

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

1. Routine Business -

1.A. Call to Order -

1.B. Open Meetings Act Announcement -

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

1.C. Board Meeting Decorum Expectations -

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

1.D. Pledge of Allegiance -

1.E. Roll Call -

1.E.I. Excuse Absent Board Member -

Move to excuse absent Board member _____ from the meeting.

1.F. Approval of the Agenda -

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

2. Recognitions -

3. Presentations -

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

3.B. Construction Update -

4. Legislative Update -

5. Public Participation/Comment -

Board meetings must have on the agenda, a specific time entitled Public Participation/Comment, during which patrons may address the Board on matters of general concern. No public body shall require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that

the name of any members of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. Patrons wishing to address the Board during the Public Participation/Comment will be allowed up to five (5) minutes per speaker to express their view. Public Participation/Comment may not exceed sixty (60) total minutes. The Board-imposed time limits may be extended by a majority vote of the Board, following a motion to do so. Board action may not be taken on matters discussed during the Public Participation/Comment, unless the matter specifically appears on the prepared agenda. Board of Education members will refrain from expressing personal opinions during Public Participation/Comment.

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

6. **Board Reports -**

7. **Consent Agenda -**

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

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

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

7.B. Approval of the February 2026 Claims -

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

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

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

8. **Regular Agenda - Personnel -**

8.A. Acceptance of Resignations and Retirements -

The resignations of Andrew Chadek, English teacher at Kearney High School; John Wegner, 5th grade teacher at Buffalo Hills Elementary; Audra Haas, 5th grade teacher at Bryant Elementary; Kati Burns, special education teacher at Horizon Middle School; Chelsey Jacobitz, special education supervisor with Kearney Public Schools; Julian Beltran Dorado, art teacher at Kenwood and Cottonwood Elementary Schools, and Lydia Goracke, computer teacher at Horizon Middle School, effective the end of the 2025-2026 school year; and the retirement resignations of Kellee Vornhagen, family and consumer sciences teacher at Kearney High School; Ranee Borowski, kindergarten teacher at Windy Hills Elementary School, and Darren VanWinkle, English teacher at Kearney High School, effective the end of the 2025-2026 school year.

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

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

Matthew Dahlke, BA, Step 3, 1.0 FTE, orchestra teacher at Kearney High School; Tatum Smith, BA, Step 3, 1.0 FTE, 2nd grade teacher at Bryant Elementary School; Kinley Johnson, MA, Step 4, 1.0 FTE, 5th grade teacher at Bryant Elementary School; Morgan Semerad, MA, Step 10, 1.0 FTE, orchestra teacher at Horizon Middle School; Josue Gomez Gutierrez, BA, Step 3, 1.0 FTE, 7th grade math teacher at Sunrise Middle School; Ayden Brophy, BA, Step 3, 1.0 FTE, 7th grade science teacher at Horizon Middle School; Anna Howard, BA, Step 3, 1.0 FTE, 5th grade teacher at Emerson Elementary School, and Sarah Snyder Essay, MA+45, Step 15, 1.0 FTE, English teacher at Kearney High School, for the 2026-2027 school year.

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

8.C. Approval of the Employment of Administrative Staff -

Approval of Trent Steele as assistant principal at Kearney High School, starting the 2026-2027 school year.

Move to approve Trent Steele, assistant principal at Kearney High School, starting the 2026-2027 school year.

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

The Kearney Public Schools Board of Education has completed negotiations with the Kearney Education Association for contract terms for the 2026-2027 school year. The two sides have agreed to a 3.53% total compensation increase, agreed upon changes to the negotiated agreement, as well as identified extracurricular positions for the 2026-2027 school year. The KEA membership ratified the proposed Negotiated Agreement, so we will ask the Board of Education to ratify the agreement as well.

Move to ratify the Negotiated Agreement with the Kearney Education Association for contract terms for all certified, non-supervisory employees of the Kearney Public Schools for the 2026-2027 school year as presented.

9. **Regular Agenda - Business -**

9.A. Approval of Bid for Chromebooks -

Requests for quotes were sent out to multiple vendors on December 12, 2025, for Chromebooks for 5th and 9th grades and the Windy Hills upgrades. We received multiple quotes from 5 vendors prior to the deadline of January 26th, 2026. These quotes were reviewed based on the district's requirements, delivery dates, auto update policy and the evaluation rubric.

Based on these quotes and requirements of KPS, it is the recommendation that the bid for 1,190 Chromebooks this year be awarded to RTI in the amount of \$292,049.80.

<u>Vendor</u>	<u>Model</u>	<u>Base Warranty</u>	<u>Policy Expiration</u>	<u>Rubric Score</u>	<u>Total Cost</u>
RTI	Lenovo 100E G4	1	6/1/2033	98	\$ 292,049.80
Connection	HP Fortis G1M	2	6/1/2033	96	\$ 295,607.90
RTI	HP Fortis G10	1	6/1/2033	90	\$ 303,949.80

CDW	Acer Spin 311 R724T	2	6/1/2033	94	\$ 304,532.90
Computer Hardware	Lenovo 100E G4	1	6/1/2033	91	\$ 309,566.60
Connection	Acer 311 C725	2	6/1/2036	95	\$ 329,392.00
CDW	Lenovo 100e Gen 4	1	6/1/2033	90	\$ 334,985.00
Sterling	Dell 3120	1	6/1/2033	91	\$ 338,340.80
CDW	HP Fortis G1M	1	6/1/2033	88	\$ 341,934.60
Computer Hardware	Lenovo 100E G5	1	6/1/2033	87	\$ 365,496.60

Move to accept the bid from RTI for 5th and 9th grades and upgrades to Windy Hills technology, in the amount of \$292,049.80, as presented.

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

Move to approve the lighting and sound upgrades to the Kearney High School CHAT for the Theatre Production program, as presented.

10. Regular Agenda - Miscellaneous -

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

Move to approve the first reading of the Revised 4000 Section of Board Policies, as presented.

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

Move to approve the Naming Rights Agreement between Kearney Public Schools and Roger A. Mathiesen on the naming of the Kearney High School track as Mathiesen Track, as presented.

11. Closed Session -

Move to enter into a closed session for the purpose of discussing a personnel matter.

12. Return to Open Session -

13. Next Meeting -

The next regular meeting of the Kearney Public Schools Board of Education will be held on March 9, 2026 at 5:30 P.M. in the Staff Development Room in the Administration Building at 320 West 24th St, Kearney, NE 68845.

14. Adjournment -

Move to adjourn the meeting.

Regular Monthly Meeting of the Kearney Public Schools Board of Education
Kearney Public Schools Board of Education
Monday, January 12, 2026 at 5:30 PM
2nd Floor Staff Development Room, Administration Building
320 W 24th Street
Kearney, NE 68845

1. Routine Business

1.A. Call to Order

Superintendent Mundorf 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

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

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

Yea: 6, Nay: 0

2. Reorganization of the Kearney Public Schools Board of Education for 2026

2.A. Election of the President of the Board of Education for 2026

- Dr. Mundorf announced that we will entertain nominations for the office of President of the Board of Education for 2026.
- John Icenogle nominated Paul Hazard for the office of President of the Board of Education for 2026. Amy Barth seconded the motion.
- There were no other nominations.

Drew Blessing moved that nominations cease and that a unanimous ballot be cast for Paul Hazard. John Icenogle seconded the motion. This motion, made by Drew Blessing and

seconded by John Icenogle, Passed.

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

Yea: 6, Nay: 0

2.B. Election of the Vice President of the Board of Education for 2026

- President Hazard called for nominations for the office of Vice President of the Board of Education for 2026.
- Drew Blessing nominated Amanda Smallcomb for the office of Vice President of the Board of Education for 2026. Niki Deeds seconded the motion.
- There were no other nominations.

Move to nominate Amanda Smallcomb for the office of Vice President of the Board of Education for 2026. 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

2.C. Election of the Secretary of the Board of Education for 2026

- Mr. Hazard called for nominations for the office of Secretary of the Board of Education for 2026.
- Amanda Smallcomb nominated Niki Deeds for the office of Secretary of the Board of Education for 2026. John Icenogle seconded the motion.
- There were no other nominations.

Move to nominate Niki Deeds for the office of Secretary of the Board of Education for 2026. This motion, made by Amanda Smallcomb and seconded by John Icenogle, Passed.

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

Yea: 6, Nay: 0

3. Recognitions

3.A. Recognition of Kearney High School Students who were Selected to Participate in the 2025 Nebraska All-State Band, Choir and Orchestra, sponsored by the Nebraska Music Education Association

- Mr. Rick Mitchell, Kearney High School band teacher, reported that there were 15 Kearney High School students selected for the All-State ensemble this year. Each year, they audition over 2,000 students for these ensembles and seat anywhere between 500 and 600 students for four ensembles. This year, Kearney High School had seven in band, four in choir, and four in orchestra.
- Antonio Guerrero was the very first student at KHS who was selected to All-State all four years.

- In addition, the All-State Event is also a convention for educators, and the Kearney High School band and orchestra were both selected to perform at this convention, which is a huge honor.

3.B. Recognition of Alison Klein, Kearney High School Science Teacher, for Earning National Board Certification in Adolescent and Young Adult Science (Chemistry) from the National Board for Professional Teaching Standards

- Mr. Jeff Ganz, principal of Kearney High School, introduced Mrs. Allison Klein, Kearney High School science teacher. Mrs. Klein has earned the National Board Certification in adolescent and young adult science from the National Board of Professional Teaching Standards. Mr. Ganz explained that this is an extraordinary achievement, and it's widely regarded as the highest credential in the teaching profession. Mrs. Klein has worked diligently on this distinguished recognition, and it sets that high standard that we're looking for at Kearney High School. Mrs. Klein's students benefit greatly from her deep expertise, and this certification is a testament to her commitment to exceptional teaching.
- Mrs. Klein thanked the board for acknowledging this accomplishment and added that it takes a lot of dedication and support from administration and her students and families.
- Mrs. Klein explained that the process takes 3 to 5 years and involves an action research project in her classroom. It includes four components—an intensive content exam and three performance-based sections using student work and classroom video—designed to demonstrate high-quality instruction. Submissions are scored with rubrics, and results are returned after six months. She added that only about 40% of teachers pass on their first attempt, so she is very proud of her accomplishment.

3.C. Announcement and Recognition of "Nebraska School Board Member Week," January 25-31, 2026

- Dr. Mundorf read Resolution 37, which was passed by the 107th session of the Nebraska Unicameral. He thanked the Board of Education on behalf of all of Kearney Public Schools for their tireless efforts, talents, and dedication to the Kearney Public School district. A gift of KPS cell phone chargers with the KPS logo was given to each board member as a token of appreciation.

4. Presentations

4.A. Presentation by Troy Saulsbury and Caryn Saulsbury, 4th Grade Teachers at Central Elementary School on their Oregon Trail Unit

- Mr. Troy Saulsbury and Mrs. Caryn Saulsbury, 4th Grade Teachers at Central Elementary, shared information about their Oregon Trail unit at Central Elementary School, detailing the preparation, activities, and community involvement. This unit brings education to life. The year starts by creating Nebraska dough maps, making Nebraska birthday cakes or cookies, and then writing a speech and report about Nebraska history.

- The most notable event is the Oregon Trail reenactment, which has gotten a lot of attention in the news. Students are put into families, receive a packing list, and then build their wagons out of shopping carts and supplies. The students then start their journey with their wagon through parts of the community, including the rock garden at Harmon Park. Mr. Saulsbury and Mrs. Saulsbury try to make it as real as possible and give the students opportunities throughout the day to stop and write in their journals.
- This is a great learning experience and teaches students about Nebraska and the Oregon Trail but also how to adapt and problem-solve.

4.B. Presentation by Erikka Rhodes, Hanny Arram Center for Success JAG Teacher, Mid-Year JAG Program Update

- Ms. Erikka Rhodes, JAG teacher at Hanny Arram Center for Success, along with Devin Clark, JAG President, provided an update on the program's activities and progress during its second year.
- The group has visited colleges and participated in career fairs and leadership conferences. Students have also engaged with professionals through employee presentations and job shadowing experiences. In addition, students take part in service-learning projects that allow them to collaborate with community members while giving back to the community. Several students are developing an app designed to help youth ages 13-16 find employment opportunities, such as mowing lawns and grocery shopping. They are currently working on coding the app, which is an exciting development.

4.C. Construction Update

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

5. Public Participation/Comment

- Patrons addressed the Board.

6. Board Reports

7. Consent Agenda

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

7.A. Approval of Minutes of the December 8, 2025 Regular Meeting, and the January 7, 2026 Committee of the Whole Meeting

7.B. Approval of the January 2026 Claims

7.C. Approval of the January 2026 Financial Reports

7.D. Second and Final Reading Approval of Revised 3000 Section of Board Policies

7.E. Second and Final Reading Approval of Revised Board Policy 5204 Student Graduation

7.F. Approval of the Check Signing Authority for 2026 for the Kearney Public Schools at Nebraskaland Bank as President and Secretary of the Board of Education, and Meagan Kershner and Jenae Dahlstedt

8. Regular Agenda - Personnel

8.A. Acceptance of Resignations and Retirements

Move to accept, with regret, the resignations, as presented. This motion, made by Amanda Smallcomb 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 Employment of Certificated Staff

Move to employ the certificated staff at Kearney Public Schools for the 2025-2026 and 2026-2027 school years as presented. 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 - Business

10. Regular Agenda - Miscellaneous

10.A. Approval of Naming the Track at Kearney High School "Mathiesen Track" and Authorizing the Superintendent to Develop a Naming Rights Agreement in Conjunction with Coach Mathiesen for Future Approval

- Dr. Mundorf explained that a proposal has been brought to the Board to consider naming the Kearney High School track after legendary and Hall of Fame KHS track coach Roger Mathiesen. If the Board chooses to move forward, Board Policy 7300 requires the establishment of a naming rights agreement, which would be developed with legal counsel in coordination with, and subject to the approval of, Mr. Mathiesen.
- Board members discussed their views on naming the track after Coach Mathiesen, and all were supportive of moving forward.

Move to approve the name of the track at Kearney High School, "Mathiesen Track," and to authorize the superintendent to develop a naming rights agreement in conjunction with Coach Mathiesen for future approval. This motion, made by John Icenogle and seconded by Amy Barth, Passed.

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

Yea: 6, Nay: 0

11. Next Meeting

12. Adjournment

- Meeting was adjourned at 6:29 PM

Move to adjourn the meeting. 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

Notice of Meeting

This meeting was publicized in the Kearney Hub on January 8, 2026; radio stations KGFW and KKPR; and KSNB and KHGI T.V.

Niki Deeds, Secretary

Special Public Retreat Meeting
Kearney Public Schools Board of Education
Monday, January 26, 2026 at 6:00 PM
2nd Floor Staff Development Room, Administration Building
320 W 24th Street
Kearney, NE 68845

1. Call to Order

President Hazard called the meeting to order at 6:01 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 6:02 PM.

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

5. Approval of Agenda

Attendance Update Taken at 6:03 PM.

Amanda Smallcomb: Present

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

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

Yea: 6, Nay: 0

6. Public Participation/Comment

7. Agenda

7.A. Infrastructure Cost Analysis with Craig Bennett of Miller & Associates for the Extension of 27th Avenue South and 6th Street West for KHS Traffic Flow

7.B. Review of the District Facilities Plan and Potential Summer Projects

7.B.I. Sunrise Parking Lot & Traffic Flow - Review Plans

7.B.II. Windy Hills Gym Wall

7.B.III. Horizon Parking Lot Issues

7.B.IV. Upcoming Roof Replacements

7.B.V. KHS Turf Replacement

7.B.VI. Finishing Cottonwood

7.B.VII. Depreciation Projects and Budgeting

7.B.VIII. Kearney High School Orchestra Numbers and Space

7.C. KPS Artificial Intelligence (AI) Framework

7.D. What's Happening in KHS HAL

7.E. Administrative Leave 2026-2027

7.F. Health Savings Accounts for Administrators

7.G. Closed Session

- The Board moved to closed session at 9:03 PM.

Move to enter into a closed session for the purpose of conducting a strategy session in regard to negotiations for the 2026-2027 school year. 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

7.H. Return to Open Session

- The Board returned to open session at 9:29 PM.

8. Adjournment

- Meeting was adjourned at 9:29 PM.

Move to adjourn the meeting. 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

Notice of Meeting

This meeting was publicized in the Kearney Hub on January 22, 2026; radio stations KGFW and KKPR; and KSNB and KHGI T.V.

Niki Deeds, Secretary

Special Committee of the Whole Meeting of the Kearney Public Schools Board of Education
Kearney Public Schools Board of Education
Wednesday, February 4, 2026 at 5:00 PM
1st floor Administration Building Conference Room
320 W 24th Street
Kearney, NE 68845

1. Call to Order

President Hazard called the meeting to order at 5:00 PM.

2. Open Meetings Act Announcement

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

3. Board Meeting Decorum Expectations

4. Roll Call

Attendance Taken at 5:02 PM.

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

5. Approval of Agenda

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

Niki Deeds: Absent, John Icenogle: Absent, Amy Barth: Yea, Drew Blessing: Yea, Paul Hazard: Yea, Amanda Smallcomb: Yea
Yea: 4, Nay: 0, Absent: 2

6. Public Participation/Comment

7. Agenda

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

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

7.A.II. Construction Update

7.A.III. Legislative Update

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

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

7.A.VI. Acceptance of Resignations and Retirements - Andrew Chadek, Jon Wegner, Audra Haas, Kati Burns, Chelsey Jacobitz, Kellee Vornhagen, Ranee Borowski

7.A.VII. Approval of the Employment of Certificated Staff - Matthew Dahlke, Tatum Smith, Kinley Johnson, Morgan Semerad

7.A.VIII. Approval of Bid for Chromebooks

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

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

7.B. NSAA Transfer Policies and Happenings

Attendance Update Taken at 6:00 PM.

John Icenogle: Present

7.C. Discussion and Potential Upgrades to the Kearney High School CHAT for the Theatre Production Program

7.D. Review of the Kearney Public Schools HAL Programming

7.E. Infrastructure Project Discussion

7.F. Closed Session

- The Board moved to closed session at 8:01 PM.

Move to enter into a closed session for the purpose of conducting a strategy session in regard to negotiations for the 2026-2027 school year. This motion, made by John Icenogle and seconded by Drew Blessing, Passed.

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

Yea: 5, Nay: 0, Absent: 1

7.G. Return to Open Session

- The Board returned to open session at 8:30 PM.

8. Adjournment

- Meeting was adjourned at 8:30 PM.

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

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

Yea: 5, Nay: 0, Absent: 1

Notice of Meeting

This meeting was publicized in the Kearney Hub on January 31, 2026; radio stations KGFW and KKPR; and KSNB and KHGI T.V.

Drew Blessing for Niki Deeds, Secretary

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

VENDOR	DESCRIPTION	AMOUNT
24 Hour Tees	Supplies Instruction & Curriculum Development	\$ 578.00
Aaron Weismann	Professional Services	\$ 30.00
AGParts Worldwide, Inc.	Repairs & Maintenance Services Chromebook Mainte	\$ 483.75
Alex Harms	Miscellaneous Expenditure Basketball Girls	\$ 200.00
Alicap	Miscellaneous Expenditure	\$ 33,112.00
Alicia Uribe	Miscellaneous Expenditure	\$ 59.95
All Makes Auto Supply	Tires and Parts Non Student Vehicles	\$ 226.40
All Makes Auto Supply	Tires and Parts Reg. Ed. Transp. Maintenance	\$ 89.84
All Makes Auto Supply	Tires and Parts Sped Transportation Maintenance	\$ 41.96
Allo Communications LLC	Purchased Service Telephone	\$ 575.00
Allo Communications LLC	Purchased Service Telephone Technology	\$ 1,167.38
Amanda Smallcomb	Travel Board of Education	\$ 144.76
Amax Contracting Inc	Supplies Maintenance of Buildings	\$ 1,254.40
Amazon Capital Services	Supplies Regular Instruction	\$ 54.60
Amazon Capital Services	Supplies Regular Instruction	\$ 137.40
Amazon Capital Services	Supplies Regular Instruction	\$ 334.46
Amazon Capital Services	Supplies Regular Instruction	\$ 29.45
Amazon Capital Services	Supplies Regular Instruction	\$ 735.42
Amazon Capital Services	Supplies Regular Instruction	\$ 25.35
Amazon Capital Services	Supplies Regular Instruction	\$ 43.19
Amazon Capital Services	Supplies Regular Instruction	\$ 37.96
Amazon Capital Services	Supplies Regular Instruction	\$ 601.38
Amazon Capital Services	Supplies Regular Instruction	\$ 169.86
Amazon Capital Services	Supplies Regular Instruction	\$ 124.74
Amazon Capital Services	Supplies Regular Instruction	\$ 27.26
Amazon Capital Services	Supplies Regular Instruction	\$ 170.62
Amazon Capital Services	Textbooks Regular Instruction	\$ 366.00
Amazon Capital Services	Explore Regular Instruction	\$ 616.53
Amazon Capital Services	Supplies Science	\$ 466.29
Amazon Capital Services	Supplies FCS	\$ 13.99
Amazon Capital Services	Supplies PE	\$ 194.30
Amazon Capital Services	Supplies Art	\$ 88.35
Amazon Capital Services	Supplies Art	\$ 269.99
Amazon Capital Services	Supplies Art	\$ 131.60
Amazon Capital Services	Supplies Art	\$ 62.56
Amazon Capital Services	Supplies Vocal Music	\$ 23.95
Amazon Capital Services	Supplies Vocal Music	\$ 74.96
Amazon Capital Services	Supplies Vocal Music	\$ 33.94
Amazon Capital Services	Supplies Agriculture	\$ 126.82
Amazon Capital Services	Supplies Health Science	\$ 244.82
Amazon Capital Services	Supplies Early Childhood	\$ 90.00
Amazon Capital Services	Supplies Coordinator	\$ 63.58
Amazon Capital Services	Supplies Hearing Handicapped	\$ 148.01
Amazon Capital Services	Supplies Transition	\$ 54.85
Amazon Capital Services	Supplies Adaptive PE	\$ 80.74
Amazon Capital Services	Supplies Resource	\$ 485.75

Amazon Capital Services	Supplies Behavior Disorder	\$	337.46
Amazon Capital Services	Supplies Guidance Services	\$	12.99
Amazon Capital Services	Supplies Health Services	\$	40.25
Amazon Capital Services	Supplies Speech Pathology & Audiology	\$	58.95
Amazon Capital Services	Supplies OT Related Services	\$	75.84
Amazon Capital Services	Supplies Drama	\$	11.99
Amazon Capital Services	Library References Library	\$	23.33
Amazon Capital Services	Supplies Technology	\$	284.79
Amazon Capital Services	Supplies Communications	\$	1,061.07
Amazon Capital Services	Supplies Office of the Principal	\$	201.32
Amazon Capital Services	Supplies Office of the Principal	\$	189.82
Amazon Capital Services	Supplies Office of the Principal	\$	504.71
Amazon Capital Services	Supplies Office of the Principal	\$	7.25
Amazon Capital Services	Supplies	\$	37.91
Amazon Capital Services	Supplies Operations of Buildings	\$	430.57
Amazon Capital Services	Supplies Care and Upkeep of Grounds	\$	581.79
Amazon Capital Services	Supplies Regular Education Transportation	\$	76.29
Amazon Capital Services	Supplies High Ability Learners	\$	101.65
Amazon Capital Services	Supplies High Ability Learners	\$	116.14
Amazon Capital Services	Supplies High Ability Learners	\$	38.40
Amazon Capital Services	Supplies High Ability Learners	\$	47.17
Amazon Capital Services	Supplies State Early Childhood	\$	351.68
Amazon Capital Services	Supplies Sixpence Home 1	\$	618.68
Amazon Capital Services	Supplies Sixpence Community Grant	\$	452.94
Amazon Capital Services	Supplies IDEA Base & E/P	\$	15.95
Amazon Capital Services	Supplies IDEA Base & E/P	\$	208.78
Amazon Capital Services	Miscellaneous Expenditure Wish List	\$	224.17
Amazon Capital Services	Miscellaneous Expenditure Volleyball	\$	47.31
Amazon Capital Services	Supplies Wrestling Boys	\$	-
Amazon Capital Services	Supplies Soccer Girls	\$	68.78
Amazon Capital Services	Miscellaneous Expenditure Bearcat Cares Food Pan	\$	49.99
Amazon Capital Services	Miscellaneous Expenditure Cheerleaders	\$	93.92
Amazon Capital Services	Supplies Concessions	\$	219.95
Amazon Capital Services	Miscellaneous Expenditure Art Shared Elementar	\$	785.10
Amazon Capital Services	Miscellaneous Expenditure Foundation Donation	\$	610.64
Amazon Capital Services	Miscellaneous Expenditure Kindness	\$	137.75
Amazon Capital Services	Miscellaneous Expenditure Music Vocal	\$	524.00
Amazon Capital Services	Miscellaneous Expenditure Music Vocal	\$	538.09
Amazon Capital Services	Miscellaneous Expenditure Playground Equipment	\$	72.84
Amazon Capital Services	Miscellaneous Expenditure Principal	\$	149.54
Amazon Capital Services	Miscellaneous Expenditure Principal	\$	209.71
Amazon Capital Services	Miscellaneous Expenditure Principal	\$	189.42
Amazon Capital Services	Miscellaneous Expenditure PTO Donations	\$	330.61
Amazon Capital Services	Miscellaneous Expenditure PTO Donations	\$	72.10
Amazon Capital Services	Miscellaneous Expenditure SAB Student Advisory	\$	12.99
Amazon Capital Services	Miscellaneous Expenditure Student Activity Accou	\$	1,077.27
Amazon Capital Services	Miscellaneous Expenditure Student Activity Accou	\$	337.78
Amazon Capital Services	Miscellaneous Expenditure Student Activity Accou	\$	709.33
Amazon Capital Services	Miscellaneous Expenditure Student Council	\$	385.95
Amazon Capital Services	Miscellaneous Expenditure Student Council	\$	25.77
Amazon Capital Services	Miscellaneous Expenditure Student Council	\$	74.94

Amazon Capital Services	Supplies	\$	814.12
Amazon Capital Services	Miscellaneous Expenditure Wrestling Boys	\$	299.99
Amazon Capital Services	Supplies	\$	31.50
Amazon Capital Services	Supplies	\$	171.06
Amazon Capital Services	Miscellaneous Expenditure	\$	804.03
American Solutions for Business	Supplies Fiscal Services	\$	894.14
AMGL	Accounting/Auditing Services Fiscal Services	\$	5,000.00
Amy Springer	Mileage Paid to Staff	\$	65.11
Amy Springer	Mileage Paid to Staff	\$	116.79
Andy Crosby	Miscellaneous Expenditure	\$	100.00
Apple Financial Services	Supplies Technology	\$	98,887.50
Apple Inc	Supplies Technology	\$	314.07
Apple Market	Supplies FCS	\$	159.13
Ariana Bishop	Employee Training and Development Services	\$	273.00
Ariana Bishop	Mileage Paid to Staff	\$	101.21
Arnolds Motor Supply 88593/102634	Tires and Parts Non Student Vehicles	\$	183.87
ASD State Conference Carrie Brownyard	Employee Training Office of the Principal	\$	400.00
Aurora Fossil Museum Foundation Inc.	Supplies Regular Instruction	\$	150.00
Avantis Education Inc	Supplies Technology Related	\$	4,528.00
Avantis Education Inc	Miscellaneous Expenditure Foundation Donation	\$	14,672.00
Awards Unlimited	Miscellaneous Expenditure Wish List	\$	343.05
Axtell High School	Dues and Fees	\$	100.00
Beatrice Public Schools	Dues and Fees	\$	200.00
Ben Klein	Professional Services	\$	330.00
Ben Schaal	Miscellaneous Expenditure Basketball Girls	\$	130.00
Big Apple Fun Center	Miscellaneous Expenditure Boys Bowling	\$	649.00
Bimbo Bakeries USA	Food	\$	5,031.60
Black Hills Energy	Natural Gas Operations of Buildings	\$	885.90
Black Hills Energy	Natural Gas IDEA Base & E/P	\$	1.87
Black Hills Energy	Natural Gas Operations of Buildings	\$	1,630.00
Black Hills Energy	Natural Gas IDEA Base & E/P	\$	3.44
Black Squirrel Enterprises, LLC	Other Technical Services Track/Boys	\$	2,957.40
Black Squirrel Enterprises, LLC	Other Technical Services Track/Girls	\$	2,725.20
Blick Art Materials II	Supplies Art	\$	2,760.00
Blick Art Materials II	Supplies Art	\$	63.94
Bomgaars Supply Inc	Supplies Care and Upkeep of Grounds	\$	269.92
Bonnie Bautista	Miscellaneous Expenditure	\$	16.00
Boogaarts Food Store	Supplies Agriculture	\$	443.59
Boogaarts Food Store	Supplies FCS	\$	122.85
Bound to Stay Bound Books Inc	Miscellaneous Expenditure Media Lost Library B	\$	792.60
Bound to Stay Bound Books Inc	Miscellaneous Expenditure Media Lost Library B	\$	612.60
Bracker's Good Earth Clays Inc	Supplies Art	\$	1,097.00
Brenda Kenkel	Mileage Paid to Staff	\$	53.20
Brenda Kitabatake	Miscellaneous Expenditure Music Orchestra	\$	157.41
Brendan M Fowler	Other Technical Services Basketball/Boys	\$	125.00
Brian Gnuse	Commencement Expense Support Services Student	\$	1,400.00
Brooke Modlin	Employee Training and Development Services	\$	318.23
Bruce Sandahl	Miscellaneous Expenditure Swimming	\$	100.00
BSN Sports, LLC	Miscellaneous Expenditure Wish List	\$	534.24
BSN Sports, LLC	Miscellaneous Expenditure Boys Wrestling	\$	681.88
BSN Sports, LLC	Uniforms	\$	2,035.20

BSN Sports, LLC	Uniforms Track/Girls	\$	3,841.83
BSN Sports, LLC	Supplies Soccer Boys	\$	1,026.35
BSN Sports, LLC	Supplies Soccer Girls	\$	1,330.45
BSN Sports, LLC	Miscellaneous Expenditure Basketball Boys	\$	31.21
BSN Sports, LLC	Miscellaneous Expenditure Swimming	\$	3,360.00
BSN Sports, LLC	Miscellaneous Expenditure Wrestling Boys	\$	1,004.91
Builders HowTo Warehouse	Miscellaneous Expenditure Construction Tech Fund	\$	495.50
Builders HowTo Warehouse	Miscellaneous Expenditure Industrial Tech Wood	\$	155.00
Builders HowTo Warehouse	Miscellaneous Expenditure Construction Tech Fund	\$	9,704.21
Builders HowTo Warehouse	Supplies Science	\$	23.61
Builders HowTo Warehouse	Supplies Maintenance of Buildings	\$	479.22
Builders HowTo Warehouse	Supplies Regular Education Transportation	\$	64.55
C & I Equipment, LLC	Repairs & Maintenance Services Non Student Vehic	\$	2,690.65
Capital Sanitary Supply Company Inc	Supplies Operations of Buildings	\$	15,138.07
Capital Sanitary Supply Company Inc	Repairs & Maintenance Services Non Student Vehic	\$	479.12
Capri Inn & Suites LLC	Employee Training and Development Services	\$	149.98
Cara Carranza	Employee Training and Development Services	\$	317.18
Carol Kenton	Mileage Paid to Staff	\$	89.41
Carol Kenton	Mileage Paid to Staff	\$	155.04
Cash from NebraskaLand National Bank	Miscellaneous Expenditure	\$	1,172.00
CashWa Distributing	Food	\$	169,002.19
Cassie Houser	Mileage Paid to Staff	\$	65.83
Centennial Public Schools	Miscellaneous Expenditure	\$	125.00
Chad Gillespie	Miscellaneous Expenditure Boys Basketball	\$	150.00
Chad Gillespie	Miscellaneous Expenditure Basketball Girls	\$	315.00
Charlotte Dvorak	Supplies Bearcat Design/Corner	\$	47.99
Chelsie Palu	Supplies Guidance Services	\$	49.58
Cherry Creek School Dist No. 5	Miscellaneous Expenditure	\$	550.00
Chesterman Co.	Supplies Concessions	\$	4,139.50
Chesterman Co.	Miscellaneous Expenditure Student Council	\$	465.40
Chesterman Co.	Food	\$	6,804.50
Childrens Nebraska	Professional Services	\$	411.00
Chloe Puccini	Professional Services Sixpence Community Grant	\$	75.00
City of KearneyFuel Dept	Vehicle Gasoline Non Student Vehicles	\$	1,748.36
City of KearneyFuel Dept	Vehicle Gasoline Regular Education Transportatio	\$	4,291.01
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$	295.78
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$	-
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$	-
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$	-
City of KearneyFuel Dept	Vehicle Gasoline	\$	264.22
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$	162.32
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$	-
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$	357.74
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$	142.58
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$	255.66
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$	-
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$	273.38
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$	20.69
City of KearneyFuel Dept	Vehicle Gasoline School Age Sped Transportation	\$	-
City of KearneyFuel Dept	Vehicle Gasoline Construction Tech Fund	\$	40.55
City of KearneyFuel Dept	Vehicle Gasoline	\$	275.37

City of KearneyPark and Recreation	Miscellaneous Expenditure Cheerleaders	\$ 150.00
City of KearneySchool Resource Office	Security Officer Security	\$ 25,153.70
City of KearneyWater, Sanitn, Sewer Dept	Garbage	\$ 8,720.01
Classic Menswear LLC	Supplies	\$ 85.00
Cody Dvorak	Miscellaneous Expenditure Wish List	\$ 125.00
Cody Dvorak	Miscellaneous Expenditure Soccer Boys	\$ 288.00
Cody Dvorak	Miscellaneous Expenditure Soccer Girls	\$ 40.00
Cody Dvorak	Miscellaneous Expenditure Speech	\$ 160.00
Colby Emal	Miscellaneous Expenditure Basketball Girls	\$ 165.00
Colorado/West Equipment Inc	Tires and Parts Reg. Ed. Transp. Maintenance	\$ 278.35
Colton Criffield	Professional Services	\$ 60.00
Column Software PBC	Advertising Fiscal Services	\$ 61.57
Column Software PBC	Other Communication Maintenance of Buildings	\$ 120.42
Comfort Suites East Lincoln	Travel Implementation of Standards	\$ 297.00
Comfy Bowl Inc	Miscellaneous Expenditure Construction Tech Fund	\$ 95.00
Conscious Discipline	Supplies	\$ 142.00
Construction Rental Kearney	Rentals of Equipment and Vehicles Maintenance of	\$ 190.65
Cooperative Producers Inc	Vehicle Gasoline Regular Education Transportatio	\$ 3,378.52
Cooperative Producers Inc	Vehicle Gasoline School Age Sped Transportation	\$ 299.98
Copycat Printing Inc	Miscellaneous Expenditure Activities Director	\$ 1,775.00
Copycat Printing Inc	Miscellaneous Expenditure Cheerleaders	\$ 110.00
Copycat Printing Inc	Advertising Communications	\$ 5,696.50
Copycat Printing Inc	Supplies Sixpence Home 1	\$ 77.20
Cottonmill Enterprises, Inc	Miscellaneous Expenditure Construction Tech Fund	\$ 150.00
County of Lincoln School Dist 55	Miscellaneous Expenditure	\$ 150.00
CPI	Employee Training and Development Services	\$ 400.00
CPI	Supplies	\$ 51.69
Creek's Bend Family Farm, LLC	Miscellaneous Expenditure Music Orchestra	\$ 1,020.00
Culligan Of Kearney	Supplies Office of the Principal	\$ 70.00
Culligan Of Kearney	Supplies Office of the Principal	\$ 178.64
Culligan Of Kearney	Supplies Care and Upkeep of Grounds	\$ 448.93
Cunningham's Journal	Miscellaneous Expenditure Wish List	\$ 704.00
Dan's Sanitation Inc	Garbage Operations of Buildings	\$ 134.97
Dan's Sanitation Inc	Garbage IDEA Base & E/P	\$ 0.28
Dave Waggoner Plumbing & Heating	Professional Services Maintenance of Buildings	\$ 7,558.01
Davico Inc	Tires and Parts Sped Transportation Maintenance	\$ 248.70
Dawson Public Power District	Electricity Operations of Buildings	\$ 281.57
Dawson Public Power District	Electricity IDEA Base & E/P	\$ 0.59
Dee Westcott	Mileage Paid to Staff	\$ 34.65
Desiree John	Mileage Paid to Staff	\$ 71.56
Desiree John	Mileage Paid to Staff	\$ 27.84
Discount School Supply	Supplies Sixpence Community Grant	\$ 595.93
Divas at Kearney Floral Co.	Miscellaneous Expenditure FFA	\$ 675.00
Dmilaco Sports Fashions	Miscellaneous Expenditure Music Orchestra	\$ 470.75
Domino's Pizza	Miscellaneous Expenditure Concessions	\$ 902.00
Domino's Pizza	Food	\$ 3,983.75
Doug Nibbe	Miscellaneous Expenditure Swimming	\$ 190.00
Doug Nibbe	Other Technical Services Swimming	\$ 90.00
Dragonfly Inn & Suites Hastings	Travel Band Music Band	\$ 240.00
Drake Hasselquist	Lawn Services Care & Upkeep of Grounds	\$ 450.00
Drew Danielson	Miscellaneous Expenditure Basketball Girls	\$ 188.35

Dustin Mitchell	Travel Regular Instruction	\$	188.50
Dustin Mitchell	Employee Training and Development Services	\$	240.11
Eakes Office Solutions	Copier & Printing Usage Regular Instruction	\$	1,349.70
Eakes Office Solutions	Supplies Regular Instruction	\$	6,241.96
Eakes Office Solutions	Supplies Regular Instruction	\$	82.78
Eakes Office Solutions	Supplies Regular Instruction	\$	1,072.84
Eakes Office Solutions	Supplies Regular Instruction	\$	2,479.45
Eakes Office Solutions	Supplies Regular Instruction	\$	899.80
Eakes Office Solutions	Supplies Regular Instruction	\$	99.96
Eakes Office Solutions	Supplies Math	\$	362.59
Eakes Office Solutions	Supplies Science	\$	97.16
Eakes Office Solutions	Supplies	\$	84.00
Eakes Office Solutions	Supplies Guidance Services	\$	125.06
Eakes Office Solutions	Supplies Library	\$	79.77
Eakes Office Solutions	Supplies Office of the Principal	\$	1,691.41
Eakes Office Solutions	Supplies Fiscal Services	\$	2,249.50
Eakes Office Solutions	Supplies Operations of Buildings	\$	44.99
Echo Group Inc.	Supplies Maintenance of Buildings	\$	135.81
Economic Dev Council of Buffalo Co Inc	Miscellaneous Expenditure	\$	2,500.00
Eileen's Colossal Cookies	Supplies Sixpence Home 1	\$	105.00
Eileen's Colossal Cookies	Miscellaneous Expenditure Student Activity Accou	\$	11.00
Electronic Systems Inc	Professional Services Care & Upkeep of Grounds	\$	420.00
Emily Knust	Mileage Paid to Staff	\$	170.03
Emily Knust	Mileage Paid to Staff	\$	63.07
Erin Small	Professional Services Sixpence Community Grant	\$	193.22
ESU 10	Dues and Fees Instruction & Curriculum Developme	\$	480.00
ESU 9	Employee Training and Development Services	\$	35.00
ESU 9	Employee Training and Development Services	\$	70.00
Father Flanagan's Boys' Home	Professional Services Instruction & Curriculum D	\$	4,578.30
FBLA PBL Inc	Miscellaneous Expenditure	\$	210.00
FCCLA District 6 VP of Finance	Miscellaneous Expenditure	\$	75.00
Fearless Ink Custom Apparel, Inc	Miscellaneous Expenditure Cheerleaders	\$	576.00
Fearless Ink Custom Apparel, Inc	Miscellaneous Expenditure Bobcat Choir	\$	1,245.00
Fiber Platform LLC	Purchased Service Telephone Technology	\$	3,072.10
First Book	Library References Library	\$	328.62
First Book	Periodicals Library	\$	224.00
First Book	Supplies Sixpence Community Grant	\$	1,288.11
Follett Content Solutions LLC	Miscellaneous Expenditure Media District	\$	551.74
Follett Content Solutions LLC	Library References Library	\$	1,114.10
Follett Content Solutions LLC	Library References Library	\$	138.11
Follett Content Solutions LLC	Library References Library	\$	29.31
Follett Content Solutions LLC	Periodicals Library	\$	435.29
Follett Content Solutions LLC	Periodicals Library	\$	1,000.00
Follett Content Solutions LLC	Periodicals Library	\$	252.88
Follett Content Solutions LLC	AudioVisual Materials AudioVisual	\$	411.57
Franklin High School	Miscellaneous Expenditure	\$	360.00
Frontier	Professional Services Regular Instruction	\$	245.42
Frontier	Professional Services Regular Instruction	\$	13.64
Frontier	Professional Services Regular Instruction	\$	13.64
Frontier	Purchased Service Telephone Fiscal Services	\$	1,977.33
Fruhauf Uniforms Inc	Miscellaneous Expenditure	\$	203,407.04

Game One	Miscellaneous Expenditure Basketball Girls	\$	2,224.57
Glenda Bailey	Miscellaneous Expenditure	\$	21.05
Global Payments, Inc.	Dues and Fees	\$	2,733.00
Golden Ticket Cinemas Inc	Supplies Office of the Principal	\$	394.00
Gopher	Miscellaneous Expenditure Playground Equipment	\$	94.85
Gopher	Supplies PE	\$	255.29
Gothenburg Public Schools	Miscellaneous Expenditure	\$	125.00
Graczyk Lawn & Landscape	Snow Services Care & Upkeep of Grounds	\$	2,750.00
Graham Tire	Tires and Parts Non Student Vehicles	\$	109.85
Graham Tire	Tires and Parts Reg. Ed. Transp. Maintenance	\$	33.38
Grand Island High School	Miscellaneous Expenditure	\$	240.00
Grant Professionals Association	Employee Training and Development Services Fisca	\$	125.00
Great Minds LLC	Textbooks Regular Instruction	\$	744.60
Greatmats.com Corporation	Supplies	\$	3,127.40
HangSafe Hooks	Supplies Care and Upkeep of Grounds	\$	645.75
Hannah Mast	Professional Services Sixpence Community Grant	\$	150.00
HD Supply Facilities Mtce LTD	Supplies Operations of Buildings	\$	1,776.25
Heartland Community Schools	Supplies	\$	1,050.00
Heritage Water Services Inc.	Professional Services Care & Upkeep of Grounds	\$	955.00
Hide Park Apparel, LLC	Miscellaneous Expenditure Football	\$	522.00
High Plains Pizza Hut, Inc	Food	\$	5,760.49
Hiland Dairy Foods	Food	\$	38,242.26
Hilton Omaha	Miscellaneous Expenditure Drama	\$	3,978.00
Hobby Lobby Stores Inc	Supplies Regular Instruction	\$	38.60
Hobby Lobby Stores Inc	Supplies FCS	\$	215.17
Hobby Lobby Stores Inc	Supplies Art	\$	74.11
Hobby Lobby Stores Inc	Supplies High Ability Learners	\$	40.45
Hobby Lobby Stores Inc	Supplies High Ability Learners	\$	40.15
Holly French	Supplies High Ability Learners	\$	3.51
Holmes Plumbing & Htg	Supplies Maintenance of Buildings	\$	1,892.52
Hometown Leasing	Rentals of Equipment and Vehicles Regular Instru	\$	10,786.59
Hudl	Miscellaneous Expenditure Boys Basketball	\$	199.00
HyVee Accounts Receivable	Supplies FCS	\$	331.96
HyVee Accounts Receivable	Supplies FCS	\$	67.71
HyVee Accounts Receivable	Miscellaneous Expenditure Wrestling Girls	\$	342.59
Integrated Security Solutions LLC	Professional Services Care & Upkeep of Grounds	\$	562.84
IntraData	Textbooks Regular Instruction	\$	432.25
J Spot Services LLC	Professional Services Care & Upkeep of Grounds	\$	80.00
J W Pepper & Son Inc	Miscellaneous Expenditure Music Vocal	\$	27.99
J W Pepper & Son Inc	Miscellaneous Expenditure Music Vocal	\$	336.96
J W Pepper & Son Inc	Miscellaneous Expenditure Music Vocal	\$	404.69
J W Pepper & Son Inc	Supplies Vocal Music	\$	1,930.24
J W Pepper & Son Inc	Supplies Orchestra	\$	17.99
J W Pepper & Son Inc	Supplies Orchestra	\$	522.99
Jack Lederman Co Inc	Professional Services Care & Upkeep of Grounds	\$	255.88
Jake Kracl	Miscellaneous Expenditure Basketball Girls	\$	130.00
Jason Calahan	Travel Principal Office of the Principal	\$	188.50
Jason Mundorf	Mileage Paid to Staff	\$	391.50
Jason Vogt	Miscellaneous Expenditure Basketball Boys	\$	195.00
Java Junction LLC	Miscellaneous Expenditure Donations Misc	\$	242.00
Jeana Peterson	Mileage Paid to Staff	\$	408.31

Jeff Ganz	Employee Training and Development Services	\$	136.81
Jenae Loeffelholz	Miscellaneous Expenditure Student Activity Accou	\$	15.40
Jeremy Canada	Miscellaneous Expenditure Basketball Girls	\$	130.00
Jeremy Canada	Other Technical Services Basketball/Boys	\$	130.00
Jill Bauer	Mileage Paid to Staff	\$	36.18
Johnstone Supply	Supplies Maintenance of Buildings	\$	2,539.52
Jon Beggs	Miscellaneous Expenditure Swimming	\$	290.00
Jon Beggs	Other Technical Services Swimming	\$	90.00
JROTC Dog Tags Inc	Supplies	\$	361.55
Julie Gappa	Employee Training and Development Services	\$	130.00
Kaplan Early Learning Company	Miscellaneous Expenditure PreSchool Tuition	\$	746.06
Kassandra Sabah	Mileage Paid to Staff	\$	33.60
Kassandra Sabah	Mileage Paid to Staff Fiscal Services	\$	11.60
Kearney Ace Hardware	Supplies Care and Upkeep of Grounds	\$	72.54
Kearney Ag & Auto Repair Inc	Vehicle Repair Non Student Vehicles	\$	1,577.06
Kearney Ag & Auto Repair Inc	Vehicle Repair Reg. Ed. Transp. Maintenance	\$	235.53
Kearney Ag & Auto Repair Inc	Vehicle Repair Sped Transportation Maintenance	\$	85.71
Kearney Area Chamber Of Commerce	Dues and Fees Executive Administration	\$	1,250.00
Kearney Area Children's Museum	Dues and Fees Implementation of Standards	\$	305.00
Kearney Area Solid Landfill City Of Kear	Miscellaneous Expenditure Construction Tech Fund	\$	73.94
Kearney Area Solid Landfill City Of Kear	Miscellaneous Expenditure Construction Tech Fund	\$	25.35
Kearney Area Solid Landfill City Of Kear	Professional Services Care & Upkeep of Grounds	\$	485.19
Kearney Area Storytelling Festival	Miscellaneous Expenditure	\$	350.00
Kearney PowerSports	Machinery	\$	31,576.84
Kearney Public Library City of Kearney	Miscellaneous Expenditure PreSchool Tuition	\$	10.00
Kearney SportsPlex	Miscellaneous Expenditure PTO Donations	\$	208.00
Kearney Towing & Repair Center Inc	Vehicle Repair	\$	1,180.00
Kearney Winlectric Co	Supplies Maintenance of Buildings	\$	423.64
Kearney Winnelson	Rentals of Equipment and Vehicles Maintenance of	\$	150.00
Kearney Winnelson	Supplies Maintenance of Buildings	\$	4,373.86
Kearney Winnelson	Supplies Care and Upkeep of Grounds	\$	160.22
Kelly Supply Co	Supplies Maintenance of Buildings	\$	341.59
Kelsey Ostrander	Supplies High Ability Learners	\$	53.12
Kent Edwards	Travel Executive Administration	\$	144.76
Keyton Merrifield	Mileage Paid to Parents School Age Sped Transpor	\$	141.48
Kidwell	Technology Software Technology	\$	34,211.18
Kidwell	Professional Services Maintenance of Buildings	\$	24,165.00
Kidwell	Professional Services Care & Upkeep of Grounds	\$	371.40
Kimberly Ryan	Mileage Paid to Staff	\$	45.50
Kirby Wells	Miscellaneous Expenditure Basketball Girls	\$	200.00
Kori Hoffart	Professional Services	\$	60.00
KPS Foundation	Miscellaneous Expenditure	\$	3,500.00
KPS Foundation	Miscellaneous Expenditure	\$	2,000.00
KPS Foundation	Miscellaneous Expenditure	\$	2,200.00
KSB School Law	Dues and Fees Security	\$	400.00
Kyle Heilbrun	Travel Implementation of Standards	\$	287.47
Kyle Peters	Dues and Fees Football	\$	342.00
Lakeshore Lrng Materials	Supplies Sixpence Community Grant	\$	10,657.68
Laminator.com Inc	Supplies Regular Instruction	\$	144.06
Laminator.com Inc	Supplies Regular Instruction	\$	164.86
Lexington High School	Dues and Fees	\$	150.00

Lexington High School	Miscellaneous Expenditure	\$	440.00
Libbi Harsh	Professional Services Sixpence Community Grant	\$	71.68
Liberty Hardwoods Inc	Miscellaneous Expenditure Industrial Tech Wood	\$	748.10
Lincoln High School	Miscellaneous Expenditure	\$	100.00
Lincoln Journal Star	Advertising	\$	99.00
Lips Printing Service	Miscellaneous Expenditure Boys Wrestling	\$	210.94
Lori Keller	Mileage Paid to Staff	\$	12.18
Luke Sutherland	Mileage Paid to Staff	\$	44.30
Mailgun Technologies Inc	Technology Software Technology	\$	325.00
Makenna Martinez	Professional Services Sixpence Community Grant	\$	125.00
Maple One Management, Inc	Travel Wrestling Girls	\$	121.15
Martin Kracl	Miscellaneous Expenditure Basketball Girls	\$	65.00
Martin Kracl	Miscellaneous Expenditure Basketball Girls	\$	165.00
Masters True Value	Miscellaneous Expenditure Music Band	\$	119.48
Masters True Value	Supplies Maintenance of Buildings	\$	17.36
Masters True Value	Supplies Care and Upkeep of Grounds	\$	97.39
Masters True Value	Supplies Regular Education Transportation	\$	44.87
Mathcounts Foundation	Miscellaneous Expenditure Foundation Donation	\$	25.00
Matheson TriGas Inc	Supplies Machine Shop	\$	3,199.39
Matheson TriGas Inc	Rentals of Equipment and Vehicles Maintenance of	\$	451.55
Matheson TriGas Inc	Supplies Care and Upkeep of Grounds	\$	1,298.97
Menards Kearney	Supplies	\$	465.65
Menards Kearney	Miscellaneous Expenditure Construction Tech Fund	\$	1,012.90
Menards Kearney	Miscellaneous Expenditure Construction Tech Fund	\$	204.94
Menards Kearney	Miscellaneous Expenditure Construction Tech Fund	\$	38.16
Menards Kearney	Miscellaneous Expenditure Construction Tech Fund	\$	70.03
Menards Kearney	Supplies Science	\$	25.71
Menards Kearney	Supplies Industrial Art	\$	615.77
Menards Kearney	Supplies Machine Shop	\$	368.97
Menards Kearney	Supplies PLTW	\$	198.47
Menards Kearney	Supplies Office of the Principal	\$	367.94
Menards Kearney	Supplies Operations of Buildings	\$	158.57
Menards Kearney	Supplies Maintenance of Buildings	\$	301.89
Menards Kearney	Supplies Care and Upkeep of Grounds	\$	2,009.33
Menards Kearney	Supplies Regular Education Transportation	\$	74.12
Menards Kearney	Miscellaneous Expenditure Playground Equipment	\$	73.72
Micah Goodwin	Supplies Regular Instruction	\$	48.47
Midway Chevrolet	Vehicle Repair Non Student Vehicles	\$	89.95
Midwest Connect	Miscellaneous Expenditure Dance Catz	\$	101.08
Midwest Connect	Postage Early Childhood	\$	2.34
Midwest Connect	Postage Supervision	\$	24.17
Midwest Connect	Advertising Communications	\$	5,976.00
Midwest Connect	Postage Office of the Principal	\$	666.07
Midwest Connect	Postage Office of the Principal	\$	136.63
Midwest Connect	Postage Office of the Principal	\$	66.22
Midwest Connect	Postage Office of the Principal	\$	0.78
Midwest Connect	Postage Office of the Principal	\$	7.02
Midwest Connect	Postage Office of the Principal	\$	24.39
Midwest Connect	Postage Office of the Principal	\$	5.16
Midwest Connect	Postage Office of the Principal	\$	8.63
Midwest Connect	Postage Office of the Principal	\$	6.24

Midwest Connect	Postage Office of the Principal	\$	115.04
Midwest Connect	Postage Office of the Principal	\$	8.54
Midwest Connect	Postage Fiscal Services	\$	136.96
Midwest Connect	Postage Maintenance of Buildings	\$	0.78
Midwest Connect	Postage Regular Education Transportation	\$	0.78
Midwest Connect	Miscellaneous Expenditure Athletic Administratio	\$	3.90
Midwest Connect	Postage	\$	8.58
Miranda Jenkins	Miscellaneous Expenditure Speech	\$	75.00
Morris Press & Office Supplies	Miscellaneous Expenditure Boys Wrestling	\$	113.06
Morris Press & Office Supplies	Miscellaneous Expenditure Girls Wrestling	\$	68.27
Morris Press & Office Supplies	Miscellaneous Expenditure ECHO	\$	1,610.92
Morris Press & Office Supplies	Miscellaneous Expenditure Boys Wrestling	\$	215.60
Mosyle Corporation	Technology Software Technology	\$	25.38
NAEA District 6 Agriculture Education	Miscellaneous Expenditure	\$	404.00
NASBNE Association of School Boards	Dues and Fees Board of Education	\$	8,890.00
Natasha Hahn	Travel Art	\$	84.00
Nathan LeFeber	Employee Training and Development Services	\$	467.62
National FFA Organization	Miscellaneous Expenditure FFA	\$	1,316.00
National Insurance Marketing Brokers LLC	Professional Services Pro Development Human Re	\$	2,099.25
National Insurance Marketing Brokers LLC	Professional Services Pro Development Human Re	\$	332.00
NCDA Singing Around NE	Dues and Fees Vocal Music	\$	165.00
NCS Pearson Inc	Supplies Psychologist	\$	75.00
NCS Pearson Inc	Supplies Speech Pathology & Audiology	\$	321.13
NCSANebraska Council of School Admin	Supplies Office of the Principal	\$	259.00
Nebraska Choral Directors Association	Miscellaneous Expenditure	\$	600.00
Nebraska Department of Education	Employee Training and Development Services	\$	20.00
Nebraska Public Power District	Electricity	\$	75,281.32
Nebraska Public Power District	Miscellaneous Expenditure	\$	238.30
Nikki Garey	Mileage Paid to Staff	\$	630.00
Northwestern Energy	Natural Gas	\$	14,552.82
Off Duty Management, Inc	Miscellaneous Expenditure Boys Basketball	\$	316.25
Off Duty Management, Inc	Miscellaneous Expenditure Basketball Girls	\$	316.25
One Call Concepts Inc	Professional Services Care & Upkeep of Grounds	\$	13.82
One Source	Professional Services Pro Development Human Re	\$	1,040.00
Patrick O'Neill	Professional Services	\$	90.00
PEP CO, Inc.	Professional Services Care & Upkeep of Grounds	\$	2,455.00
Perry Guthery Haasa & Gessford PC LLO	Contracted Legal Services Legal Services	\$	2,998.80
Platte Valley Auto Kearney	Vehicle Repair Non Student Vehicles	\$	229.00
Platte Valley Communications	Repairs & Maintenance Services Maintenance Of Bu	\$	57.50
Platte Valley Communications	Professional Services Care & Upkeep of Grounds	\$	720.00
Platte Valley Laboratories	Professional Services Care & Upkeep of Grounds	\$	60.00
Prairie View Roofing & Development LLC	Repairs & Maintenance Services Maintenance Of Bu	\$	2,770.00
Premier Rental Purchase	Supplies Technology	\$	299.00
Quill Corporation	Supplies Regular Instruction	\$	1,014.90
Quill Corporation	Supplies Regular Instruction	\$	108.36
Quill Corporation	Supplies Office of the Principal	\$	162.76
Quill Corporation	Supplies Fiscal Services	\$	106.76
Rachel Theis	Supplies Science	\$	79.96
Randy Coil	Miscellaneous Expenditure Basketball Girls	\$	200.00
Rapid Consulting LLC	TechnologyRelated Hardware Maintenance of Build	\$	2,350.00
Raven Stewart	Mileage Paid to Staff	\$	99.50

Raymond Central High	Miscellaneous Expenditure	\$	64.00
Really Good Stuff Inc	Miscellaneous Expenditure Student Activity Accou	\$	22.99
Reese Bertrand	Miscellaneous Expenditure Basketball Girls	\$	260.00
Rhonda Moseley	Mileage Paid to Staff	\$	37.85
Richard Brodersen	Other Technical Services Basketball/Boys	\$	350.00
Richard Brodersen	Other Technical Services Basketball Girls	\$	200.00
Rick Mitchell	Employee Training and Development Services	\$	231.24
Riddell All Amercian Sports	Miscellaneous Expenditure Football	\$	435.67
Riley Rose	Miscellaneous Expenditure Basketball Girls	\$	65.00
Riley Rose	Other Technical Services Basketball/Boys	\$	130.00
Robert Cody	Miscellaneous Expenditure	\$	500.00
RTS Business Holdings, Inc.	Repairs & Maintenance Services Non Student Vehic	\$	1,584.00
Ryan Parkos	Miscellaneous Expenditure Basketball Boys	\$	29.95
Ryonet	Supplies Art	\$	643.32
Sadie Uhing	Mileage Paid to Staff Fiscal Services	\$	138.91
Sara Langan	Mileage Paid to Staff	\$	121.21
Sara Langan	Mileage Paid to Staff	\$	31.99
Sara Paider	Mileage Paid to Staff	\$	393.30
Scholastic Book Clubs	Miscellaneous Expenditure 5th Grade Safety Patro	\$	42.00
Scholastic Inc.	Supplies Regular Instruction	\$	115.50
School Nutrition Association	Dues and Fees	\$	562.50
Scott Nannen	Miscellaneous Expenditure Cross Country Boys	\$	552.16
SEM High School	Miscellaneous Expenditure	\$	200.00
Shanna Schulte	Postage Fiscal Services	\$	22.52
Shelby Bock	Mileage Paid to Staff	\$	53.36
Shelia Sanford	Mileage Paid to Staff	\$	68.88
Shelton Public Schools	Dues and Fees	\$	350.00
SherwinWilliams	Supplies Maintenance of Buildings	\$	328.07
SignGlasses LLC	Contracted Educational	\$	945.00
Smiling Faces Academy, Inc.	Professional Services Sixpence Community Grant	\$	3,487.90
SolarWinds	Technology Software Technology	\$	3,689.85
South Loup Drywall	Miscellaneous Expenditure	\$	16,285.00
SpartanNash Family Fresh	Supplies FCS	\$	120.06
Spencer Noble	Miscellaneous Expenditure FFA	\$	190.00
Sphero, Inc	Miscellaneous Expenditure Principal	\$	3,390.84
Spracklin Chiropractic	Drug Testing Regular Education Transportation	\$	250.00
Stelling Brass & Winds	Miscellaneous Expenditure Music Band	\$	795.00
Stepping Stones Group LLC	Contracted Educational	\$	7,150.00
Super Teacher Worksheets	Supplies Regular Instruction	\$	375.00
Teacher Created Resources	Supplies Regular Instruction	\$	8.99
Teresa McKeonHendrickson	Miscellaneous Expenditure	\$	6.10
The Filter Shop Inc	Supplies Maintenance of Buildings	\$	607.88
The Lockmobile	Professional Services Care & Upkeep of Grounds	\$	15.00
The Lockmobile	Supplies Care and Upkeep of Grounds	\$	34.25
The Zones of Regulation Inc	Technology Software Regular Instruction	\$	2,646.00
Tisha Thacker	Miscellaneous Expenditure Swimming	\$	190.00
TMobile USA Inc.	Purchased Service Telephone	\$	481.84
Toni Rieker	Other Technical Services Volleyball	\$	125.00
Trane	Repairs & Maintenance Services Maintenance Of Bu	\$	3,804.71
Tutteo Inc	Supplies Orchestra	\$	200.00
Tyler Technologies Inc	Technology Software Fiscal Services	\$	1,550.00

Tyler Technologies Inc	Professional Services Regular Education Transpor	\$	102.50
University of Nebraska Lincoln	Employee Training and Development Services	\$	600.00
University of Nebraska Lincoln	Employee Training and Development Services	\$	5,200.00
University of Nebraska Lincoln	Supplies Resource	\$	340.00
University of Nebraska Lincoln	Employee Training and Development Services	\$	800.00
University of Nebraska Lincoln	Employee Training and Development Services	\$	1,000.00
University of Nebraska Lincoln	Employee Training and Development Services	\$	1,000.00
University of Nebraska Lincoln	Employee Training and Development Services	\$	400.00
UNK Academic Advising & Career Dev	Dues and Fees Human Resources	\$	190.00
UNK Dept of Music, Theatre, & Dance	Miscellaneous Expenditure	\$	2,130.00
US Bank Cardmember Service	Community Service Activities	\$	2,452.72
US Bank Cardmember Service	Supplies Art	\$	929.47
US Bank Cardmember Service	Supplies Art	\$	110.00
US Bank Cardmember Service	Dues and Fees Art	\$	67.90
US Bank Cardmember Service	Employee Training and Development Services	\$	1,442.00
US Bank Cardmember Service	Employee Training and Development Services	\$	501.52
US Bank Cardmember Service	Technology Software Technology	\$	918.99
US Bank Cardmember Service	Travel Executive Administration	\$	856.13
US Bank Cardmember Service	Advertising Communications	\$	10,679.67
US Bank Cardmember Service	Supplies Office of the Principal	\$	259.93
US Bank Cardmember Service	Supplies Care and Upkeep of Grounds	\$	126.72
US Bank Cardmember Service	Physicals Regular Education Transportation	\$	690.00
US Bank Cardmember Service	Dues and Fees High Ability Learners	\$	305.00
US Bank Cardmember Service	Travel Sixpence Home 1	\$	86.00
US Bank Cardmember Service	Supplies Sixpence Home 1	\$	78.63
US Bank Cardmember Service	Travel Activities Director	\$	444.66
US Bank Cardmember Service	Miscellaneous Expenditure Athletic Administratio	\$	25.02
US Bank Cardmember Service	Miscellaneous Expenditure Training Room	\$	240.00
US Bank Cardmember Service	Miscellaneous Expenditure Wish List	\$	59.24
US Bank Cardmember Service	Miscellaneous Expenditure Girls Golf	\$	129.99
US Bank Cardmember Service	Travel Basketball Girls	\$	3,301.00
US Bank Cardmember Service	Other Technical Services Boys Wrestling	\$	96.83
US Bank Cardmember Service	Supplies Wrestling Boys	\$	100.00
US Bank Cardmember Service	Other Technical Services Girls Wrestling	\$	189.94
US Bank Cardmember Service	Supplies Baseball	\$	356.59
US Bank Cardmember Service	Supplies Soccer Boys	\$	246.45
US Bank Cardmember Service	Miscellaneous Expenditure Bearcat Cares Food Pan	\$	26.47
US Bank Cardmember Service	Miscellaneous Expenditure Dance Catz	\$	5,026.61
US Bank Cardmember Service	Miscellaneous Expenditure Dance Catz	\$	2,194.89
US Bank Cardmember Service	Other Technical Services Drama	\$	36.50
US Bank Cardmember Service	Miscellaneous Expenditure Media Library	\$	6.71
US Bank Cardmember Service	Miscellaneous Expenditure Music Band	\$	200.00
US Bank Cardmember Service	Miscellaneous Expenditure Music Band	\$	1.84
US Bank Cardmember Service	Miscellaneous Expenditure Music Choral Student	\$	105.50
US Bank Cardmember Service	Miscellaneous Expenditure Principal	\$	3,800.58
US Bank Cardmember Service	Miscellaneous Expenditure Basketball Boys	\$	1,373.93
US Bank Cardmember Service	Miscellaneous Expenditure Basketball Girls	\$	2,218.02
US Foods Inc	Food	\$	3,798.75
Ventris Learning LLC	Supplies Regular Instruction	\$	90.00
Verizon Wireless	Purchased Service Telephone	\$	39.94
Verizon Wireless	Miscellaneous Expenditure Wish List	\$	14.02

Vestis	Uniforms Operations of Buildings	\$	1,247.20
Vestis	Uniforms Regular Education Transportation	\$	95.56
Victoria du Preez	Professional Services Sixpence Home 1	\$	40.67
Walmart Community BRC	Supplies	\$	85.56
Walmart Community BRC	Supplies	\$	360.26
Walmart Community BRC	Miscellaneous Expenditure	\$	5,024.98
Walsworth Publishing Company	Miscellaneous Expenditure Log/Yearbook	\$	1,105.85
WILKINS ArchitectureDesignPlanning	Architect	\$	8,814.00
WILKINS ArchitectureDesignPlanning	Architect	\$	3,496.00
Will Frederick	Miscellaneous Expenditure Speech	\$	75.00
William V MacGill & Co	Supplies Health Services	\$	1,365.00
Winzer Franchise Company	Supplies Care and Upkeep of Grounds	\$	824.81
WPS Western Psychological Services	Supplies Speech Pathology & Audiology	\$	136.40
Wyatt Noll	Other Technical Services Basketball/Boys	\$	125.00
Yandas Music	Miscellaneous Expenditure Music Band	\$	15.00
Yandas Music	Professional Services Technology	\$	1,487.70
Yandas Music	Miscellaneous Expenditure Music Band	\$	29.64
YMCA	Miscellaneous Expenditure Wellness	\$	3,063.94
Zachariah NewCheever	Miscellaneous Expenditure	\$	500.00
Zimmerman Printers	Miscellaneous Expenditure Golf Boys	\$	390.00

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

VENDOR	DESCRIPTION		AMOUNT
BD Construction	Construction Services	\$	220,932.10
BD Construction	Construction Services	\$	86,341.19
BD Construction	Construction Services	\$	46,000.54
BD Construction	Construction Services	\$	46,000.55
BD Construction	Construction Services	\$	46,000.55
BD Construction	Construction Services	\$	46,000.55
BD Construction	Construction Services	\$	46,000.55
BD Construction	Construction Services	\$	46,000.55
BD Construction	Construction Services	\$	46,000.55
BD Construction	Construction Services	\$	46,000.55
BD Construction	Construction Services	\$	46,000.55
Made in the Shade Blinds & More	Construction Services	\$	3,360.00
MidState Engineering and Testing Inc	Construction Services	\$	50.00
MidState Engineering and Testing Inc	Construction Services	\$	50.00
MidState Engineering and Testing Inc	Construction Services	\$	50.00
MidState Engineering and Testing Inc	Construction Services	\$	50.00
MidState Engineering and Testing Inc	Construction Services	\$	50.00
MidState Engineering and Testing Inc	Construction Services	\$	50.00
MidState Engineering and Testing Inc	Construction Services	\$	50.00
MidState Engineering and Testing Inc	Construction Services	\$	50.00
MidState Engineering and Testing Inc	Construction Services	\$	50.00
MidState Engineering and Testing Inc	Construction Services	\$	50.00
Nielsen Contracting LLC	Construction Services	\$	47,366.00
Platte Valley Communications	Construction Services	\$	24,718.78
Trane	Construction Services	\$	86,007.76
Trane	Construction Services	\$	1,000.00
WILKINS ArchitectureDesignPlanning	Construction Services	\$	287.33
WILKINS ArchitectureDesignPlanning	Construction Services	\$	287.33
WILKINS ArchitectureDesignPlanning	Construction Services	\$	287.33

WILKINS ArchitectureDesignPlanning	Construction Services	\$	287.33
WILKINS ArchitectureDesignPlanning	Construction Services	\$	287.33
WILKINS ArchitectureDesignPlanning	Construction Services	\$	287.34
WILKINS ArchitectureDesignPlanning	Construction Services	\$	287.34
WILKINS ArchitectureDesignPlanning	Construction Services	\$	287.34
WILKINS ArchitectureDesignPlanning	Construction Services	\$	287.34

TREASURER'S REPORT

General Account - NebraskaLand National Bank Month Ending January 31, 2026

Per Bank

NebraskaLand Bank	January 31, 2026	\$	12,279,303.41
Less Outstanding Checks		\$	(22,765.50)
Less Outstanding Other Disbursements		\$	(3.70)
Plus Outstanding Deposits		\$	15,434,734.37
Adjustment			
Ending Balance		\$	<u>27,691,268.58</u>

Per Books

Beginning Balance	January 31, 2026	\$	25,954,277.78
Plus Receipts		\$	9,577,649.09
Less Expenditures		\$	(7,840,658.29)
Less Returned Checks			
Adjustment		\$	-
Voided Checks		\$	-
Ending Book Balance	January 31, 2026	\$	<u>27,691,268.58</u>

Flex Spending Account Balance

\$24,191.95

School District 7

Fund Balances

Fiscal Year: 2025-2026

Month: January

Year: 2026

Fund Type:

Include Cash Balance

FY End Report

<u>Fund</u>	<u>Description</u>	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Transfers</u>	<u>Fund Balance</u>	<u>Cash Balance</u>	<u>Variance</u>
01	General Fund	\$27,399,059.20	\$27,789,541.25	(\$33,964,212.67)	\$0.00	\$21,224,387.78	\$22,053,133.91	(\$828,746.13)
02	Depreciation Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
03	Employee Benefit Fund	\$48,081.40	\$0.00	\$0.00	\$0.00	\$48,081.40	\$48,081.40	\$0.00
05	Activities Fund	\$2,882,623.51	\$1,399,694.43	(\$1,655,020.38)	\$0.00	\$2,627,297.56	\$2,629,787.79	(\$2,490.23)
06	School Nutrition Fund	\$1,729,774.04	\$1,840,846.40	(\$2,128,249.21)	\$0.00	\$1,442,371.23	\$1,497,813.32	(\$55,442.09)
07	Bond Fund	\$10,816,261.93	\$3,128,593.32	(\$6,572,984.06)	\$0.00	\$7,371,871.19	\$7,371,871.19	\$0.00
08	Special Building Fund	\$10,951,614.69	\$1,729,975.84	(\$7,059,303.98)	\$0.00	\$5,622,286.55	\$5,622,286.55	\$0.00
09	Qualified Capital Fund	\$5,349,835.59	\$482,729.64	(\$3,346,928.27)	\$0.00	\$2,485,636.96	\$2,485,636.96	\$0.00
10	Coop Fund	\$97,978.34	\$124,568.41	(\$47,328.06)	\$0.00	\$175,218.69	\$178,294.22	(\$3,075.53)
12	Student Fee Fund	\$362,536.01	\$108,218.45	(\$119,559.74)	\$0.00	\$351,194.72	\$351,150.19	\$44.53
Grand Total:		\$59,637,764.71	\$36,604,167.74	(\$54,893,586.37)	\$0.00	\$41,348,346.08	\$42,238,055.53	(\$889,709.45)

End of Report

FY26 KPS Revenue and Expense Report Compared to Budget

DATE: January 2026

Percent of FY Completed

41.67%

		TOTAL				TOTAL			
	<u>FY 2026</u>	<u>BUDGET</u>	%	<u>FY 2025</u>		<u>FY 2026</u>	%	<u>FY 2025</u>	
<u>GENERAL FUND</u>					<u>SCHOOL NUTRITION FUND</u>				
Revenue:	\$27,789,541.25	\$72,901,916.00	38%	\$30,921,272.94	Revenue:	\$1,840,846.40	52%	\$1,830,477.89	
Expense:	<u>\$33,964,212.67</u>	\$83,872,392.00	40%	\$34,528,494.50	Expense:	<u>\$2,128,249.21</u>	42%	\$2,146,946.32	
Net:	-\$6,174,671.42				Net:	-\$287,402.81			
 					<u>BOND FUND</u>				
100 Supt.	\$166,596.30	\$250,000.00	67%	\$134,888.82	Revenue:	\$3,128,593.32	44%	\$3,205,105.44	
103 Comm	\$22,829.19	\$100,000.00	23%	\$25,469.04	Expense:	<u>\$6,572,984.06</u>	36%	\$6,518,080.81	
211 Dir PK-5	\$73,464.13	\$400,000.00	18%	\$94,130.10	Net:	-\$3,444,390.74			
220 Sped	\$350,067.06	\$1,200,000.00	29%	\$425,762.80	<u>BUILDING FUND</u>				
230 Media	\$199.28	\$29,000.00	1%	\$3,476.54	Revenue:	\$1,729,975.84	29%	\$12,748,599.12	
240 Dir SS&S	\$75,356.76	\$750,000.00	10%	\$222,394.39	Expense:	<u>\$7,059,303.98</u>	36%	\$2,245,548.66	
270 Dir 6-12	\$108,122.75	\$1,200,000.00	9%	\$397,473.75	Net:	-\$5,329,328.14			
310 Personnel	\$107,529.50	\$275,000.00	39%	\$142,992.13	<u>QCPUF FUND</u>				
320 Technology	\$390,074.92	\$1,750,000.00	22%	\$448,878.10	Revenue:	\$482,729.64	28%	\$847,753.21	
400 Principals	\$506,390.89	\$1,041,000.00	49%	\$481,479.82	Expense:	<u>\$3,346,928.27</u>	48%	\$3,718,602.32	
510 Finance	\$955,861.56	\$4,030,522.83	24%	\$1,132,248.11	Net:	-\$2,864,198.63			
550 Facilities	\$801,582.98	\$4,000,000.00	20%	\$2,377,552.92	<u>COOP FUND</u>				
560 Utilities	\$429,354.05	\$1,000,000.00	43%	\$430,440.57	Revenue:	\$124,568.41	50%	\$336,045.37	
570 Transport.	\$242,739.59	\$400,000.00	61%	\$220,176.54	Expense:	<u>\$47,328.06</u>	14%	\$142,175.45	
910 Payroll	\$28,905,435.71	\$65,391,869.17	44%	\$27,297,738.19	Net:	\$77,240.35			
931 Substitutes	\$778,726.53	\$2,000,000.00	39%	\$659,611.49	<u>STUDENT FEE FUND</u>				
941 Overtime	<u>\$49,881.47</u>	<u>\$55,000.00</u>	91%	<u>\$33,781.19</u>	Revenue:	\$108,218.45	54%	\$89,156.60	
	\$33,964,212.67	\$83,872,392.00	40%	\$34,528,494.50	Expense:	<u>\$119,559.74</u>	21%	\$127,627.95	
<u>DEPRECIATION FUND</u>					<u>TOTAL REVENUE</u>				
Revenue:	\$0.00	\$0.00 -		\$0.00	\$36,604,167.74	\$95,903,731.40	38%	\$51,081,315.61	
Expense:	<u>\$0.00</u>	\$0.00 -		\$468,481.48	<u>TOTAL EXPENSES</u>				
Net:	\$0.00				\$54,893,586.37	\$139,222,096.40	39%	\$51,997,172.32	
<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:	\$1,399,694.43	\$4,135,045.00	34%	\$1,102,905.04					
Expense:	<u>\$1,655,020.38</u>	\$4,500,000.00	37%	\$2,101,214.83					
Net:	-\$255,325.95								

Bearcat Diner Financial Statement for Month Ending Janaury 2026

Receipts:		Budget	Month End	Year-to-Date	% of Budget	2024-2025%
Federal Reimbursement	\$	1,981,300.00	\$ 191,114.44	\$ 894,198.73	45.13%	67.67%
Sale of Lunches -Pupils	\$	1,150,000.00	\$ 89,819.25	\$ 713,086.82	62.01%	56.00%
Other Income	\$	72,700.00	\$ -	\$ 5,733.27	7.89%	67.30%
District Support				\$ -		
Total:	\$	3,204,000.00	\$ 280,933.69	\$ 1,362,730.31	42.53%	62.87%
 Expenditures:						
Salaries/Fringe	\$	2,029,657.06	\$ 147,352.81	\$ 901,830.44	44.43%	48.30%
	\$	2,029,657.06	\$ -	\$ 3,168,359.38	156.10%	48.30%
Food Items	\$	2,239,717.94	\$ 224,382.85	\$ 970,490.96	43.33%	50.67%
Equipment	\$	216,000.00	\$ -	\$ 15,194.38	7.03%	41.29%
Supplies,Repairs and Other	\$	76,750.00	\$ 4,778.40	\$ 16,097.52	20.97%	29.14%
Total:	\$	4,562,125.00	\$ 229,161.25	\$ 4,170,142.24	91.41%	48.77%
Revenue Over/Under Expenses			\$ (90,901.97)	\$ (2,807,411.93)		
Beginning Balance	\$	2,358,125.00		\$ 2,358,125.00		
Ending Balance	\$	2,358,125.00		\$ (449,286.93)		\$ 2,741,297.33
 Federal Money Due						
			\$ 240,839.45			
Accounts Receivable < \$50.00			\$ 7,309.66			
Accounts Receivable > \$50.00			\$ 83,458.90			

Request for quotes were sent out to multiple vendors on December 12th 2025 for Chromebooks for 5th, 9th, and Windy Hills upgrades. We received multiple quotes from 5 vendors prior to deadline of January 26th, 2026. These quotes were reviewed based on the district’s requirements, delivery dates, auto update policy and the evaluation rubric.

<u>Vendor</u>	<u>Model</u>	<u>Base Warranty</u>	<u>Policy Expiration</u>	<u>Rubric Score</u>	<u>Total Cost</u>
RTI	Lenovo 100E G4	1	6/1/2033	98	\$ 292,049.80
Connection	HP Fortis G1M	2	6/1/2033	96	\$ 295,607.90
RTI	HP Fortis G10	1	6/1/2033	90	\$ 303,949.80
CDW	Acer Spin 311 R724T	2	6/1/2033	94	\$ 304,532.90
Computer Hardware	Lenovo 100E G4	1	6/1/2033	91	\$ 309,566.60
Connection	Acer 311 C725	2	6/1/2036	95	\$ 329,392.00
CDW	Lenovo 100e Gen 4	1	6/1/2033	90	\$ 334,985.00
Sterling	Dell 3120	1	6/1/2033	91	\$ 338,340.80
CDW	HP Fortis G1M	1	6/1/2033	88	\$ 341,934.60
Computer Hardware	Lenovo 100E G5	1	6/1/2033	87	\$ 365,496.60

Based on these quotes and requirements of KPS, it is the recommendation that the bid for 1190 Chromebooks this year be awarded to RTI in the amount of \$292,049.80.

CHaT Production Equipment				
Item Description (including link)	Cost	Number	Total	Notes
Lighting				
Spotlights		2		Spotlights purchased with funds from Theatre Boosters
Moving Light: Elation Fuze Profile-305W RGBMA LED Moving Head Profile with Zoom and Framing Shutters - via Full Compass	\$6,195.00	6	\$37,170.00	
Blizzard LB PAR HEX 12x15W RGBAW+UV LED Par Fixture OUR PART #: LB-PAR-HEX MFR #: 123576 via Full Compass	\$279.00	18	\$5,022.00	
Altman Spectra Cyc 100 100W LED Cyc Light OUR PART #: SS-CYC-100-BK MFR #: SSCYC100-RGBA-B via Full Compass	\$2,020.00	9	\$18,180.00	
Full Compass - Blizzard DMX5PC 10 - Powercon to Powercon w/ 5-pin DMX Combo Cable, 10' (OUR PART #: DMX5PC-10 MFR #: 123934)	\$62.00	30	\$1,860.00	
Blizzard StormChaser Supercell RGB 224 RGB LED Strip Light OUR PART #: STORMCHASER MFR #: 124275 via Full Compass	\$225.00	6	\$1,350.00	
Subtotal			\$63,582.00	
Sound				
Microphones, mic packs, and receivers via https://www.soundpro.com/shure-glxd14plus-mx53-dual-band-wireless-headworn-microphone-system/	\$1,039.00	6	\$6,234.00	
DHR12 Speakers via https://www.soundpro.com/yamaha-dhr12m-12-inch-powered-stage-monitor/	\$819.00	2	\$1,638.00	
Audix DP7 Plus 8-piece Drum Microphone Package via Sweetwater	\$1,229.00	1	\$1,229.00	
Subtotal			\$9,101.00	
Other Accessories				
Chauvet DJ Cumulus HPPProfessional low-lying fog machine,	\$2,000.00	1	\$0.00	Purchased with funds from Theatre Boosters
Antari S-200X Quiet Snow Machine with DMX Control, 200 ml/min Output Volume OUR PART #: FSM-BOREAS-C6 via FullCompass	\$1,200.00	1	\$1,200.00	
Subtotal			\$1,200.00	
FR Black 35' Sharkstooth Scrim - Cut Yardage. 01-1300WH420 via BMI Supply	\$141.58	8	\$1,132.64	
FR White 35' Sharkstooth Scrim - Cut Yardage Item #: 01-1300WH420 via BMI Sup	\$132.47	8	\$1,059.76	
Subtotal			\$2,192.40	
	\$0.00		\$0.00	
TOTAL			\$76,075.40	

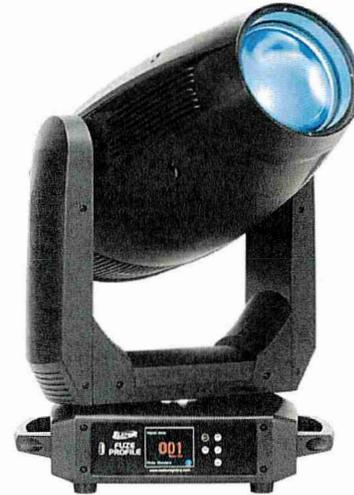
Lighting Instruments

Elation FUZE PROFILE 305W RGBMA LED Moving Head Ellipsoidal Light Fixture

\$6,195.00 ea.

Features:

- Used to project light and patterns anywhere onstage
- Extended color RGBMA LED Engine, 92 CRI
- Rotating and Fixed Gobo plus Animation Wheel
- Full Blackout Framing System
- Wide Zoom Range from 7° to 46°
- 4 Facet Prism
- Motorized Iris

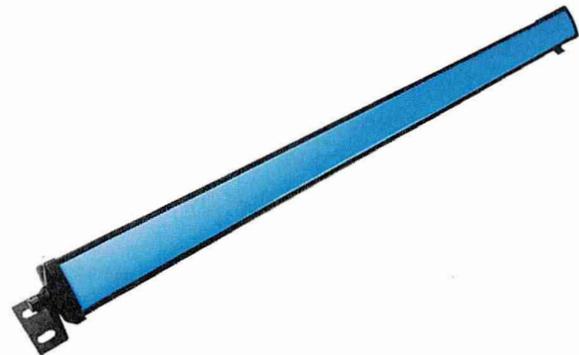


Blizzard StormChaser Supercell RGB 224 RGB LED Strip Light

Requesting 6 units

\$225.00 ea

- Color mixing light bars that can be hung or used as side lighting for dance/musicals.
- Color mixing via 224x 5050RGB/0.2W LEDs
- 16 individually controllable cells
- 59 built-in auto/sound active macros w/speed control
- Auto and sound active programs via DMX
- Variable electronic strobe• Easy-to-use 4-button LED control panel
- Flicker-free (10KHz PWM) dimming
- Built-in microphone
- Dual mounting brackets
- 7/20/52-channel DMX modes
- Includes 3 lenses (frosted, opaque, and clear)
- Operating modes: DMX512, M/S, auto mode, sound



Blizzard LB PAR HEX
RGBAW+UV LED Par Fixture

\$279.99 ea

Blizzard LB PAR HEX Features:

- Used for a color light wash (even lighting) on the stage
- User selectable 6/11 DMX channels
- *Full color mixing* in standalone, primary/secondary and DMX modes (No gels needed)
- Built-in automated programs via primary/secondary
- Built-in sound activated programs via primary/secondary
- Easy to use LED digital control panel
- 16/32-bit dimming modes
- 3-pin male input and 3-pin female output
- Dual mounting yoke allows flexibility in positioning
- Durable, scratch resistant composite housing



Blizzard DMX5PC 10 Power/DMX cable

Powercon to Powercon w/ 5-pin DMX Combo Cable, 10'

\$61.99 ea

Requesting 30 units

Blizzard DMX5PC 10 Features:

Connecting cables for power and control signal.

- Power Cable:
 - Heavy-Duty 14AWG
 - powercon compatible input (blue) connector
 - powercon compatible output (white) connector
 - 3 conductor cord, heavy duty - black
 - Maximum amperage: 15 amps
- DMX Signal/Data:
 - 5-pin XLR (male/female) connectors, black/blue
 - Double shield (foil and braid)
 - 120 ohm impedance
 - Low capacitance



Altman Spectra Cyc 100

100W LED Cyc Light

Requesting 9 units

\$2,020.00 ea.

Features

- Primarily used to light/color the cyclorama from the third electric batten or from the floor
- Patented LED blending lens: Red, Green Blue & Amber Luxeon Rebel LEDs (No gels needed)
- A-Symmetrical reflector, computer designed for broad even light distribution
- On-board multi-voltage power supply; 100-240 VAC
- Feed-thru data & power capabilities
- Compatible with DMX and RDM protocols
- Push-button addressing
- Pre-programmed modes for fixed colors, timed color changes and strobes.



Yoke Sold Separately

Sound Equipment

Shure GLXD14R+/MX53 Microphone System

Dual Band Wireless Headworn Microphone System

Requesting 6 units

\$1,039.00 ea.

Features:

- Over ear microphones
- Mic pack transmitter
- Dual Band Wireless Technology
- Automatic Frequency Management
- Smart Rechargeability (cut down on batteries!)
- Up to 16 Compatible Systems



Yamaha DHR12M 12-Inch Powered Stage Monitor

\$819.99 ea

Requesting 2 units

Features:

- Coaxial driver delivers precise, smooth phase and frequency response characteristics ideal for use in monitoring applications
- Plywood cabinet that delivers a clear sound with minimal vibration
- Proprietary FIR-X™ tuning, provides FIR filtering and corrective EQ, minimizing phase distortion
- A pole socket for use on a stand



Audix DP7 Plus 8-piece Drum Microphone Package (Sweetwater Exclusive)

\$1,049.00 ea.

Requesting 1 unit

Microphones for drum kit: The purpose of a drum microphone setup is to capture the sound of the entire drum kit for recording or amplification, providing detailed control over each drum and cymbal for a balanced final sound

Features:

8-piece Audix Drum Mic Package with

- 1 D6,
- 1 i5,
- 2 D2,
- 1 D4, and
- 3 ADX51 Microphones, and
- Road Case



Other Production Accessories

Froggy's Fog Boreas Cube C6

High Output Silent Snow Machine with DMX Control

\$1,199.00 ea.

Requesting 1 unit

Ideal for theater, dance, and productions in larger spaces that need a silent snow effect. (Froggy Fog is a brand name.)

Features

- Super Quiet
- Spray distance of 430 feet when mounted above 16ft
- Full control of flake size and blower speed
- Includes 2 channel DMX

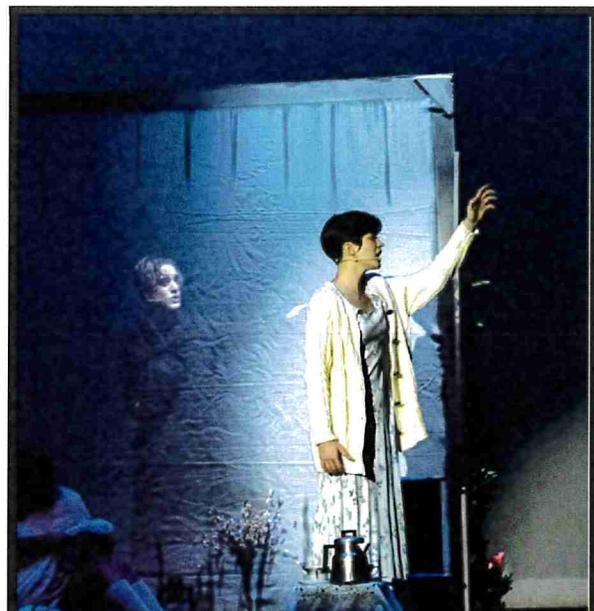
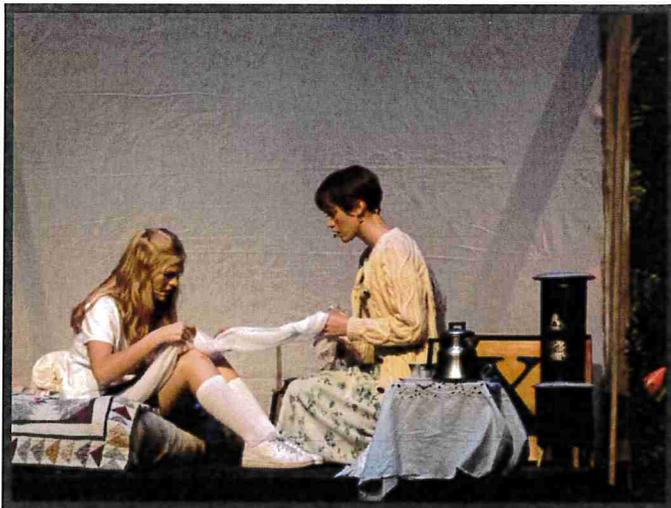
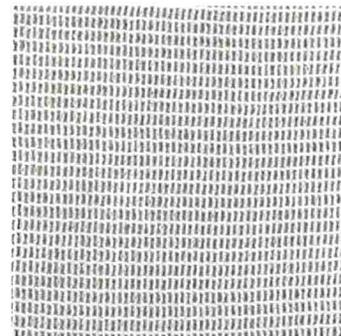


FR White 35' Sharkstooth Scrim - Cut Yardage

\$132.47/yd

Requesting 8 yds

An open weave 100% cotton net used extensively in theatre production for translucent & reveal effects. When front lit from a steep angle, the fabric can appear opaque. When the front light is dimmed and objects behind are illuminated, the audience can see through it. (FR= Fire Retardant)



Front view

“Matilda” KHS Musical Production Spring 2022

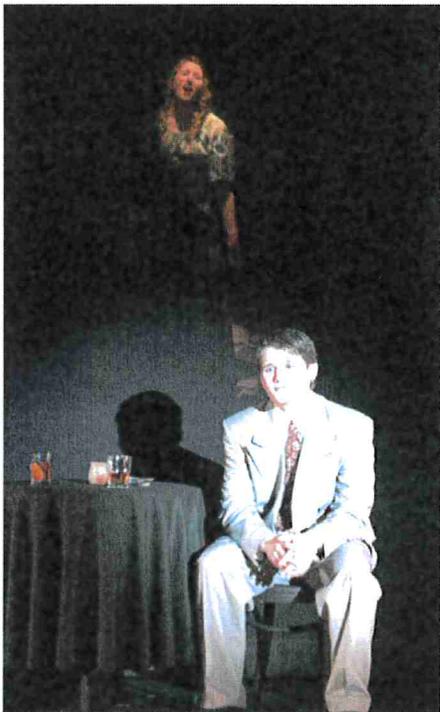
Backlit view →

FR Black 35' Sharkstooth Scrim - Cut Yardage

\$162.82/yd

Requesting 8 yds

An open weave 100% cotton net used extensively in theatre production for translucent & reveal special effects for theater “magic.” When front lit from a steep angle, the fabric can appear opaque. When the front light is dimmed and objects behind are illuminated, the audience can see through it. Sometimes placed behind the white scrim for a reveal.
(FR = Fire Retardant)



Black scrim lit from behind



Black scrim lit from the front
“Brigadoon” Lincoln Southwest High School 2008

Personnel

Recruitment and Selection

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

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

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

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

Policy adopted: 8/14/17

Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Equal Opportunity Employment

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

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

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

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

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

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Anti-discrimination, Anti-harassment & Anti-retaliation

A. Elimination of Discrimination.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

2. Anti-retaliation:

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

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

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

3. Grievance (or Complaint) Procedures:

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

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

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

i. Level 1 (Investigation and Findings):

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

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

The District ~~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 ~~if 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 a~~ student(s)' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age ~~(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~~ is more likely than not that discrimination, harassment, or retaliation occurred?).

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

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

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

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

ii. Level 2 (Appeal to the Superintendent):

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

iii. Level 3 (Appeal to the Board):

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

4. Confidentiality:

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

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

5. Training:

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

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

6. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

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

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

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

7. Preventive Measures:

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

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

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

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

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

1240 4003-AE
1340.1
1340.2

Personnel

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

Personnel

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

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Release of Information/Central Registry

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

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

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

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

Nebraska Revised Statute: 28-710 to 28-727

Policy adopted: 8/14/17

Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

BusinessVendors' Representatives

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

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

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

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Rights, Responsibilities and Duties, Classroom Environment

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

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

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

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

Personnel

Adherence to Copyrights & Patent Laws

It is the intent of the Kearney Public Schools to adhere to the provisions of U.S. Copyright Law and the Patent Act. All parties, including administrators, teachers, other staff members and students are prohibited from using, copying or transmitting materials not specifically allowed by fair use, copyright or patent law, licenses or contractual agreements or permission. All staff shall be responsible for informing themselves and reviewing relevant information pertaining to copyright and patent rules, fair use, District licenses or contractual agreements and permissions. Anyone who disregards this copyright and patent policy is in violation, assumes all responsibility for infringement, including possible civil liability and criminal prosecution and may be subject to disciplinary action including termination from employment. The District does not assume any legal responsibility for any infringement of copyrights, patents, or other proprietary rights.

~~Copyright and patent information will be provided to assist employees so that they can perform their duties within the intent of the law. The District Departments of Library Media Services or Computing Services should be contacted regarding any questions.~~

All staff shall also respect the copyright, patent and proprietary rights of any materials accessed through the District's network system or technology resources. Staff may not use or duplicate copyrighted or patented materials, graphics, software (including district-owned or licensed software) or other proprietary materials without permission from the copyright or patent holder, unless the use falls within fair use parameters, licenses, or contractual agreements or permissions, whether for personal use or for the use of others.

Policy adopted: 8/14/17

Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Drug Free Schools, Community & Workplace

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

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

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

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

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Drug Free Schools and Community, and Work Place

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

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

Definitions

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

Procedures

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

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

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

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

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

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

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

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

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

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

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

KEARNEY PUBLIC SCHOOL
KEARNEY, NEBRASKA

Personnel

Anti-Drug Plan

Transportation Employees

The Omnibus Transportation Employee Testing Act of 1991 requires alcohol and drug testing of safety-sensitive employees in ~~certain positions requiring the transportation of students the aviation, motor carrier, railroad and mass transit industries.~~ The Federal Highway Administration requires alcohol and drug testing of drivers who are required to have a commercial driver's license.

Kearney Public Schools has a vital interest in maintaining safe, healthful and efficient working conditions for all of its employees. Being under the influence of a drug or alcohol on the job poses serious safety and health risks, not only to the user, but to all those who work with or otherwise come into contact with the user. The possession, use, or sale of illegal drugs or alcohol on the job also poses unacceptable risks for safe, healthful and efficient operations.

It is the School District's right, obligation, and intent to maintain a safe, healthful, and efficient working environment for all of its employees and to protect company property, equipment, and operations from the risks associated with drug and alcohol use in the workplace. Employees in "safety-sensitive" positions, as defined by the Omnibus Transportation Employee Testing Act of 1991 and regulations promulgated thereunder, including employees whose position requires a commercial driver's license (CDL), shall be tested for alcohol and controlled substances as required by law.

Transportation Employees

This Anti-Drug Plan can be altered or modified without prior notice.

Policy Application

The provisions of the Anti-Drug Plan apply to bus drivers, and all other employees who are required to have a commercial driver's license.

Drug Awareness Program

Kearney Public Schools will inform employees of: (1) the dangers of drug and alcohol use in the workplace; (2) the school district's drug-free workplace Anti-Drug Plan; (3) the availability of treatment and counseling for employees seeking such assistance; and (4) the penalties the school district will impose for violations of its Drug-Free Workplace Program.

Prohibited Conduct

The Kearney Public Schools prohibits the following conduct:

- Using, being under the influence of, or possession of alcohol while performing school business or while in or about a school facility or work site. This will subject the offending employee to disciplinary action up to and including termination of employment.
- Using or being under the influence of a legal drug (such as "over-the-counter" and prescription drugs) while performing school business, or while in or about a school facility or work site, to the extent such use affects the safety of any employees or others. Use common sense and, when in doubt about the effects of a certain drug, consult your physician or the school's Medical Review Officer regarding any adverse side effects.
- The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance by any employee while performing school business, or while in or about a school facility or work site.
- Tampering with a specimen provided for drug testing for the purpose of altering the results of the drug test.

Testing for Controlled Substances -

Pre-Employment Testing

Kearney Public Schools will require all applicants it intends to hire to be tested for the use of controlled substances as a pre-qualification condition. Applicants who test positive for the use of controlled substances, or who refuse to submit to such testing, will be disqualified from further hiring consideration.

The District will implement regulations and practices which will insure compliance with the Omnibus Transportation Employee Testing Act of 1991, the Moving Ahead for Progress in the 21st Century (MAP-21) Act, and all regulations and rules promulgated pursuant to such Acts. Employees in "safety-sensitive" positions, as defined by the Act and regulations promulgated thereunder, including employees whose position requires a commercial driver's license (CDL), shall be tested for alcohol and controlled substances as required by law (See Appendix 1). Refusal to submit to such pre-employment testing, or testing positive, shall disqualify an applicant from employment. Reasonable suspicion, random, post-accident, return-to-duty, and follow-up testing shall also be conducted. Employees who test positive shall be immediately removed from safety-sensitive positions and shall be removed from employment.

Anti-Drug Plan

"Reasonable Cause" Testing

Kearney Public Schools will require current employees to submit to testing for controlled substances when it believes there is "reasonable cause" to suspect a violation of this policy. "Reasonable cause" includes irrational or unusual behavior, reporting to work in an apparent unfit condition, and conduct of a similar nature.

Employees who are requested to undergo "reasonable cause" testing will be transported to the Collection Site by a school representative. The employee will be required to submit to the drug test. Any attempt to invalidate or tamper with the test will subject the employee to disciplinary action, up to and including termination.

Post-Accident/Injury Testing

As soon as practicable following an accident involving a commercial motor vehicle, the School District will require an alcohol test for the surviving driver who was performing safety-sensitive functions with respect to the vehicle, if the accident involved:

- 1) A citation under State or local law for a moving traffic violation arising from the accident
- 2) A fatality
- 3) Bodily injury to a person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident; or
- 4) One or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle

A driver who is subject to post-accident testing shall remain readily available for such testing or may be deemed by the School District to have refused to submit to testing.

Random Testing

Federal regulations also require random testing of commercial licensed drivers for controlled substances. The regulations specify that such tests must equal or exceed 50% of the total number of drivers on an annual basis. All drivers will be required to submit to testing for controlled substances under random testing procedures established by the school.

Penalties For Violations

Safety Sensitive Personnel found to be in violation of any part or parts of this Anti-Drug Program will be removed from their safety sensitive position and will be terminated without further recourse.

Anti-Drug Plan

Effective Date

Consent

I have received, read and understand Kearney Public School's Anti-Drug Plan, and I understand that compliance with the Anti-Drug Plan is a term and condition of employment. I understand that failure or refusal to cooperate fully, sign any required documents, submit to any requested or recommended tests, will constitute grounds for immediate termination. I agree to follow and abide by the Kearney Public School's Anti-Drug Plan.

Employee's Signature

Date

Employee's Name (printed)

Witness Signature

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

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

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

**CONTROLLED SUBSTANCES AND ALCOHOL USE AND TESTING:
FEDERAL REGULATIONS, KEARNEY PUBLIC SCHOOLS' COMPLIANCE POLICIES AND
PROCEDURES, AND EDUCATIONAL MATERIALS**

The U.S. Department of Transportation (DOT) and the Federal Highway Administration (FHWA) have issued regulations requiring that individuals who perform safety-sensitive functions and who are required to maintain a commercial driver's license (CDLs) be tested for controlled substances and alcohol and not engage in controlled substances use or alcohol misuse. Information concerning those regulations, Kearney Public Schools policies and procedures, and educational materials relating to controlled substances use and alcohol misuse is set forth as follows:

(A) The persons designated by Kearney Public Schools to answer employee questions about these materials are:

Mrs. Melissa Herrmann, HR Director

(B) The categories of employees who are subject to the provisions of the federal controlled substances and alcohol use and testing regulations are:

Individuals who perform safety-sensitive functions and who are required to maintain a commercial driver's license (CDLs), including bus drivers and distribution and maintenance employees who are subject to driving commercial motor vehicles.

(C) The term "safety-sensitive functions" means:

- (1) All time waiting to be dispatched, unless the driver has been relieved from duty;
- (2) All time inspecting equipment or inspecting, servicing, or conditioning any commercial motor vehicle (i.e., a vehicle in excess of 26,000 pounds GVWR or designed to carry 16 or more passengers, including the driver) at any time;
- (3) All driving time (i.e., time spent at the controls of a commercial motor vehicle in operation);
- (4) All time, other than driving time, in or upon any commercial motor vehicle;
- (5) All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded;
- (6) All time spent performing the driver requirements of 49 CFR §§392.40 and 392.41 relating to accidents;
- (7) All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

(D) Employee conduct that is prohibited by the federal controlled substances and alcohol use and testing regulations includes:

1. **Alcohol concentration.**
No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater.
2. **Alcohol possession.**
No driver shall be on duty or operate a commercial motor vehicle while the driver possesses alcohol.
3. **On-duty use.**
No driver shall use alcohol while performing safety-sensitive functions.
4. **Pre-duty use.**
No driver shall perform safety-sensitive functions within four (4) hours after using alcohol.
5. **Use following an accident.**

No driver required to take a post-accident alcohol test shall use alcohol for eight hours following the accident, or until the driver undergoes a post-accident alcohol test, whichever occurs first.

6. **Refusal to submit to a required alcohol or controlled substances test.**
No driver shall refuse to submit to a post-accident alcohol or controlled substances test, a reasonable suspicion alcohol or controlled substance test, or a follow-up alcohol or controlled substances test.
7. **Controlled substances use.**
No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions when the driver uses any controlled substance, except when the use is pursuant to the instructions of a physician who has advised the driver that the substance does not adversely affect the driver's ability to safely operate a commercial motor vehicle.
8. **Controlled substances test.**
No driver shall report for duty, remain on duty or perform a safety-sensitive function, if the driver tests positive for controlled substances.

(E) The circumstances under which an employee will be tested for alcohol and/or controlled substances pursuant to the federal regulations include:

1. **Pre-employment testing.**
Prior to the first time a driver performs safety-sensitive functions, the driver shall undergo testing for alcohol and controlled substances. No safety-sensitive functions are to be performed unless the driver has been administered an alcohol test with a result indicating an alcohol concentration less than 0.04, and has received a controlled substances test result from the medical review officer indicating a verified negative test result.
2. **Post-accident testing.**
 - (a) As soon as practicable following an accident involving a commercial motor vehicle, each surviving driver:
 - (1) Who was performing safety-sensitive functions with respect to the vehicle, if the accident involved the loss of human life; or
 - (2) Who receives a citation under State or local law for a moving traffic violation arising from the accident shall undergo a test for alcohol and controlled substances.
 - (b)
 - (1) *Alcohol tests.* Shall be administered within two hours following the accident unless such cannot reasonably be done, and not more than eight hours following the accident.
 - (2) *Controlled substance tests.* Shall be administered within 32 hours following the accident.
 - (c) A driver who is subject to post-accident testing shall remain readily available for such testing or may be deemed by the employer to have refused to submit to testing. The driver shall be permitted to leave the immediate scene of an accident for the period necessary to obtain assistance in responding to the accident, or to obtain necessary emergency medical care, but shall otherwise remain readily available for testing.
3. **Random testing.**
 - (a) Drivers shall be subject to random testing. The minimum annual percentage rate for random alcohol testing should be 25 percent of the average number of driver positions, or such minimum annual percentage rate as established from time to time by the FHWA. The minimum annual percentage rate for random controlled substance testing shall be 50 percent of the average number of driver positions.
 - (b) The selection of drivers for random alcohol and controlled substances testing shall be made by a scientifically valid method. Under the selection process used, each driver shall have an equal chance of being tested each time selections are made.

(c) The random alcohol and controlled substances tests shall be unannounced and the dates for administering random alcohol and controlled substances tests shall be spread reasonably throughout the calendar year.

(d) Each driver who is notified of selection for random alcohol and/or controlled substances testing shall proceed to the test site immediately; provided, however, that if the driver is performing a safety-sensitive function at the time of notification, the driver shall cease to perform the safety-sensitive function and proceed to the testing site as soon as possible.

4. Reasonable suspicion testing.

(a) A driver shall submit to an alcohol test when the employer has reasonable suspicion to believe that the driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations (except for possession of alcohol).

(b) Under federal law, notwithstanding the absence of a reasonable suspicion alcohol test, a driver is prohibited from reporting for duty or remaining on duty requiring the performance of safety-sensitive functions while the driver is under the influence of or impaired by alcohol and must not perform or continue to perform safety-sensitive functions, until:

(i) An alcohol test is administered and the driver's alcohol concentration measures less than 0.02; or

(ii) Twenty-four hours have elapsed following the determination that there is reasonable suspicion to believe that the driver has violated the prohibitions concerning the use of alcohol.

5. Return-to-duty testing.

(a) Alcohol. If a driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations concerning alcohol and has not been terminated, the driver shall undergo a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02.

(b) Controlled Substances. If a driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations concerning controlled substances, and has not been terminated, the driver shall undergo a return-to-duty controlled substances test with a result indicating a verified negative result for controlled substances use.

6. Follow-up testing.

Following a determination that a driver is in need of assistance in resolving problems associated with alcohol misuse and/or use of controlled substances, the driver shall, if still employed, be subject to unannounced follow-up alcohol and/or controlled substances testing as directed by a substance abuse professional in accordance with the provisions of federal regulations.

Random, reasonable suspicion, and follow-up alcohol testing shall be conducted only when the driver is performing safety-sensitive functions, just before the driver is to perform safety-sensitive functions, or just after the driver has ceased performing safety-sensitive functions.

(F) The procedures that will be used to test for the presence of alcohol and controlled substances, to protect the employee and the integrity of the testing processes, to safeguard the validity of the test results, and to ensure that those results are attributed to the correct employee include:

The procedures outlined in 49 CFR 40, concerning procedures for Transportation Workplace Drug and Alcohol Testing Program, will be followed. This includes use of a "split sample" approach for drug testing and chain of custody procedures including documentation of screening aliquots.

(G) An employee is required to submit to alcohol and controlled substances tests administered pursuant to the federal regulations.

(H) **A "refusal to submit" to an alcohol or controlled substance test includes:**

Refuse to submit (to an alcohol or controlled substances test) means that a driver (1) Fails to provide adequate breath for testing without a valid medical explanation after he or she has received notice of the requirement for breath testing, (2) fails to provide adequate urine for controlled substances testing without a valid medical explanation after he or she has received notice of the requirement for urine testing, or (3) engages in conduct that clearly obstructs the testing process. A failure to remain readily available for post-accident testing, or to notify the employer of the need for such testing, or to proceed to the test site immediately for random testing, may be deemed by the employer to constitute a refusal to submit.

The consequences for refusing to submit to an alcohol or controlled substances test are as follows: A driver who has refused to submit to a required alcohol or controlled substance test is subject to the same consequences as a driver who has tested positive on an alcohol (concentration of 0.04 or greater) or controlled substances test.

(I) **The consequences under the federal regulations for employees who have violated the federal regulations relating to controlled substances and alcohol use and testing include:**

The driver shall be removed from and not permitted to perform safety-sensitive functions. The driver shall be referred for evaluation by a substance abuse professional for a determination of what assistance, if any, the employee needs in resolving problems associated with alcohol misuse and controlled substances abuse.

Before a driver returns to duty requiring the performance of a safety-sensitive function after engaging in conduct prohibited by the federal regulations, the driver shall, if still employed, undergo a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02 if the conduct involved alcohol, or a controlled substances test with a verified negative result if the conduct involved a controlled substance.

In addition, each driver identified as needing assistance in resolving problems associated with alcohol misuse or controlled substance use, if still employed,

- (i) Shall be evaluated by a substance abuse professional to determine that the driver has properly followed any rehabilitation program prescribed, and
- (ii) Shall be subject to unannounced follow-up alcohol and controlled substances tests administered by the employer following the driver's return to duty.

The driver may also be subject to the penalty provisions of 49 U.S.C. § 521(b).

(J) **The consequences under the federal regulations for employees found to have an alcohol concentration of 0.02 or greater but less than 0.04 include:** Removal from safety-sensitive functions for a period of not less than 24 hours following administration of the test.

(K) **Information to assist employees in avoiding alcohol misuse and controlled substances use, signs and symptoms of an alcohol or a controlled substances problem, and available methods of intervening when such a problem is suspected:** Information will be made available by the counselor to employees.

(L) The requirement that the following personal information collected and maintained under this part shall be reported to the Clearinghouse:

- (i) A verified positive, adulterated, or substituted drug test result;
- (ii) An alcohol confirmation test with a concentration of 0.04 or higher;
- (iii) A refusal to submit to any test required by law;
- (iv) An employer's report of actual knowledge of:

(A) On duty alcohol use; pursuant to § 382.205;

(B) Pre-duty alcohol use pursuant to § 382.207;

(C) Alcohol use following an accident pursuant to § 382.209; and

(D) Controlled substance use pursuant to § 382.213;

(v) A substance abuse professional (SAP as defined in § 40.3 of this title) report of the successful completion of the return-to-duty process;

(vi) A negative return-to-duty test; and

(vii) An employer's report of completion of follow-up testing.

Legal Reference: 49 CFR §382.601(b)(12).

Appendix adopted: 7/11/22

Revised: 8/11/25

Revised:

KEARNEY PUBLIC SCHOOLS
Kearney, Nebraska

Personnel

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 and vapes), alternative nicotine products, tobacco product look-alikes, pouches and products intended to replicate tobacco products either by appearance or effect.

A ban on all tobacco use will be the policy on all Kearney Public Schools property and in all school-owned vehicles. 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 self-smoking cessation program.

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

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

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

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

Employees must give a full disclosure of the investigation.

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

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

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

Policy adopted: 8/14/17

Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Employment of Immediate Family Member:

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

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

Rule approved: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Use of Public Resources by Board Members and Employees

Restrictions on Use

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

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

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

Authorized Uses

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Policy readopted: 8/14/17
Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Public Complaint Procedure/Personnel Related Complaints

Informal Procedure

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

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

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

Formal Procedure

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

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

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

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

Personnel

Civil Conduct of Public & Employees

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

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

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

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

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

Personnel

Prohibition of Aiding and Abetting Sexual Abuse

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

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

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

Legal Reference: ESSA sec. 8038, § 8546

Policy adopted: 8/14/17
revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Professional Boundaries Between Employees and Students

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

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

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

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

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

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

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

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

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

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

Legal Reference: LB1080 (2020)

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

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Search & Seizure

~~School officials may search offices and storage devices provided to or used by employees where permitted by law, such as where reasonable grounds exist for suspecting that a search will turn up evidence that the employee has committed work-related misconduct, or that a search is necessary for a non-investigatory work-related purpose, such as to retrieve a file.~~

~~Searches of the District's computer system may be conducted at the discretion of the administration at any time.~~

~~When it is determined based on searches that a person violated a Board policy, administrative rule, building rule, personnel expectation, or the law, the person shall be subject to appropriate disciplinary action and a report to law enforcement.~~

~~Illegal items or other items reasonably determined to be a threat to the safety of others or a threat to educational purposes may be seized by school officials. Any illegal drugs, firearm or dangerous weapon shall be confiscated and delivered to law enforcement as soon as practicable.~~

~~The District is not responsible for the security or safety of personal property which employees, students, or other building users may bring to school.~~

Legal Reference: _____ Neb. Rev. Stat. §28-1204.04

Policy adopted: 8/13/18 _____ KEARNEY PUBLIC SCHOOLS
_____ Kearney, Nebraska

Personnel

Anti-Bullying

One of the missions and obligations of the school district is to provide a physically safe and emotionally secure environment for all students and staff. Positive behaviors (non-violence, cooperation, team work, understanding, and acceptance of others) are to be encouraged in the educational program and are required of all staff.

Inappropriate behaviors (bullying, intimidation, and harassment) will not be tolerated and students and staff are required to avoid such behaviors. Strategies and practices are to be implemented to reinforce positive behaviors and to discourage and protect others from inappropriate behaviors. Bullying is defined as an ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by the school being used for a school purpose by a school employee or designee, or at school-sponsored activities or school-sponsored athletic events. Disciplinary actions for such behaviors are referenced in policy.

The school district shall review the bullying policy on an annual basis.

Legal Reference: ~~Neb. Rev. Stat. 79-2, 137 Laws 2008, LB 205~~
Student Discipline Act, Neb. Rev. Stat. § 79-254 to 79-296
~~NDE February 2003 State Board Action; Reaffirmed December, 2005~~

Policy adopted: 8/14/17
Revised:

KEARNEY PUBLIC SCHOOL
KEARNEY, NEBRASKA

Personnel

Kearney Public Schools Internet Safety and Acceptable Use Policy

A. Internet Safety Policy

It is the policy of Kearney Public Schools to comply with the Children's Internet Protection Act (CIPA) and Children's Online Privacy Protection Act (COPPA). With respect to the District's computer network, the District shall: (a) prevent user access to, or transmission of, inappropriate material via Internet, electronic mail, or other forms of direct electronic communications; (b) provide for the safety and security of minors when using electronic mail, chat rooms, and other forms of direct electronic communications; (c) prevent unauthorized access, including so-called "hacking," and other unlawful activities online; (d) prevent unauthorized online disclosure, use, or dissemination of personal identification information of minors; (e) obtain verifiable parental consent before allowing third parties to collect personal information online from students; and (f) implement measures designed to restrict minors' access to materials (visual or non-visual) that are harmful to minors.

B. Students (K-12) at Kearney Public Schools receive instruction on Internet Safety, which is embedded in a variety of curriculums and taught by the school librarians, technology instructors, elementary counselors, and business instructors. This curriculum includes materials related to personal safety on the Internet, appropriate use of social networking sites, cyber-bullying, and other topics that encourage digital citizenship. A copy of the scope and sequence for the KPS Internet Safety Curriculum may be found in the district Curriculum Office or District Media Office.

1. Definitions. Key terms are as defined in CIPA. "Inappropriate material" for purposes of this policy includes material that is obscene, child pornography, or harmful to minors. The term "harmful to minors" means any picture, image, graphic image file, or other visual depiction that: (1) taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion; (2) depicts, describes, or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated normal or perverted sexual acts, or a lewd exhibition of the genitals; and (3) taken as a whole, lacks serious literary, artistic, political, or scientific value as to minors.

2. Access to Inappropriate Material. To the extent practical, technology protection measures (or "Internet filters") shall be used to block or filter Internet, or other forms of electronic communications, access to inappropriate information. Specifically, as required by the CIPA, blocking shall be applied to visual depictions of material deemed obscene or child pornography, or to any material deemed harmful to minors. Subject to staff supervision, technology protection measures may be disabled or, in the case of minors, minimized only for bona fide research or other lawful purposes.

3. Inappropriate Network Usage. To the extent practical, steps shall be taken to promote the safety and security of users of the District's online computer network when using electronic mail, chat rooms, instant messaging, and other forms of direct electronic communications. Specifically, as required by CIPA, prevention of inappropriate network usage includes: (a) unauthorized access, including so-called 'hacking,' and other unlawful activities; and (b) unauthorized disclosure, use, and dissemination of personal identification information regarding minors.

4. Supervision and Monitoring. It shall be the responsibility of all members of the District staff to supervise and monitor usage of the online computer network and access to the Internet in accordance with this policy and CIPA. Procedures for the disabling or otherwise modifying any technology protection measures shall be the responsibility of the Superintendent and the Superintendent's designees.

5. Social Networking. Students shall be educated about appropriate online behavior, including interacting with others on social networking websites and in chat rooms, and cyberbullying awareness and response. The plan shall be for all students to be provided education on these subjects. The Superintendent or the Superintendent's designee shall be responsible for identifying educational materials, lessons, and/or programs suitable for the age and maturity level of the students and for ensuring the delivery of such materials, lessons, and/or programs to students.

6. Parental Consent. The District shall obtain verifiable parental consent prior to students providing or otherwise disclosing personal information online.

7. Adoption. This Internet Safety Policy was adopted by the Board at a public meeting, following normal public notice.

B. Computer Acceptable Use Policy

This computer acceptable use policy is supplemental to the District's Internet Safety Policy.

1. Technology Subject to this Policy. This Computer Acceptable Use Policy applies to all technology resources of the District or made available by the District. Technology resources include, without limitation, computers and related technology equipment, all forms of e-mail and electronic communications, and the internet.

2. Access and User Agreements. Use of the District technology resources is a privilege and not a right. The Superintendent or designee shall develop appropriate user agreements and shall require that employees, students (and their parents or guardians), and others to sign such user agreements as a condition of access to the technology resources, as the Superintendent determines appropriate. Parents and guardians of students in programs operated by the District shall inform the Superintendent or designee in writing if they do not want their child to have access.

The Superintendent and designees are authorized and directed to establish and implement such other regulations, forms, procedures, guidelines, and standards to implement this Policy.

The technology resources are not a public forum. The District reserves the right to restrict any communications and to remove communications that have been posted.

3. Acceptable Uses. The technology resources are to be used for the limited purpose of advancing the District's mission. The technology resources are to be used, in general, for educational purposes, meaning activities that are integral, immediate, and proximate to the education of students as defined in the E-rate program regulations.

4. Unacceptable Uses.

The following are unacceptable uses of the technology resources:

a. Personal Gain: Technology resources shall not be used, and no person shall authorize its use, for personal financial gain other than in accordance with prescribed constitutional, statutory, and regulatory procedures, other than compensation provided by law.

b. Personal Matters: Technology resources shall not be used, and no person shall authorize its use, for personal matters unless the User has entered into a lease agreement or other similar agreement with the School District that makes such use permissible under law.

Occasional use that the Superintendent or designee determines to ultimately facilitate the mission of the District is not prohibited by this provision. Examples of occasional use that may be determined to ultimately facilitate the mission of the District: sending an e-mail to a minor child or spouse; sending an e-mail related to a community group in which an employee is a member where the membership in the community group facilitates the District's mission.

This occasional use exception does not permit use by employees contrary to the expectations of their position. For example, employees may not play games or surf the net for purposes not directly related to their job during duty time; nor may students do so during instructional time.

The occasional use exception also does not permit use of the technology resources for private business, such as searching for or ordering items on the internet for non-school use; or sending an e-mail related to one's own private consulting business.

c. Campaigning: Technology resources shall not be used, and no person shall authorize its use, for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question.

d. Technology-Related Limitations: Technology resources shall not be used in any manner which impairs its effective operations or the rights of other technology users. Without limitation, this means that technology resources may not be used:

1. Users shall not use another person's name, log-on, password, or files for any reason, or allow another to use their password (except for authorized staff members).
2. Users shall not erase, remake, or make unusable another person's computer, information, files, programs or disks.
3. Users shall not access resources not specifically granted to the user or engage in electronic trespassing.
4. Users shall not engage in "hacking" to gain unauthorized access to the operating system software or unauthorized access to the system of other users.
5. Users shall not copy, change, or transfer any software without permission from the network administrators.
6. Users shall not write, produce, generate, copy, propagate, or attempt to introduce any computer code designed to self-replicate, damage, or otherwise hinder the performance of any computer's memory, file system, or software. Such software is often called a bug, virus, worm, Trojan horse, or similar name.
7. Users shall not engage in any form of vandalism of the technology resources.
8. Users shall follow the generally accepted rules of network etiquette. The Superintendent or designees may further define such rules.

e. Other Policies and Laws: Technology resources shall not be used for any purpose contrary to any District policy, any school rules to which a student user is subject, or any applicable law. Without limitation, this means that technology resources may not be used:

1. To access any material contrary to the Internet Safety Policy; or to create or generate any such material.
2. To engage in unlawful harassment or discrimination, such as sending e-mails that contain sexual jokes or images.
3. To engage in violations of employee ethical standards and employee standards of performance, such as sending e-mails that are threatening or offensive or which contain abusive language; use of end messages on e-mails that may imply that the District is supportive of a particular religion or religious belief system, a political candidate or issue, or a controversial issue; or sending e-mails that divulge protected confidential student information to unauthorized persons.
4. To engage in or promote violations of student conduct rules.

5. To engage in illegal activity, such as gambling.
6. in a manner contrary to copyright laws.
7. in a manner contrary to software licenses.

5. Disclaimer.

The technology resources are supplied on an “as is, as available” basis. The District does not imply or expressly warrant that any information accessed will be valuable or fit for a particular purpose or that the system will operate error free. The District is not responsible for the integrity of information accessed, or software downloaded from the Internet.

6. Filter.

A technology protection measure is in place that blocks and/or filters access to prevent access to Internet sites that are not in accordance with policies and regulations. In addition to blocks and/or filters, the District may also use other technology protection measures or procedures as deemed appropriate.

Notwithstanding technology protection measures, some inappropriate material may be accessible by the Internet, including material that is illegal, defamatory, inaccurate, or potentially offensive to some people. Users accept the risk of access to such material and responsibility for promptly exiting any such material.

The technology protection measure that blocks and/or filters Internet access may be disabled only by an authorized staff member for bona fide research or educational purposes: (a) who has successfully completed District training on proper disabling circumstances and procedures, (b) with permission of the immediate supervisor of the staff member requesting said disabling, or (c) with the permission of the Superintendent. An authorized staff member may override the technology protection measure that blocks and/or filters Internet access for a minor to access a site for bona fide research or other lawful purposes provided the minor is monitored directly by an authorized staff member.

7. Monitoring.

Use of the technology resources, including but not limited to internet sites visited and e-mail transmitted or received, is subject to monitoring by the administration and network administrators at any time to maintain the system and insure that users are using the system responsibly, without notice to the users. Users have no privacy rights or expectations of privacy with regard to use of the District's computers or Internet system. All technology equipment shall be used under the supervision of the Superintendent and the Superintendent's designees.

8. Sanctions.

Violation of the policies and procedures concerning the use of the District technology resources may result in suspension or cancellation of the privilege to use the technology resources and disciplinary action, up to and including expulsion of students and termination of employees. Use that is unethical may be reported to the Commissioner of Education. Use that is unlawful will be reported to the law enforcement authorities. Users shall be responsible for damages caused and injuries sustained by improper or non-permitted use.

Legal Reference: Children's Internet Protection Act, 47 USC § 254
Children's Online Privacy Protection Act, 15 U.S.C. § 6501
FCC Order adopted August 10, 2011
47 USC § 254(h)(1)(b); 47 CFR 54.500(b) and 68 FR 36932 (2003) (E-rate
restrictions)
Neb. Rev. Stat. § 49-14,101.01 (Political Accountability and Disclosure Act)

Policy adopted: 8/14/17
Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

"E-Mail"/Internet Access

The District offers staff and students of the Kearney Public Schools access to the district computer network, including electronic mail ("e-mail") and the Internet. To gain access to electronic mail (e-mail) and the Internet, all staff must sign and return the "Staff Agreement" form to the central office. Likewise, to gain access to e-mail and the Internet, all students attending the Kearney Public Schools, along with their parents/guardians, must sign a policy agreement form and return it to the school. Student access to e-mail will be provided as relevant to educational endeavors. In the event that individual student accounts are provided for online communication, students will be asked to treat them as "work" addresses for coursework and personal communications should be sent to a separate account.

Access to e-mail and the Internet will enable staff and students to explore thousands of libraries, data bases, and bulletin boards, while exchanging messages with Internet users throughout the world. Students and parents should be warned that some material accessible by the Internet may contain items that are illegal, defamatory, inaccurate, or potentially offensive to some people. While our intent is to make Internet access available to further educational goals and objectives, students may find ways to access other materials as well. We believe that the benefits to students from access to the Internet, in the form of information resources and opportunities for collaboration, exceed any disadvantages. But ultimately, parents and guardians of minors are responsible for setting and conveying the standards that their students should follow when using media and information resources. To that end, the Kearney Public Schools support and respect each family's right to decide whether or not to apply for access.

A. E-Mail and Internet Rules:

1. General Rules

- a. The e-mail and Internet networks are provided to staff and students to conduct research and communicate with others. Access to network services is given to staff and students who have agreed to act in a responsible manner. Parental permission is required for student use. Access to e-mail and the Internet is a privilege, not a right.
- b. Individual users of the district computer networks are responsible for their behavior and communications over those networks. Users will comply with District standards and will honor the agreements they have signed. Beyond clarification of such standards, the district is not responsible for restricting, monitoring, or controlling the communications of individuals utilizing the network.
- c. Network storage areas and district-issued devices shall be treated like school lockers. Network administrators may review files and communications to maintain system integrity and insure that users are using the system responsibly. Users should not expect that files or any information stored or otherwise retained on district servers or in computers will be private.

d. Users should not expect, and the District does not warrant, that files stored on district servers will always be private.

e. The District will not be liable for purchases made by any user over the network. Users shall not make purchases of goods and/or services via the district's network that are related to outside employment or may result in profit for the user.

2. Policy for Acceptable Use of Computers and Networks

The following policy for acceptable use of computers and networks, including Internet, shall apply to all district administrators, faculty, staff and students. All technology equipment shall be used under the supervision of the site administrator.

a. Users shall not erase, remake, or make unusable anyone else's computer, information, files, programs or disks. In addition to any other disciplinary action or legal action that may occur, any user violating this rule shall be liable for any and all damages for the replacement of any damage to the computer, information, files, programs or disks.

b. Users shall not let other persons use their name, log-on, password, or files for any reason (except for authorized staff members).

c. Users shall not use or try to discover another user's password.

d. Users shall not use Kearney Public Schools computers or networks for non-instructional or non-administrative purposes (e.g., games or activities for personal profit).

e. Users shall not use the computer for unlawful purposes, such as illegal copying or installation of unauthorized software.

f. Users shall not copy, change, or transfer any software or documentation provided by the Kearney Public Schools District, teachers, or other students without permission from the network administrators.

g. Users shall not write, produce, generate, copy, propagate, or attempt to introduce any computer code designed to self-replicate, damage, or otherwise hinder the performance of any computer's memory, file system, or software. Such software is often called a bug, virus, worm, Trojan horse, or similar name.

h. Users shall not use the computer to annoy or harass others with language, images, or threats. Users shall not access or create any obscene or objectionable information, language, or images.

i. Users shall not tamper with computers, networks, printers, or other associated equipment except as directed by the teacher or network administrator.

j. Users shall not engage in "hacking" – altering software or hardware or manipulating or circumventing security systems to gain unauthorized access or direct use of the operating system software.

- k. Users shall not engage in harassment or nuisance actions – bothering another person or entity for no positive reason or creating an interference with another user’s ability to make effective use of computing privileges.
 - l. Users shall not access resources not specifically granted to the user – whether damage is done or not, such use constitutes electronic trespassing, and will not be tolerated. Damages incurred will be considered to constitute electronic vandalism.
3. Penalties for Violation of Rules

All of the policies and procedures for acceptable use of computers and networks are intended to make the computers and networks more reliable for users. They are also intended to minimize the burden of administrating the network so that more time can be spent enhancing services.

Use of the computer to access telecommunications resources is a privilege and not a right. Violation of the policies and procedures of the Kearney Public Schools concerning the use of computers and networks may result in disciplinary action up to, and including, suspension and/or expulsion of students and suspension, termination, nonrenewal or cancellation of the contract of an administrator, teacher or other school employee.

B. Staff, Student and Parent Agreement

The Administrator Agreement, Faculty and Staff Agreement, and Student/Parent Agreement forms are available at school offices.

Legal Reference: 79-254 to 79-296

Rule adopted: 8/14/17
Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

District Internet Web and Social Media

I. Definitions

A. Social Media - is the collective of online communications channels dedicated to community-based input, online interaction, content sharing, and collaboration (e.g., websites and applications dedicated to forums, blogging, and social networking).

B. Approved Social Media Site – All social media sites must be approved by the Director of Technology for technical requirements and compliance issues. In addition, approved social media sites must have been reviewed and approved by the Director of Communications for use in student learning activities and teacher-parent-student communications about learning.

C. Professional Responsibility – The employee may use District approved social media sites to support communication and/or instruction. Professional responsibility occurs when there is the presentation of oneself as a representative of the District or employee thereof, whose activities are job related and is subject to the District's policies, rules, procedures, and guidelines.

D. Personal Responsibility – the presentation of oneself in a manner that is outside professional responsibility in all comments, posting, etc. Personal responsibility encompasses that which is not job related.

II. Accountability

A. District employees who utilize web or social media sites in pursuit of their professional responsibilities are subject to the District's Acceptable Use Policy.

B. Each staff member who creates a web page or any part of a web page or supervises the creation of a web page or uses an approved social media site or any part of an approved social media site or supervises the creation of an approved social media site is responsible for the content and must inform the Superintendent/designee of the existence and the intent/purpose of the page prior to such web site or approved social media site being accessible on the Internet. This includes student-produced web pages and social media content.

C. Each web page or approved social media author or contributing web page and approved social media site author shall assume professional responsibility for the information being educationally appropriate, current, accurate (including having correct spelling and grammar), and adhering to District policies and rules. This includes students who author or contribute to the creation of a web page or approved social media site.

D. All District or building web pages and approved social media sites shall have a staff member who shall monitor and be responsible for approving the content of the information, which is accessible on each web and approved social media site.

E. Guidelines for web pages and the use of approved social media sites shall be established by the Superintendent or designee and shall be available to staff.

III. Professional Responsibility and Personal Responsibility

A. Professional Responsibility. When using District web pages and/or approved social media sites, staff may not engage in the following:

1. Simultaneously identify oneself as a District employee and send, solicit, or display materials that are offensive, including sexually oriented material, graphic depictions of violence, or material that offends or harasses on the basis of race, color, religion, national origin, gender, marital status, disability, or age.

2. Unprofessional communication that could negatively impact the District's reputation or interfere with the District's core mission, or unprofessional/inappropriate communication regarding members of the District's community.

3. Acting as a representative of the District, or acting in a way that would infer that one is a District representative or acting for and on behalf of the District when not authorized to do so (e.g., contacting the media or government officials with District e-mail, responding to complaints or questions about District business on Internet discussion groups, etc.).

4. Sending, receiving, printing or otherwise disseminating proprietary data, trade secrets or other confidential information in violation of District policy, proprietary agreements or other contractual terms. Using District-owned data or work product for personal gain. Using District trademarks (e.g., name, logos), or branding without authorization from the Office of Communications.

5. Inappropriately sharing confidential information related to District business, including but not limited to, personnel actions, internal investigations, research material, or student information.

6. Any activity in violation of local, state, or federal law as it relates to the staff member's employment with the District, including, but not limited to, defamatory remarks; destruction of District data or equipment; or accessing or sharing information in violation of HIPAA, FERPA, CIPA, or COPPA. This includes any activity that would cause the District to not be in compliance with state or federal law.

B. Personal Responsibility. When using non-District web pages and/or personal social media sites outside of the duties as a staff member of the District, staff should consider the following:

1. For certificated staff, the District's Acceptable Use Policy and the State Standards of Professional Practice are applicable.

2. District staff are responsible for all matters which they post or publish.

3. All matters which may be posted or published, including photographs, should reflect high standards of professionalism and professional discretion, and should not negatively or adversely impact relations with students, parents, other staff, or the community.

4. Staff should not "friend" students or parents on their personal Facebook pages until the student has been graduated from the District.

IV. Privacy

A. All reasonable steps shall be taken to insure that the use of the Internet or approved social media sites shall not abridge the right of privacy of students or staff as provided by law, including but not limited to FERPA, HIPAA, CIPA, and COPPA.

B. Staff may publish student photographs and first names (except for those students who have FERPA restrictions on file). Exceptions beyond first names may be made by the Superintendent or their designee, or the Principal or their designee, for other identifying information when special circumstances dictate (e.g., athletic contests, special achievements, student recognitions).

C. Student Directory Information (as described below) may be made available on District web pages in compliance with the District's policies and rules. Directory information appropriate for the web includes the following:

1. First and last name;
2. Current grade level;
3. Participation in officially recognized activities and sports;
4. Weight and height of members of athletic teams;
5. Degrees and awards received; and
6. Photographs

V. Not an Open or Public Forum

A. The District does not by this Rule create or establish an open or public forum and reserves the sole and absolute right to determine the acceptable District web pages and approved social media sites.

B. The District reserves the right to monitor, review, and audit the use of District web pages and approved social media sites. The District further reserves the right to search District web pages and approved social media sites as part of any investigation into unauthorized use or prohibited or illegal conduct.

C. Violations of this Rule may result in disciplinary action.

Personnel

Workplace Privacy Act

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

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

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

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

Legal Reference: Laws 2016, LB 821

Policy adopted: 8/14/17
Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Receiving Agents, Salespersons, and Other Business Representatives

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

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

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

Policy adopted: 8/14/17
Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Political Activities of Employees

It is an important right and responsibility for all citizen to be active members in the political process. ~~We are in the midst of a very busy campaign season with national elections, Nebraska Legislature and local elections.~~ It is important to know that there are certain state laws that *you, as a public employee*, need to follow.

To follow Nebraska law:

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

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

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

Politics in the classroom:

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

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

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

Rule approved: 8/14/17

Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Health Regulations and Records

~~The superintendent, in cooperation with other appropriate personnel, shall develop rules and regulations in compliance with state and federal law regarding health policies and keeping of records for all personnel of this district.~~

Personnel

Communicable/Infectious Diseases

School District Employees/Students

1. In the case of a chronic infectious disease not commonly associated with casual contact transmittal, the infected employee/student shall maintain the rights, privileges, and services accorded to other school employees/students.

School employees unable to perform their duties due to illness shall retain eligibility for all benefits accorded to other school employees for long-term diseases or disabling conditions. A student diagnosed as having a secondary infection with a risk of transmission in the school setting shall be provided an individually tailored plan for schooling that is collaborated with the superintendent or the superintendent's designee, the infected person, and any additional persons selected by the subject, in consultation with a physician, and a public health official.

2. The superintendent or superintendent's designee, upon notification that an employee/student is infected with a chronic infectious disease, shall use the following procedures:
 - A. Meet with the person, his/her parent(s) or guardian(s), his/her physician, if possible, a local health official, and determine a plan to support the person with the illness. (Consultation with another physician is allowable, but the name of the infected person may not be released.)
 - B. Provide for periodic review of the case and oversee implementation of the plan. The superintendent may assign the case oversight to another administrator, maintaining confidentiality.
3. The superintendent or superintendent's designee, in consultation with other professionals, shall make decisions about changes in the employment/educational plan of an employee/student on a case-by-case basis, relying on the best available scientific and medical advice. ~~The superintendent may seek legal counsel so long as the subject's name remains confidential.~~
4. Confidentiality shall be honored in cases of infected individuals. The superintendent may consult with another physician and other health officials regarding the infectious disease, provided the identity of the infected person is kept confidential. All medical information and written documentation of the infected person's case shall be kept by the superintendent in a confidential repository. ~~locked file~~. The name of the infected person (as related to the chronic infectious disease) will not be used in district documents.
5. School staff is expected to employ "universal health precautions" at all times, as recommended by the Center for Disease Control. In-service shall be provided to train staff in universal health precautions and the handling of body fluids as required by statute.
6. The policy and regulations regarding communicable/infectious disease are based on present knowledge, laws, and recommendations presented by the Nebraska Department of Education and Nebraska Health Officials. In light of updated information, necessary revisions may be required periodically.

Rule adopted: 8/14/17
Revised:

KEARNEY PUBLIC SCHOOL
KEARNEY, NEBRASKA

Personnel

School Security

The District Security Committee shall be created and meet at least annually to review security standards and protocols.

The Security Committee shall:

- Prepare and communicate with local authorities (e.g., fire, police, rescue, emergency management personnel) at least annually. Such communication shall include collaborations with local authorities to identify and address security issues.
- Consider, develop and implement guidelines for event and incident management. Such guidelines shall be reviewed and practiced by all employees, students, and relevant stakeholders at least annually.
- Consider, develop and implement standard response and practice procedures for emergency situations, such as holds, lock-downs, lock-outs, evacuations and shelter in place. Such procedures shall be reviewed and practiced by all employees, students, and relevant stakeholders at least annually. Such procedures shall include a plan to identify and document crisis communication procedures with the following stakeholder groups: emergency responders, employees, students, parents/guardians, media, and others as needed. Such procedures shall also provide information to staff to empower staff to initiate protection actions, when appropriate.
- Take any reasonably necessary steps to ensure that the District is in compliance with all applicable fire and life safety codes.
- Take any reasonably necessary steps to ensure that the District has standardized and visible interior and exterior signage for emergency responders.
- ~~Consider, develop and implement strategies and processes to assess observable, positive relationships between students and employees, and students and other students.~~
- Consider, develop and implement procedures to monitor school security protocols for off-campus school-sponsored events.
- Consider, develop and implement a student assistance process where problem-solving can occur and intervention strategies are recommended and implemented.
- Consider, develop and implement a plan for behavioral threat assessments and conducting threat assessment protocols using trained staff.
- Consider, develop and implement security procedures to monitor before and after-school activities, including other facility users.
- Identify mental health resources and use such resources when appropriate.
- Ensure that procedures are in place that require all District employees to participate annually in ~~at least one hour of~~ suicide prevention training as determined by statute.
- Ensure that all school buildings have designated multiple evacuation assembly locations for each building, and that staff and students within each building are aware of said location
- Review the District's bullying policy and student dating violence policy ~~at least annually~~ as determined by statute and recommend to the Board any proposed changes to these policies.

- Ensure the district maintains immunization records for all students and uses the data for health and security of students, when appropriate.
- Conduct a District-wide security self-assessment for each building.
- Review at least annually, the District's policies and protocols on active supervision throughout school buildings and campus, and recommend any changes in policies or protocols to the Board.
- Review at least annually, the District's policies and protocols on security and visitors (including visitors in specialized areas, such as pre-kindergarten areas, playgrounds, science labs, etc.) in school buildings, and compare the District's policies and protocols with guidance issued by the Readiness and Emergency Management for Schools Technical Assistance Center (REMS-TA), and recommend any changes in policies and protocols to the Board.
- Conduct a performance review of emergency drills and suggest any changes, when appropriate.
- For any security procedures and protocols, review said procedures and protocols to ensure that they accommodate individuals with special needs.
- Consider, develop and implement procedures supporting academic, physical, operational and psychological/emotional aspects of an incident, after an incident occurs. Such procedures shall ensure that students and employees are supported and given an opportunity to address psychological and emotional health needs after an incident. Such procedures shall also ensure that resource requests and management of the incident be conducted in a way that supports the psychological and emotional needs of the students and staff after an incident. The Security Committee shall explore mutual aid agreements to address the academic, physical, operational, psychological, and emotional recovery areas, and make any recommendations to the Board.

Legal Reference: Nebraska Department of Education Title 92 Nebraska Administrative Code, Chapter 10, Rule 10 Accreditation of Schools, 011.01b, c, d, e, f, g (Seclusion and Restraint, Bullying, Dating Violence); 79-2,137 (Bullying); 79-2,138 to 79-2,142 (Dating Violence); 79-2,146 (Suicide Awareness, 2015-2016); Criminal Code Sec. 28-318 (Sexual Harassment); Nebraska Department of Education Title 92 Nebraska Administrative Code, Chapter 11, Rule 11 Accreditation of Schools, 004.11g (Pre-K CPR and First Aid), Neb. Rev. Stat. §§ 48-443 to 48-445

Policy adopted: 8/14/17

Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Workplace Safety

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

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

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

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

Policy adopted: 8/14/17

Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Workplace Safety

A record shall be kept of all accidents to employees.

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

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

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

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

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

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

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

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

Rule adopted: 8/14/17
Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Workplace Threats & Violence

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

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

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

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

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

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

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

Personnel

Family and Medical Leave

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

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

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

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

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

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

Policy adopted: 8/14/17
Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Gifts from the Board of Education

~~The board may consider as appropriate the presentation of awards to employees who have rendered outstanding service for an extended period of time and who have earned the high regard of other staff members of the community.~~

Legal Reference: ~~13-2201 — 13-2204~~

~~Policy adopted: 8/14/17~~ ~~KEARNEY PUBLIC SCHOOLS~~
~~KEARNEY, NEBRASKA~~

Personnel

Staff Payments During Closure

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

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

Policy adopted: 11/9/20
Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel - All Employees

Injury Leave

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

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

Legal Reference: [LB1186 \(2020\) Neb. Rev. Stat. 79-8,106](#)

Policy adopted: 11/9/20
Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Work Schedule and Duty Hours for ~~Certified~~ Employees

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

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

AdministrationQualifications for Appointment to Administrative and Supervisory Positions

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

Legal Reference: 79-501

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

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

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Mentoring Program for New Teachers

~~The Kearney Public Schools system will provide a mentoring program for all first year teachers following the guidelines of Rule 26 (Regulations and Procedures for Mentor Teacher Programs). The program will be administered by the superintendent or his/her designee.~~

Personnel

Teacher Contracts

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

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

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

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

Legal Reference:	79-817	Schools; contracts of employment; contracts
	79-818	Teachers contract; renewal; exceptions;
	79-819	amend or terminate; notice; hearings; decision

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

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Qualifications for Appointment as Teacher

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

Certification

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

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

Personnel

Assignment and Transfer or Staff

~~The board reserves the right to reassign the work of the teacher at any time during the life of that teacher's contract through its superintendent of schools and the proper principal.~~

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

Assignment of Duties

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

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

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

Legal Reference:

Neb. Rev. Stat. 79-839

Policy adopted: 8/14/17

Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Resignation of Certificated Employees

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

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

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

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

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

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

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Reduction-in-Force (RIF)

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

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

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

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

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

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

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

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

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

Legal References: 79-846-849

Reduction-in-force

Policy adopted: 8/14/17
Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Teacher Evaluation

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

The purposes of teacher evaluation in this district are to:

1. To improve the quality and identify excellence in of instruction.
2. To provide procedures that are clear, equitable, and systematic for the evaluation of teacher performance.
3. To provide constructive feedback to individual educators.
4. To provide direction for staff development.
5. To aid institutions in identifying reasons for terminating personnel, and provide supportive documentation for action to amend, terminate, or not renew the contract of an employee.
6. To build professional collaborative relationships that unify teachers and administrators in the effort to educate students to their fullest potential.
7. To comply with Nebraska State Law.
- ~~8. To identify excellence in instruction.~~

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

Procedures for Teacher Evaluation

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

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

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

~~7.1. Teachers' Responsibility. Teachers are expected to inform the responsible evaluator of instructional periods that would be conducive to an evaluation and to make themselves readily available for evaluations. In the event the responsible evaluator has not initiated the evaluation process nearing the time within which an evaluation is required to be completed, the teacher has the responsibility to notify the responsible evaluator such that the evaluation can be completed when due.~~

~~8.1. Failure to Complete Evaluations. For permanent teachers, a failure to complete evaluations with the designated duration and frequency shall not give the permanent teacher rights, but is to be considered in evaluating the responsible evaluator's performance.~~

~~9.1. Informal Observations and Evaluations. Informal observations and evaluations may be conducted as the administration determines to be appropriate.~~

~~10.1. Additional Observations and Evaluations. The duration and frequency of observations and written evaluations is specified as a minimum. Observations and evaluations of greater frequency or number than required may be conducted and made at the request of the teacher or in the discretion of the evaluator.~~

11.7. The evaluation process shall include written communication and documentation to the evaluated teacher specifying all noted deficiencies, specific means for the correction of the noted deficiency, and an adequate timeline for implementing the concrete suggestions for improvement.

12.8. As professionals, teachers may be assigned responsibility to provide suggestions for improvement plans or job growth strategies and shall have the duty of complying with such requests. Further, in the event improvement plans or other similar performance measures are implemented, teachers shall have the duty to comply with such plans. Teachers are expected to be cooperative, professional, and to exhibit a willingness to improve performance and to accept the constructive criticisms and suggestions of the evaluator.

13.9. All evaluators shall possess a valid Nebraska Administrative Certificate or Permit.

14.10. All evaluators shall be trained to use the evaluation system employed in the district. Any training necessary shall be provided by the district.

15.11. Annual written communication of the evaluation process to those being evaluated shall be made the beginning of each school year.

Other Considerations in Teacher Evaluations:

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

Legal Reference:

Neb. Rev. Stat. 79-828
NDE Rule 10

Policy adopted: 8/14/17
Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel - Certificated Employees

Teacher Training and Professional Growth

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

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

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

~~At least annually, the administration will present to the Board the planned staff training as required by law. The Board will then approve those training requirements if the Board determines that the length of each training is reasonable.~~

Legal Reference: LB 1329 (2024)

Policy adopted: 7/8/24
Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

4120-~~CE~~

Personnel

Meetings

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

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

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

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

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Substitute Teachers

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

All substitute teachers shall hold a valid teaching certificate ~~or permit that is registered with the Superintendent of Schools.~~ All substitute teachers will perform such duties as are assigned by the administration for this employment. ~~A substitute teacher's duty hours shall be the same as those of a teacher they replace.~~ Rates of compensation for all substitute teachers will be set by the Board of Education.

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

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

Legal Reference: 79-824

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

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

4132 4122-CE

Personnel

Student Teachers

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

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

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

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

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Student Teachers

Responsibility of the School System

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

Responsibility of the College

The school system requires the following from the college:

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

Responsibility of the Student Teacher

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

Legal Reference: 79-875 to 878

Rule approved: 8/14/17
Revised:

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Tutoring

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

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

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

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

Personnel

Professional Growth

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

~~The administration is directed to develop and/or revise procedures necessary to fulfill the requirements of the board and Nebraska school law.~~

Personnel

Grievances

~~The board will cooperate with employees through their association in establishing a grievance procedure with regard to the terms and conditions of employment set forth in the negotiated agreement.~~

Legal Reference: ~~79-1294~~ Board of education; representative
organization; meetings; rules and
regulations; adopt

Policy adopted: ~~8/14/17~~ KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Personnel

Retirement/Resignation Benefits

~~Employees who retire may be paid in full at the time of retirement so that retirement benefits can start on June 1. The estate of employees who die during their term of service shall be paid in full for the services of that employee up to the time of death.~~

~~Teachers who resign at the end of their contract period may choose, subject to approval of the superintendent, to be paid in full at the effective date of resignation or may continue to be paid monthly through the regular payroll cycle for the school year.~~

Personnel

Compensation and Related Benefits

Payment of Salary

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

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

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

Fringe Benefits

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

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

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

Personnel

Leave of Absence

After a minimum of three (3) years of employment in Kearney Public Schools, a teacher may apply for a one-year leave of absence. Criteria to be considered by the superintendent in recommending approval or denial of a request include:

- ~~No more than one elementary teacher and no more than one secondary teacher may be on leave during the same year. If more than one request is received from the Elementary or Secondary, the administration shall decide based on factors including the date of application, the reason for requesting leave, the subsequent value to the school district, and seniority;~~
- ~~Requests for the one-year leave of absence must be submitted in writing to the Superintendent prior to March 1;~~
- ~~A qualified replacement must be found before the leave is approved;~~

~~No salary or benefits will be paid to the teacher by the district during the year of absence. Continued group health insurance may be obtained, subject to the approval of the insurance carrier; the premiums for such insurance shall be paid by the teacher in advance. Upon return, the teacher will be placed on the salary schedule at the vertical step earned prior to the beginning of the leave period;~~

- ~~A teacher who wishes to return from leave shall notify the Superintendent in writing by March 1. If no such notice is received by March 1, the teacher is considered to have resigned. The school district shall not be responsible for reminding the teacher of the required return notice;~~
- ~~A teacher returning from leave is not guaranteed the same position held before the leave of absence. However, an effort will be made to arrange for the same or a comparable position placement; and~~
- ~~A teacher shall enter into a written agreement with the Board of Education setting forth the terms of such leave of absence.~~

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.

Personnel

Appointment

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

Personnel

Transfer/Assignment/Reassignment

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

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

Personnel

Evaluation

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

Personnel

Work Schedule & Duty Hours of Employment

~~The superintendent of schools shall establish work schedules, duty hours, and other conditions of work in keeping with the board's policies.~~

~~General employment procedures regarding vacations, provisions for absences, resignation, reemployment, duties, hours and other matters related to the nature of the position and specifically noted herein are determined by the board upon recommendation of the superintendent.~~

Safe Driving Record Standard for Drivers

~~Standard for Pupil Transportation Vehicle Drivers: Each person who is required to have a permit to operate a pupil transportation vehicle for this School District shall meet all requirements to hold and continue to hold a pupil transportation operator's permit, including the successful completion of a physical assessment and a Medical Examiner's Certificate.~~

~~One of the requirements for obtaining such a permit is that the person have a record of satisfactory driving as determined by Board policy. For such persons, a satisfactory driving record means a record which reflects the absence of any of the following offenses or circumstances:~~

- ~~1. Motor vehicle homicide;~~
- ~~2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 7 years; or,~~
- ~~3. Two or more driving while under the influence of alcoholic liquor or drugs; or~~
- ~~4. Reckless driving or willful reckless, within the immediate prior 7 years; or~~
- ~~5. Accumulation of 5 or more points under the motor vehicle operator's license point system within the immediate prior 4 years. In the event the person has accumulated 3 or 4 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.~~

~~Standard for Drivers of Small Vehicles for Activity Trips: Each person who drives a small vehicle (car or van) other than a pupil transportation vehicle for school activities and who is not required to have a permit to operate a pupil transportation vehicle shall be precluded from driving in the event it is discovered that the person does not have a record of satisfactory driving. For such persons, a satisfactory driving record means a record which reflects the absence of any of the following offenses or circumstances:~~

- ~~1. Motor vehicle homicide;~~
- ~~2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 7 years; or,~~
- ~~3. Two or more driving while under the influence of alcoholic liquor or drugs; or~~
- ~~4. Reckless driving or willful reckless, within the immediate prior 7 years; or~~
- ~~5. Accumulation of 5 or more points under the motor vehicle operator's license point system, within the immediate prior 4 years. In the event the person has accumulated 3 or 4 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.~~

~~Drivers who exclusively drive small vehicles for activity trips are not required to obtain a Medical Examiner's Certificate.~~

~~Standard for Drivers of Other School Vehicles: Each person who drives a school vehicle other than a pupil transportation vehicle and does not transport students in the vehicle shall be precluded from driving in the event it is discovered that the person does not have a record of satisfactory driving. In the event the person's employment position requires driving vehicles as a function of the person's employment, the employment may be terminated in the absence of a record of satisfactory driving. For such persons, a satisfactory driving record means a record which reflects the absence of any of the following offenses or circumstances:~~

- ~~1. Motor vehicle homicide;~~
- ~~2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 7 years; or,~~

~~3. Reckless driving or willful reckless, within the immediate prior 7 years; or~~

~~4. Accumulation of 6 or more points under the motor vehicle operator's license point system within the immediate prior 4 years. In the event the person has accumulated 3, 4 or 5 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.~~

~~The record of satisfactory driving standards shall apply to all new employees from and after adoption of this policy. Existing employees shall be subject to the same standards, provided that the Superintendent or Superintendent's designee may determine to permit an exception based on the existing employee's record of satisfactory driving while employed with the District and the nature and proximity of prior driving offenses as such offenses relate to safe transportation.~~

Personnel – Classified/Exempt

Fair Labor Standards Act (Minimum Wage & Overtime)

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

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

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

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

Personnel — Classified/Exempt

Fair Labor Standards Act (Minimum Wage & Overtime)

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

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

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

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Personnel

"At Will" Employees

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

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

NAMING RIGHTS AGREEMENT MATHIESEN TRACK

This Naming Rights Agreement (the "Agreement") is entered into by and between Kearney Public Schools, a Nebraska public school district (the "District"), and Roger Mathiesen ("Honoree"), as of the date of final execution.

1. Purpose

The purpose of this Agreement is to formally set forth the terms under which the District will name the Kearney High School Track Facility (the "Track") after and in honor of Coach Roger Mathiesen, and to establish the rights and obligations of both parties related to that naming.

The District recognizes that Coach Mathiesen has made extraordinary contributions to Kearney High School, its students, and the community through nearly four decades of coaching, leadership, and competitive excellence. Nothing in this Agreement shall constitute any precedent or requirement for any other naming opportunities or requests for any other person or facility.

This Agreement is intended to ensure that the naming of the Track reflects those contributions while protecting the long-term interests of the District.

2. Facility and Name

The District hereby designates the Kearney High School Track Facility located on the Kearney High School campus as the "Mathiesen Track."

The name shall be used on appropriate signage, plaques, and District materials as determined by the District in its sole discretion, consistent with District branding, facilities, and safety standards.

3. Term of Agreement

The naming granted by this Agreement shall be indefinite, subject to the District's reserved rights under this Agreement and Board Policy, as may be amended from time to time.

The District retains full ownership and control of the Track at all times, and nothing in this Agreement shall grant or bestow any rights to Honoree regarding the Track or equipment therein.

4. No Financial Consideration

The parties acknowledge that this naming and dedication is granted in recognition of the Honoree's outstanding service, leadership, and historical significance to the District, and not in exchange for any financial contribution.

Nothing in this Agreement shall be construed to require the Honoree to make any donation, sponsorship, or payment to the District.

5. District Control and Use

The District retains exclusive authority to (1) operate, schedule, maintain, renovate, and control the Track; (2) determine the size, design, placement, and content of all signage, plaques, and markings; and (3) use images, references, and the facility name in District publications, broadcasts, and promotional materials.

Nothing in this Agreement grants the Honoree any right to control, manage, or restrict use of the facility.

6. Due Diligence and Representations

The District has conducted the due diligence, as required by Board Policy, and determined that the naming is appropriate, consistent with the District's mission, and does not present a conflict of interest or legal concern.

The Honoree represents that he accepts this recognition in good faith and with the intent to uphold the values and reputation of Kearney Public Schools.

7. Morals and Reputation Clause

The Honoree acknowledges that the name of a Track reflects on the District and its students. Accordingly, if the Honoree, or any person acting on his behalf, commits any act or engages in conduct that brings or reasonably may bring the Honoree, the District, or the facility into public disrepute, contempt, scandal, or ridicule, or that materially conflicts with the District's educational mission, the District may, in its sole discretion, remove or discontinue use of the name of the Track. In the event the foregoing occurs, no compensation or damages shall be owed to the Honoree.

8. Voluntary Relinquishment by Honoree

The Honoree may request in writing that the District discontinue use of the name at any time, and the District shall honor such request in a reasonably timely manner.

9. Renovation, Relocation, or Closure

If the Track is substantially renovated, repurposed, relocated, or replaced, the District may, in its sole discretion, determine whether and how the name will continue to be used. The District is not obligated to apply the name to any replacement facility.

10. No Endorsement or Commercial Rights

This Agreement does not grant the Honoree or any third party any commercial, advertising, or sponsorship rights in the Track or District. The name shall not be used to imply endorsement of any product, service, or organization.

11. Entire Agreement

This Agreement constitutes the entire understanding between the parties concerning the naming of the Track and supersedes any prior oral or written communications on this subject.

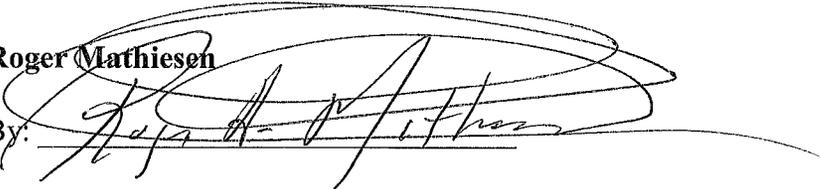
This Agreement shall not become effective until approved by the Kearney Public Schools Board of Education and executed by authorized representatives.

Kearney Public Schools

By: _____
Authorized Representative

Date: _____

Roger Mathiesen

By:  _____

Date: 1-29-2020