assisting individuals who are blind or have low vision with navigation and other tasks,
- Alerting: alerting individuals who are deaf or hard of hearing to the presence of people or sounds,
- Protection: providing non-violent protection or rescue work,
- Pulling: pulling a wheelchair,
- Seizure: assisting an individual during a seizure,
- Allergens: alerting individuals to the presence of allergens,
- Retrieving: retrieving items such as medicine or the telephone,
- Physical support: providing physical support and assistance with balance and stability to individuals with mobility disabilities, and
- Interrupting behaviors: helping persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors.

Work or tasks that are excluded from meeting the definition are:

- Guard dogs: the crime deterrent effects of an animal's presence and
- Companion dogs: the provision of emotional support, well-being, comfort, or companionship.

2. Permit Presence of Service Animals

An individual with a disability shall be permitted to be accompanied by his or her service animal in all areas where members of the public, participants in services, programs or activities, or invitees, as relevant, are allowed to go. A bona fide trainer of a service animal also has the right to be accompanied by such animal in training. The individual may not be required to pay an extra fee for the service animal to attend events for which a fee is charged.

Service animals may be excluded from school premises if:

- a. The service animal is out of control and the service animal's handler does not take effective action to control it;
- b. The service animal is not housebroken; or
- c. The presence of the service animal poses a direct threat to the health or safety of others. To determine whether a "direct threat" exists, an "individualized assessment" is to be made to ascertain: the nature, duration, and severity of the risk; the probability that the potential injury will actually occur; and whether reasonable modifications of policies, practices, or procedures or the provision of auxiliary aids or services will mitigate the risk.

Control of the Service Animal

The service animal must be under the control of its handler. In most cases, the dog must have a harness, leash, or other tether. The service animal does not need to be on a leash, however, if the handler is unable because of a disability to use a leash. A leash is also not required if it would interfere with the service animal's safe, effective performance of work or tasks. If either of the leash exceptions applies the service animal must be under the handler's control via voice control, signals, or other effective means.

3. Responsibility for Care or Supervision

The school district is not responsible for the care or supervision of the service animal. The individual with the service animal shall be liable for any damage done to the premises or facilities or to any person by such animal.

4. Inquiries

When addressing a service animal matter, staff shall not ask about the nature or extent of the person's disability.

Staff may not ask questions about the dog's qualifications as a service animal when it is readily apparent that the dog is trained to do work or perform tasks for an individual with a disability. Examples include where the dog is observed guiding an individual who is blind or has low vision, pulling a person's wheelchair, or providing assistance with stability or balance to an individual with an observable mobility disability.

Where it is not readily apparent that the dog qualifies as a service animal, staff may ask if the dog's presence is required because of a disability and what work or task the dog has been trained to perform. Staff may require documentation, such as proof that the dog has been certified, trained, or licensed as a service animal.

5. Determination

The determination of whether or not an animal is considered a service animal under ADA regulations or is considered a comfort/therapy animal will rest with the Superintendent or his/her designee. A determination decision will be provided in writing to anyone who requests to have a service animal on district property by either the Superintendent or his/her designee. Any appeal to a determination decision made by the Superintendent or his/her designee will be made with the Board President.

Legal Reference: Americans with Disabilities Act of 1990 (ADA), 28 CFR §28.104 and §35.136; Section 504 of the Rehabilitation Act of 1973 (Section 504); and Neb. Rev. Stat. §§20-126.01 and 20-127

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

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Community Relations

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.

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.

Policy adopted: 8/14/17
revised:

KEARNEYPUBLIC SCHOOL
KEARNEY, NEBRASKA

Community Relations

Fund-raising

The Kearney Public Schools Board of Education recognizes a desire and need for ongoing fund-raising support in the district. The Board also recognizes the need for scrutiny to prevent fund-raising activities from becoming too numerous and overly demanding on students, employees, and the general public.

Fund-raising is the selling of a product, providing a service or activity, or requesting donations of any kind. Nebraska law allows qualifying non-profit organizations to conduct lotteries with gross proceeds not greater than \$1,000 or raffles with gross proceeds not greater than \$5,000. An organization that is recognized as a non-profit corporation under Section 501 of the Internal Revenue Code is defined as a qualifying non-profit organization. The organization's proceeds must be used for charitable purposes and cannot be used to influence legislation or engage in political activity.

Student Organization Fund-raising

Staff shall educate students in the services performed by humanitarian agencies, and shall encourage students to participate in their financial support as a social and community project, but no fund-raising drives are to be conducted by non-school agencies or for non-school activities among the student population. Students may engage in raising funds, under the control of school officials, for certain approved student activities, provided the project has the approval of the principal of the school involved. Students or student groups desiring to raise money through fund drives in one form or another will present their written requests to the building principal for their approval.

Fundraising by Outside Organizations.

Outside organizations are non-school-funded groups such as parent/teacher organizations, sports booster groups, and commercial enterprises that provide supplementary services to existing school entities. Outside organizations are separate and apart from the School District. Any fundraising activities at school by outside organizations must receive prior approval from the school administration.

Independent sales consultants may not use schools as a source of sales, even if the consultant intends to donate a portion of the funds raised to the school. An independent sales consultant includes individuals who operate as a franchisee for businesses that sell products such as food storage containers, cosmetics, etc.

Charitable Giving Campaigns.

A charitable giving campaign is fundraising conducted for the purpose of providing money for a charitable cause not directly related to any District goal. Purposes for which such a campaign may be permitted include fundraising for student scholarships or student exchange programs, to assist families within the District who have experienced a catastrophe, or to fund community projects.

Any fund-raising activity conducted by any such organization using Kearney Public Schools' facilities or using the District's name in solicitation of donations must have prior approval of the Kearney Public Schools Board of Education. If the request is approved, the organization shall include a statement that the Kearney Public Schools is not endorsing the organization or campaign and has no affiliation with the event. District funds cannot be used to off-set, front-fund, or pre-pay expenses for any charitable giving campaign. A charitable giving campaign shall not be permitted to conduct fundraising among the student population.

Sales Outside of Fund Raising.

Other than those fund-raising activities authorized and approved under this policy, the selling of goods and services is prohibited on District property without the prior approval of the Superintendent or designee.

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Community Relations

Fund-raising

Fund raisers are categorized as:

- I. School Building Activities - e.g. dances, carnivals, book fairs, food sales, suppers, concessions, raffles, split the pot, etc.
- II. Commissions - school pictures, vending machines, K-Cards, box tops/labels, restaurant nights, Target, etc.
- III. Activities in conjunction with private fundraising companies - magazines, frozen food, etc.
- IV. Sanctioned Parent Support Organization/PTO Activities
- V. Philanthropy/Service activities – e.g., Jump Rope for Heart, Adopt-a-Park, Canned Food Drive, Pennies for Leukemia, etc.

Restrictions on fundraising categories are: (see above)

For middle schools and Kearney High School:

Category I - No restrictions

Category II - No restrictions

Category III - One per school/per year/per sanctioned activity group, sanctioned parent activity support group, or grade-level student or support organization

Category IV - Must be under the building principal's supervision

Category V – As approved by the building principal or activities director

For elementary schools:

Category I – No restrictions

Category II – No restrictions

Category III – One per school per year

Category IV – Must be under the building principal's supervision

Category V – As approved by the building principal

Student Organization Fund-raising –

Student organizations are groups that are sponsored by the district and approved by the Board of Education. They are designed to provide opportunities for students to participate, on an individual or group basis, in school and public events for the improvement of skills. Student organizations are directed or supervised by school district staff.

1. Approval Criteria –

Student organization fund-raising activities are to be considered for approval based on the following criteria:

- A. The project will be fun and safe for students
- B. Students will not be exploited for sectarian, political, or commercial purposes
- C. The project will accomplish the goals for the fund-raiser without undue risk of financial loss.
- D. The project will be consistent with the mission and goals of the school district and the student organization
- E. The number of fund-raisers run by the particular student organization and within the school and the district within the last 12 months
- F. The project meets all legal requirements

2. Food Sales –

The sale of foods as a fund-raiser is subject to the district's School Wellness Policy.

3. Safety Considerations –

The district does not sponsor activities involving driving vehicles unless a school employee or sponsor or a responsible adult is driving.

Projects that involve door-to-door sales will not be approved for student participants.

4. Non-Approved Activities –

The following activities may not be approved for student group fund-raising activities: raffles, lotteries, car bashes, direct solicitation of money, and slave days.

5. Contracts –

Teachers, coaches and sponsors are not authorized to sign contracts for the procurement of items to be sold or used in student organization fund-raisers. Any contract that obligates school funds shall be submitted to the building principal for approval and execution.

6. Purchases –

All purchases related to student organization fund-raisers are to be made in the school district's name. Deliveries of fund-raising items for sale shall be made to the school building, not to personal addresses. Items shall be kept in a secure place to avoid theft. Items which are overpriced or are of a controversial nature to the school will be rejected. Items which are in direct competition with local businesses shall be avoided, where practicable.

7. Money Handling –

All funds collected must be given by the fund-raiser sponsor intact to the building principal or designee for deposit into the school district depository account no later than the next school day, following receipt. Funds may not be deposited into personal accounts and may not be taken home.

8. Inventory –

The fund-raiser sponsor shall maintain an inventory of items related to the project. Upon completion of the project, unsold items may not be given away. The items shall be returned to the vendor for credit, sold at reduced prices in a clearance sale, or kept for sale in a future student organization fund-raising event.

9. Disbursement of Fund-raising Proceeds –

Fund-raising proceeds shall be disbursed to and used by the student organization for the purposes for which the project was initiated.

Proceeds from fund-raisers will have a defined educational and/or capital improvement purpose as determined by the building principal. Direct donations of cash directly to individual staff members for personal use are prohibited. Any disbursement of the proceeds received from fundraising activities must receive prior approval of the building principal or activities director. Any use of fundraising money or donated goods for capital improvement expenditures (e.g. permanently affixed, landscaping, alarm systems, sprinkler systems) needs to have the superintendent's or his/her designee's approval prior to a decision to proceed with the project and must conform to district-wide equipment specifications or guidelines.

10. Records –

The fund-raiser sponsor shall submit all records related to the fund-raising project at the conclusion of the project. The records to be maintained and submitted include: fund-raiser approval, purchase order or procurement card receipt, invoices, packing slips, student checkout sheets, deposit receipts, inventory of merchandise, and records of credit or receipt for returned merchandise.

11. Student Conduct –

All students who participate in approved fund-raising activities are expected to represent the school, the student organization, and the community in a positive manner. All rules pertaining to student conduct and student discipline extend to student fund-raising activities. Kearney Public Schools students will not participate in or be present at any fund-raiser that involves the sale or promotion of alcohol or tobacco.

If a donation of cash or equipment is offered to a staff member for a school organization or the school district, the coach or sponsor shall refer the intended donor to the building administration. If the donor insists on giving the cash or equipment immediately, the staff member shall turn the donation over to the building principal immediately upon receipt.

Coaches or sponsors who also coach, manage or otherwise participate in club teams or similar non-school organizations must clearly separate any student organization fund-raising from fund-raising activities for their club team. Such individuals who receive donation offers must request that the donor be very clear as to whether the donation is intended for the student organization or the club team.

Community RelationsRelations with Non-Public and Other Educational Organizations and the Schools

The board recognizes the need and the worth of cooperative relationships with other schools, colleges and educational organizations. It encourages members of the school staff to work with their counterparts in such organizations on educational matters within the framework established by the statutes, state regulations and board policy.

Legal Reference: 79-512

Associations of school boards;
membership dues; payment
authorized

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Community Relations

Parent/Teacher Associations

The board looks upon school-community associations such as the PTO as integral parts of the school community which can aid substantially in promoting a quality educational program.

Among the many services which such associations can offer, the board especially endorses any assistance which they can give in providing volunteer services in our schools.

The board encourages active support of and cooperation with school-community associations by teachers and other employees.

Community Relations

Complaints Concerning School Personnel/Media/Instructional Materials

School Personnel

Constructive criticism of the school is welcome through whatever medium when it is motivated by a sincere desire to improve the quality of the educational program and to equip the school to perform its task more effectively.

The board places trust in its employees and desires to support their actions in such a manner that employees are freed from unnecessary, spiteful, or negative criticism and complaints.

The administration has established procedures for handling complaints when they are received and complaint forms are available at the Administration Building.

Instructional Materials

It is recognized that opinions differ concerning appropriateness of instructional materials. Occasionally an individual or group may find instructional materials used in the schools in conflict with their views.

The administration has established procedures for handling any such complaints when they are received. Any person who desires to file a complaint should contact the superintendent to obtain these procedures.

Community RelationsStudent Production of Goods and Services

Students may produce services and materials for community organizations or groups only to the extent that such production furthers such students' educational development. Care must be exercised by the administration in interpreting this policy to avoid pupil exploitation. Such activity is to be authorized by the building principal and supervised by assigned staff.

Community RelationsPublic Performances by Students

Participation in community celebrations, patriotic observances, or other special events, by bands, choral groups, athletics teams, or other student groups, is recommended by the board as a means for establishment of positive relations between the school district and the community. The use of school groups to promote partisan politics, sectarian religious views, or non-philanthropic money-raising activities is not approved.

Authority to approve participation in events of the nature described in the above paragraph is delegated by the board to the superintendent.

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Nov 2025

LOPEZ MOORE, ROSA

BA/ Step 3

Sped TLC Teacher

Kenwood Elementary School

Rosa Lopez Moore will earn her BA from UNK in May with an endorsement in Eled K-6, ESL and Special Education. She will student teaching in KPS. She is currently a para at Northeast and Windy Hill Elementary Schools. Rosa will be a Special Education TLC teacher at Kenwood Elementary starting the fall of 2026.

ARTICLE 2

ADMINISTRATION

SERIES 2000

Page

Concept and Roles in Administration 2000

~~Policy and Rule System 2010~~ Move to 8310

A. Administrative Staff Organization ~~2020~~ 2010

 1. Line of Authority..... ~~2021~~ 2400

B. Job Descriptions..... 2030

~~C. Qualifications for Appointment to Administrative and Supervisory Positions..... 2040~~ Move to 4101

Administrative Operations -

A. Administrative Action in Absence of Board Policy ~~2100~~ 2440

~~Code of Ethics 2200~~ Move to 4190

Evaluation of Principals and Other Certified Administrative Personnel..... ~~2300~~ 2230

Staff Handbooks..... ~~2400~~ 2420

AdministrationConcept and Roles in Administration

The administration of this school system is responsible for the direction, coordination and control of students and staff in their efforts to reach educational goals adopted by the board within the guidelines established by board policy, law and employee agreements.

Functional Principle of Administration

- A) The organization of the school staff shall be unified and directed by a single executive head – the Superintendent of Schools.

The Superintendent of Schools shall be the chief executive officer of the Kearney Public Schools. As chief executive officer of the Kearney Public Schools, the Superintendent shall have general oversight of the school system. The Superintendent shall be responsible for the efficient operation of the system in all its divisions. The Superintendent shall also exercise those duties which are mandated by the statutes and those which are specifically designated in the Policies and Regulations of the Kearney Public Schools as duties of the Superintendent.

- B) Staff organization shall be based upon a functional analysis of the services to be rendered by the school system.
- C) The Board of Education recognizes the following services or functions within the school system:
1. Policy making and legislation – functions of the Board of Education carried on with the aid of the Superintendent of Schools.
 2. Administration – a function of the administrators on all levels of the school system, unified and coordinated through the office of the Superintendent of Schools.
 3. Instruction – a service performed by teachers, counselors and librarians aided by administrative and certificated employees and their assistants.
 4. Plant operation, maintenance, construction, and transportation – functions under the direction of the Superintendent of Schools and his designee.
 5. Business affairs, to include accounting, secretarial, and clerical – services performed by secretaries, clerks, accountants, and others under the direction of the Superintendent of Schools.
- D) All administrators will be members of the leadership council, are expected to function as an effective administrative team, and shall be called upon from time to time to make reports to the board of education

Legal Reference:	79-549	Board of education; control pupils entitled to attend schools
	79-590	Board of education; selection of officers; rules and regulations; compensation

Policy adopted: 8/14/17

Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

*Move this policy to 8310 2010

Administration

Policy and Rule System

The superintendent shall establish and maintain an orderly plan for preserving and making accessible the policies adopted by the board, the bylaws adopted by the board, and the rules of the administration. The board policies, the board bylaws, and the administrative rules shall be published in a manual, maintained in current condition and made available to all persons concerned, including the board, staff and the community.

Policies

Policies are statements of intent which are adopted by the board of education. They serve as guides to the administration in the development and implementation of rules for operating the district.

The superintendent leads the policy-making process, by recognizing the need for specific policies and giving the board proposed policy statements for consideration, modification and adoption.

Rules

The superintendent shall specify the detailed arrangement under which the schools are to be operated. These rules and procedures are to be placed in the district policies and rules manual. –Rules may be presented to the board if required by federal or state law. Administrative rules must be consistent with the policies adopted by the board of education.

The superintendent is responsible for development and implementation of the district rules involving staff members in development of rules in order to make certain that each rule is complete, efficient, sufficient to the need, consistent with adopted board policy, and capable of full implementation.

Bylaws

Bylaws are the rules governing the internal operations of the board of education. When need for a new bylaw, or modification of an existing bylaw is recognized, the superintendent will be directed to develop and present the board with an effective new or modified bylaw for consideration, modification, if necessary, and adoption. The same procedure used for development of policies shall be used for development of bylaws.

Policy adopted: 8/14/17

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Administration

Administrative Staff Organization

~~The superintendent shall organize the staff of the school district in a manner best suited to achieve its purposes. The board of education prefers a structure which establishes the superintendent as a unitary executive responsible to the board of education, with line of primary responsibility for all other employees clearly identified. There should, in addition, be provision for representative and deliberative groups of employees, students and community whose main functions shall be to assist in (1) problem identification, (2) providing input, and (3) making recommendations.~~

Election of Administrative Personnel

All administrative positions shall be authorized by the ~~B~~board of education upon the recommendation of the ~~S~~superintendent ~~of schools~~. All administrators shall be properly certified so as to conform with standards established by the Nebraska State Board of Education and shall have such training and experience as deemed appropriate by the ~~S~~superintendent ~~of schools~~. Unless otherwise indicated, administrators are assigned, supervised, and evaluated by the ~~S~~superintendent ~~of schools~~

~~The rehiring and compensation package (salary/benefits) for the Superintendent will be considered at the regular December meeting of the Board of Education. The rehiring and compensation package (salary/benefits) for the principals will be acted upon by the Board of Education on or before April 15 of each year. The dates for action are subject to modification at the discretion of the Board of Education.~~

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

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

Policy adopted: 8/14/17

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Date of Adoption:

Administration

Line of Authority

Each teacher or other employee of the School District shall be under the general direction of the Superintendent, but shall be under the immediate supervision of the building Principal or other designated supervisor.

The Principalship

1. The elementary and secondary schools shall be under the direct administrative and supervisory control of the designated principals.
2. Principals shall perform all duties pertaining to their positions under the immediate supervision of the Superintendent or his or her designee.

AdministrationJob Descriptions

The Superintendent shall ~~provide for the work with the Director of Human Resources in the~~ preparation and maintenance of job descriptions for categories of employees, according to acceptable personnel practice.

It is important for structured decision making that the job description for each position be descriptive of the actual functions of the position. ~~The board shall have final approval of job descriptions.~~

~~Central office personnel job descriptions will be included in the manual. All other job descriptions will be in a separate job description manual.~~

All job descriptions will be housed with the Director of Human Resources and available for review upon request.

Administration

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

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Administration

Administrative Action in Absence of Policy

If a situation demanding a decision is not covered by an existing law, policy, or by regulations, the Superintendent or the Superintendent's designee is empowered to make the decision deemed best in the Superintendent's or the Superintendent's designee's professional judgment.

Decisions made in the absence of needed policy shall be reported to the Board and, when appropriate, the Superintendent shall develop recommended policy to deal with similar matters in the future.

Administrative Actions in Emergencies

In any crises or emergency circumstances, the immediate concern is securing the safety and welfare of students and staff. A second priority, if appropriate, will be the securing and salvaging of property. The superintendent of schools will be in charge of administering and monitoring any emergency event, except that if the situation is confined to a particular building, the principal will be in charge with the superintendent of schools advising on necessary decisions. Once the nature of the emergency is determined and the immediate concerns for students and staff are addressed, the superintendent of schools will, in no particular order:

1. Alert board members.
2. Decide whether or not to convene or postpone school, with attendant adjustments in transportation and activity schedules.
3. Determine the need to involve other agencies and/or officials (e.g., police, fire and emergency personnel, counseling services, insurance representatives). All administrators will maintain an accessible, emergency phone list.
4. Notify students, staff, and patrons via appropriate media.

Inclement Weather: In the event of bad weather, or other circumstance in which the safety of students would be endangered by attending school, the superintendent of schools will make the decision to cancel or delay the start of school and whether or not staff are to report for duty. When school is canceled, ordinarily all after-school activities will be canceled. Any decision to the contrary must have the superintendent of school's permission and include provision for communicating with all affected parties in a timely manner. Weather information will be sought from current weather station reports and consultation with the transportation director and other area superintendents. The decision to cancel school will be made as early as possible. A system will be developed to alert the staff, and the superintendent of schools shall inform appropriate television and radio stations and request that they make the appropriate announcement to the local media. The board of education will determine in the spring whether time missed for inclement weather or other emergency school closings should be made up.

Fire, Tornado, Gas Leaks: Principals shall keep current drill and evacuation plans, to include alternate location/s, and publish them in staff and student handbooks. Teachers will post said plans in their classrooms and educate students on their implementation.

Student or Staff Deaths: When notice is received of a student or staff death, the involved administrators will inform and consult with the ~~S~~superintendent-of-schools. Ordinarily school will be convened; however, appropriate modifications in daily school activities which are sensitive to the incident will be made. Further, if deemed necessary, a crisis intervention team will be made available, in conjunction with school counseling services, to provide assistance to students and staff. Substitute teachers will be employed if deemed appropriate. School officials will attempt to balance funeral accommodations with the need to convene school with minimal disruption.

Policy adopted: 8/14/17
Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Administration

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.

Administration

Evaluation Certificated Administrative Personnel

1. Objectives

The Board recognizes that the roles of a school superintendent, principal, assistant principal, and other certificated administrative personnel of the School District (hereinafter collectively referred to as "Administrators") are varied and complex requiring an appraisal process that accurately measures performance and provides support for the continued growth and improvement of the Administrator. The general job description and an evaluation instrument with performance standards for each administrative position shall be promulgated under the direction of the Superintendent, ~~of Schools and~~ approved by the Board of Education, and provided to the affected Administrator. The appraisal process for each Administrator and administrative position shall serve these purposes:

- a. To raise the quality of administration and educational service to the children of our community.
- b. Clarify for the Administrators their respective role in the school system as seen by the Board.
- c. Clarify for all Board members the role of the administration and the immediate priorities among each Administrator's responsibilities.
- d. Develop harmonious working relationships between the Board, ~~and~~ administrative supervisors, and each Administrator.
- e. Aid the individual Administrator to grow professionally.

The evaluation of administrative performance is intended to be a cooperative and continuing process designed to improve the quality of the educational program.

2. General Procedures

The formal Administrator appraisal is based primarily upon the procedures and processes defined below. The procedures provide for a consistent and equitable appraisal of important aspects of the Administrator's duties and responsibilities. They do not, however, specifically include the total range of expectations of the effective performance of the administrative duties of each administrative position or the Administrator assigned to such position. As a result, additional data and information related to the respective administrative role may be utilized to generate a comprehensive appraisal.

3. Appraisal Cycle

Administrators with three or fewer years of administrative experience in the District will be observed and evaluated at least once each semester, except the Superintendent, who shall be observed and evaluated by the Board of Education once each semester in the first contract year of employment, and once per year each contract year thereafter. Administrators with more than three years of administrative experience in the District will be evaluated at least once each school year. Observations and evaluations of greater frequency or number than required may be conducted and made at the request of the Administrator or in the discretion of the appraiser.

The appraisal cycle and appraisal process for a permanent Administrator is intended for the direction of the responsible appraiser. A failure to complete evaluations within the designated cycle or in the manner directed by this policy shall not give the permanent Administrator rights, but may be addressed in evaluating the responsible appraiser's performance.

The entire instructional period for Administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of an Administrator's work for no less than fifty (50) minutes (cumulative) during the time periods being evaluated.

4. Appraisal Process

The appraisal process is the responsibility of the Administrator and the Administrator's immediate supervisor as determined by the Board of Education and/or the Superintendent ~~of Schools~~, provided that the supervisor of the Superintendent shall be the Board of Education. In the event the responsible appraiser has not initiated the appraisal process within the time or in the manner required, the Principal has the responsibility to timely notify the responsible appraiser.

Performance standard categories set forth in the evaluation instrument for each administrative position, as adopted and amended from time-to-time, shall serve as the basis for the informal job-target-based formative appraisal and the formal summative appraisal. During the formal summative appraisal, data is collected as required to provide a basis for appraising the performance categories. Data collection may include, but is not limited to, surveys (formal or informal information gathering from staff, students, parents, community members, and other Administrators), statistics received by routine reports; statistics generated by reports specifically designed for the appraisal; review of sample written materials of the Administrator (such as, for example, a Principal's evaluations of teachers) and observations of performance. The Administrator may be assigned responsibility to assist with data collection and shall have the duty to provide such assistance as is requested.

The collected data along with the professional opinions of the responsible appraiser shall serve as the basis for the final appraisal report.

5. Final Formal Summative Evaluation

The appraisal process culminates in a final formal summative evaluation. The final formal summative evaluation consists of a rating of each performance category identified in the evaluation instrument, identification of whether the Administrator's performance meets or does not meet district standards of performance, a list of deficiencies in the Administrator's performance, suggestions and plans for improvement to assist the Administrator in overcoming such deficiencies, and follow-up evaluations as appropriate in order to correct performance below district standards. As a professional, the Administrator may be assigned responsibility to provide suggestions for improvement plans or similar 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, the Administrator shall have the duty to comply with such plans. The Administrator is expected to be cooperative, professional, and to exhibit a willingness to improve performance and to accept the constructive criticisms and suggestions of the appraiser.

Administration

Staff Handbooks

The Superintendent shall have the authority to establish staff handbooks. The handbooks may define the duties of all school employees; define responsibilities, duties and policies concerning the relation of personnel to the administration, the community and the students; shall list the responsibilities of the administration to the staff together with staff welfare measures; shall list general policies pertaining to students and may contain other information that the superintendent deems relevant. If there is any conflict between staff handbooks and Board Policy, Board Policy will supersede staff handbooks. Staff handbooks shall, when approved by the Board, have the effect of Board policy and control over any conflicting Board policy adopted prior to the staff handbook in the event of a direct conflict.

All staff may be furnished or be provided access to a handbook at the beginning of each school year. Should a circumstance present itself that is not covered by the provisions of the staff handbook applicable to a specific employee, reference should be made to Board policy.

Wand Detectors

To ensure that school buildings remain safe and free from dangerous objects, the Board of Education hereby authorizes the use of handheld metal detectors or similar devices (such as wands and sensors) to conduct lawful searches, including reasonable, and non-intrusive screenings of students, staff, and visitors on school grounds, in a school vehicle, or at a school activity. The following procedures will be implemented for handheld metal detectors and similar devices at Kearney Public Schools:

1. Prior to any student being screened by a metal detector or similar devices, the District will provide written notice to all students and parents about the possible use of handheld metal detectors in school. Said notice will be included in the student handbook and will be available upon request.
2. District staff who have been trained or are authorized to use a metal detector or similar device may conduct screenings based on reasonable suspicion. Trained staff may include administrators, safety/security personnel, and other designated staff members as approved by the Superintendent or designee.
3. District staff, to include Director of Student Services & Safety and/or Building Administrators, may participate in training on the use of hand-held metal detectors provided by the district Safety Coordinators or law enforcement.
4. Any individual subject to a metal detector screening must bring their personal belongings (coat, backpack, purse, gym bag, and the like) to the location where the screening will be performed. Said items may be subject to a metal detector screening, but personal belongings will not be opened or searched without reasonable suspicion.
5. All persons subject to a metal detector screening are required to remove any metal or dangerous objects from their person and/or personal belongings prior to the screening. After removing any such metal or dangerous objects, the person will be subjected to the metal detector screening.
6. If the metal detector activates during a screening, then such a person will be subject to additional screening and/or further search by District personnel or law enforcement.
7. Any person found to be in possession of a firearm or other dangerous weapon will be immediately removed from school grounds and may be subject to arrest and/or disciplinary action pursuant to applicable law and Student Code of Conduct.
8. Any student who refuses to submit to a search consistent with these procedures may be subject to a search of his/her personal and belongings, and any other appropriate disciplinary action by school administration. Other persons (such as visitors) who refuse to submit to a search consistent with these procedures may be refused entry and escorted off school grounds immediately. Visitors or other individuals who refuse to comply may be denied entry and escorted from the premises.
9. Individuals found to be in possession of other unauthorized items (such as drugs) will be subject to disciplinary action, referral to law enforcement, and/or immediate removal from school grounds.
10. No student will be subjected to a metal detector screening based on any impermissible discriminatory or unlawful reason.
11. Nothing in this Policy shall preclude or preempt any Individualized Education Plan, 504 Plan, or other legal requirements under the applicable special education laws.

12. Nothing in this Policy precludes or limits the District from conducting other lawful searches or activities in an effort to keep school safe and free from dangerous weapons.
13. The use of a wand detector could be a part of a student's safety plan.

Searches of Lockers and Other Types of Searches

In accordance with state and federal law, school administrators are authorized to conduct searches of students and their property as well as property of the district in order to enforce compliance with statutes, policies and rules. A search may be conducted for reasons that include, but are not limited to, safety, health and discovery of the violation of a statute, policy, or rule. To ensure that school buildings remain safe and free from dangerous objects, the Board of Education hereby authorizes the use of handheld metal detectors to conduct lawful searches of students on school grounds, in a school vehicle, or at a school activity. Students are not permitted to bring any authorized objects to school.

Policy adopted: _____

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA



2026-2027 KPS CALENDAR

OWN *Your* FUTURE

NO SCHOOL
START/END
BRIGHT FUTURES
TEACHERS ONLY

AUGUST

5-6-7 NEW TEACHER ORIENTATION
 10-12 TEACHER PRE-SERVICE DAYS
 13 **FIRST DAY OF SCHOOL K-12**
 13&14 KINDERGARTEN 11:45 DISMISS
 20 BRIGHT FUTURES PRESCHOOL
 & TODDLERS FIRST DAY

AUGUST 2026						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEPTEMBER 2026						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

SEPTEMBER

4 BRIGHT FUTURES NO SCHOOL
 7 **NO SCHOOL PK-12 - LABOR DAY**
 16&21 9-12 CONFERENCES 6:00-9:00
 PK-8 CONFERENCES 4:30-8:30
 23 **NO SCHOOL PK-12**
 KHS TEACHER PD 8:00-10:00
 KHS CONFERENCES 11:00-6:00
 PK-8 TEACHER PD 8:00-12:00
 PK-8 CONFERENCES 1:00-6:00
 24&25 **NO SCHOOL PK-12 COMP DAYS**

OCTOBER

2 BRIGHT FUTURES NO SCHOOL
 16 **NO SCHOOL PK-12**
 Grading & PD Day
 END OF FIRST QUARTER
 K-12: 42 DAYS

OCTOBER 2026						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER 2026						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

NOVEMBER

6 BRIGHT FUTURES NO SCHOOL
 25-27 **NO SCHOOL PK-12**
 THANKSGIVING VACATION

DECEMBER

4 BRIGHT FUTURES NO SCHOOL
 18 **EARLY DISMISSAL 2:00**
 END OF SECOND QUARTER
 K-12: 42 DAYS
 21- **JANUARY4 Holiday Break**
NO SCHOOL PK-12
 24-Jan 1 **District Office Closed**

DECEMBER 2026						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JANUARY 2027						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JANUARY

4 **NO SCHOOL PD DAY,**
 WORKDAY
 5 **SECOND SEMESTER BEGINS**
 18 **NO SCHOOL PK-12 (MLK DAY)**
 Prof Dev & Work Day
 8 BRIGHT FUTURES NO SCHOOL

FEBRUARY

5 BRIGHT FUTURES NO SCHOOL
 10 & 15 9-12 CONFERENCES 6:00-9:00
 PK-8 CONFERENCES 4:30-8:30
 17 **NO SCHOOL PK-12**
 KHS TEACHER PD 8:00-10:00
 KHS CONFERENCES 11:00-6:00
 PK-8 TEACHER PD 8:00-12:00
 PK-8 CONFERENCES 1:00-6:00
 18 & 19 **NO SCHOOL PK-12**

FEBRUARY 2027						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

MARCH 2027						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

MARCH

5 BRIGHT FUTURES NO SCHOOL
 12 **END OF THIRD QUARTER: 44**
 DAYS
NO SCHOOL PK-12
 PD Day, Grading
 22-26 **NO SCHOOL SPRING BREAK**

APRIL

9 **NO SCHOOL PK-12**
 Prof Develop/Work Day
 23 BRIGHT FUTURES NO SCHOOL

APRIL 2027						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY 2027						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

MAY

13 BRIGHT FUTURES PRESCHOOL
 LAST DAY
 16 **KHS GRADUATION (2:00 PM)**
 20 **LAST DAY OF SCHOOL K-12**
EARLY DISMISSAL 2:00
 21&24 BRIGHT FUTURES NO
 SCHOOL
 END FOURTH QUARTER: K-12: 43 DAYS

JUNE

KCLC & SUMMER LUNCH
 PROGRAM
 14 BRIGHT FUTURES TODDLERS
 NO SCHOOL

JUNE 2027						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

JULY 2027						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

JULY

KCLC & SUMMER LUNCH
 PROGRAM
 5 BRIGHT FUTURES TODDLERS
 NO SCHOOL
 9 BRIGHT FUTURES TODDLERS
 LAST DAY
 K-12: 171 TOTAL DAYS
 TEACHER CONTRACT DAYS: 185