

Organizational & Regular Meeting

Monday, January 12, 2026 7:00 PM

Library - CALLAWAY PUBLIC SCHOOL, 101 N Needham, Callaway, NE 68825-0188

T.R. Anderson: Present
Rebecca Eggleston: Present
Liana Hrupek: Absent
Rhonda Pandorf: Present
James Phelps: Present
Michael Reiff: Present

1. Organizational Meeting Roll Call/Call to Order/Pledge of Allegiance

Discussion: The organizational meeting was called to order at 7:00 PM. There were 3 guests present.

2. Election of Officers - The Superintendent shall assume chairmanship of the meeting for the purpose of electing a board president

2.1. President

Discussion: Rebecca Eggleston nominated Jim Phelps to be School Board President, TR Anderson seconded the motion. Nominations were closed and Jim Phelps was elected president on a 5-0 vote.

2.2. Vice President

Discussion: Mike Reiff nominated Rhonda Pandorf to be Vice-President of the Board, the nomination was seconded by Rebecca Eggleston. Nominations were closed and Rhonda Pandorf was elected vice-president on a 5-0 vote.

2.3. Secretary

Discussion: Mike Reiff nominated Rebecca Eggleston to be the School Board Secretary, the nomination was seconded by TR Anderson. Nominations were closed and Rebecca Eggleston was elected on a 5-0 vote.

2.4. Treasurer

Discussion: TR Anderson nominated Mike Reiff to be the School Board Treasurer, the nomination was seconded by Rebecca Eggleston. Nominations were closed and Mike Reiff was elected School Board Treasurer on a 5-0 vote.

3. Appoint Board Committees

Discussion: The board also created a South Loup Collaboration Committee to meet with board members of the Arnold Board of Education to discuss ways that the districts could work together for the betterment of all students.

3.1. Transportation/Buildings & Grounds

3.2. Curriculum/Adult

Education/Americanism/Multiculturalism

3.3. Personnel

3.4. South Loup Co-op

3.5. Negotiations

3.6. Policy

4. Review Board Code of Ethics Policy

Discussion: It was determined that the policy committee would review the Code of Ethics Policy and update the points to reflect our current practices.

5. New Business (Action Items)

5.1. Appoint Perry, Guthery, Hasse, and Gessford PC, LLO as Official District Legal Counsel

Action(s):

Motion by Michael Reiff, seconded by Rebecca Eggleston to appoint Perry, Guthery, Hasse, and Gessford PC, LLO as Official District Legal Counsel. Motion Carried.

Voting Detail:

T.R. Anderson:	Yea
Rebecca Eggleston:	Yea
Liana Hrupek:	Absent
Rhonda Pandorf:	Yea
James Phelps:	Yea
Michael Reiff:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

5.2. Appoint Official Secretary of the Board

Action(s):

Motion by Rhonda Pandorf, seconded by Michael Reiff to appoint Rebecca Eggleston as the official secretary of the board. Motion Carried.

Voting Detail:

T.R. Anderson:	Yea
Rebecca Eggleston:	Yea
Liana Hrupek:	Absent
Rhonda Pandorf:	Yea
James Phelps:	Yea
Michael Reiff:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

5.3. Appoint Nebraska State Bank & Trust Co as Official Depository for All District Funds

Action(s):

Motion by Michael Reiff, seconded by Rhonda Pandorf to appoint Nebraska State Bank & Trust Co as official depository for all district funds. Motion Carried.

Voting Detail:

T.R. Anderson:	Yea
Rebecca Eggleston:	Yea
Liana Hrupek:	Absent

Rhonda Pandorf: Yea
James Phelps: Yea
Michael Reiff: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

5.4. Appoint Callaway Courier as Official District Newspaper

Action(s):

Motion by Rebecca Eggleston, seconded by Michael Reiff to appoint the Callaway Courier as the official district newspaper. Motion Carried.

Voting Detail:

T.R. Anderson: Yea
Rebecca Eggleston: Yea
Liana Hrupek: Absent
Rhonda Pandorf: Yea
James Phelps: Yea
Michael Reiff: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

5.5. Appoint Superintendent as Authorized Representative for Federal Funds

Action(s):

Motion by Rhonda Pandorf, seconded by Rebecca Eggleston to appoint superintendent as authorized representative for federal funds. Motion Carried.

Voting Detail:

T.R. Anderson: Yea
Rebecca Eggleston: Yea
Liana Hrupek: Absent
Rhonda Pandorf: Yea
James Phelps: Yea
Michael Reiff: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

5.6. Appoint Superintendent as District Non-discrimination Compliance Coordinator

Action(s):

Motion by Michael Reiff, seconded by Rhonda Pandorf to appoint superintendent as district non-discrimination compliance coordinator. Motion Carried.

Voting Detail:

T.R. Anderson: Yea
Rebecca Eggleston: Yea
Liana Hrupek: Absent
Rhonda Pandorf: Yea
James Phelps: Yea
Michael Reiff: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

5.7. Appoint Superintendent as District Title IX Coordinator

Action(s):

Motion by Rebecca Eggleston, seconded by Rhonda

Pandorf to appoint superintendent as district Title IX coordinator. Motion Carried.

Voting Detail:

T.R. Anderson: Yea
Rebecca Eggleston: Yea
Liana Hrupek: Absent
Rhonda Pandorf: Yea
James Phelps: Yea
Michael Reiff: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

6. Conflict of Interest Form

7. Adjourn Organizational Meeting

Discussion: Organizational meeting was adjourned at 7:26 PM.

8. Roll Call/Call To Order

Discussion: The regular board meeting was called to order at 7:27 PM. There were 3 guest of the public present.

9. Excuse Absent Board Members

Action(s):

Motion by Michael Reiff, seconded by Rhonda Pandorf to excuse Liana Hrupek from the January 12, 2026 meeting. Motion Carried.

Voting Detail:

T.R. Anderson: Yea
Rebecca Eggleston: Yea
Liana Hrupek: Absent
Rhonda Pandorf: Yea
James Phelps: Yea
Michael Reiff: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

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

b. Approve the general and activity financial reports/claims

c. Approve the minutes of the Regular meeting

Action(s):

Motion by Rhonda Pandorf, seconded by Rebecca Eggleston to approve the consent agenda. Motion Carried.

Voting Detail:

T.R. Anderson: Yea
Rebecca Eggleston: Yea
Liana Hrupek: Absent
Rhonda Pandorf: Yea
James Phelps: Yea
Michael Reiff: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

Discussion: Ace Hardware, 74.97; Amazon Capital Services, 564.65; AT&T, 147.86; Callaway Chamber of Commerce, 50.00; Callahan-Smith Electric,

125.00; Callaway Market, 213.72; Callaway True Value, 260.59; Conditioned Air Mechanical Systems, 5652.00; US Bank, 642.98; Country Partners Cooperative, 14,608.67; Culligan Water, 127.50; State of Nebraska, 317.87; Eakes Office, 1910.23; ESU 3, 890.61; Egan Supply, 762.33; Elliot Pulumbing & Home Improvement, 4978.68; Engineered Controls, 2076.00; ESU 10, 9620.06; Gateway Motors, 1349.30; Great Plains Comm, 476.74; Grocery Kart, 296.00; JW Pepper, 83.86; Jaymar Business Forms, 168.33; B Jesseph, 299.23; JourneyEd.com, 1314.60; Kimball Midwest, 334.74; Lathem Time, 646.00; Melham Medical Center, 103.00; MARC, 1300.69; Nebraska Safety Center, 765.00; One Source the Background Check Company, 182.00; Perry, Guthery, Haase, & Gessford, 314.00; Quill, 252.09; Retirement Plan Consultants, 400.00; Sparq Data Solutions, 4100.00; Syndicate Publishing, 133.33; Team Physical Therapy, 1865.78; Trumbull Repair, 350.00; Village of Callaway, 3346.21; Wenquist, 376.87; Yanda's, 304.00; Bill Total: 61,785.49. Fixed Payroll: 103,155.23; Total Payroll: 328,422.55.

11. District Celebrations

12. Correspondence/Guests/Public Comment to the Board of Education

Discussion: There was no public comment at tonight's meeting.

13. Principal's Report

14. Superintendent's Report

14.1. Set February BOE Meeting Date & Time

Discussion: February's board meeting is set for February 9, 2026 at 7:00 PM.

14.1.1. Bill Reader for February - Jim Phelps

14.2. Job Descriptions Update

Discussion: Mr. Furrow updated the board on the progress on job descriptions. There is still work to be done on classified staff members, but it should be ready for the January 21 board workshop.

14.3. 103 S Needham - 2025 Property Taxes Explanation

Discussion: Mr. Furrow informed the board that due to the timing of the purchase of the 103 S. Needham property there were accrued taxes that would need to be paid, but that the property is now listed as non-taxable.

14.4. Presidents Retreat - February 16 Kearney

14.5. Garlick Property Update

Discussion: Mr. Furrow shared the most updated communication with Mr. Todd Garlick about the

property east of the bus barn.

14.6. Lunch Bill Update

Discussion: Mr. Furrow updated the board on the unpaid lunch bills at the school. At this time, there are 6 families over the \$500 threshold and one of the families will be contacted about potential legal action to recoup funds.

14.7. Election Calendar

Discussion: Mrs. Tiana Lisby shared the timeline for candidates that are running for re-election and for non-incumbent board candidates.

14.8. NDE Strategic Plan

Discussion: Mr. Furrow and Mrs. Brittany Jesseph shared the NDE's updated strategic plan and how it will impact our school. Mrs. Jesseph also shared state and local data to demonstrate that we compare very favorably to the state's expectations.

14.9. Financial Update

Discussion: Mr. Furrow and Mrs. Lisby educated the board about our financial standing and its impact on our operations. The board discussed plans to remedy our concerns.

15. **Committee/AD Reports**

Discussion: No report from AD or committees.

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

16.1. Removal of Items and Clean Up of 103 S Needham

Discussion: This agenda item died due to lack of motion.

16.2. Increase Line of Credit Due to Timing of Property Tax Payments from the State

Discussion: This agenda item died due to lack of motion.

16.3. 103 S Needham Property Taxes

Action(s):

Motion by Michael Reiff, seconded by Rebecca Eggleston to approve the payment for the 2025 property taxes for 103 S Needham in the amount of \$428.40 to the Custer County Treasurer from the Special Building Fund. Motion Carried.

Voting Detail:

T.R. Anderson:	Yea
Rebecca Eggleston:	Yea
Liana Hrupek:	Absent
Rhonda Pandorf:	Yea
James Phelps:	Yea
Michael Reiff:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

16.4. Food Service Transfer

Discussion: This agenda item died due to lack of motion.

17. **Board Report**

18. **Executive Session***

Action(s):

Motion by T.R. Anderson, seconded by Michael Reiff to enter into executive session at 8:42 PM to discuss oversight of classified staff to protect the needless harm to an individuals reputation. Motion Carried.

Voting Detail:

T.R. Anderson:	Yea
Rebecca Eggleston:	Yea
Liana Hrupek:	Absent
Rhonda Pandorf:	Yea
James Phelps:	Yea
Michael Reiff:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

18.1. Oversight of Classified Staff

Action(s):

Motion by T.R. Anderson, seconded by Michael Reiff to come out of executive session at 9:22 PM. Motion Carried.

Voting Detail:

T.R. Anderson:	Yea
Rebecca Eggleston:	Yea
Liana Hrupek:	Absent
Rhonda Pandorf:	Yea
James Phelps:	Yea
Michael Reiff:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

19. **Personnel**

20. **Adjournment**

Discussion: Meeting adjourned at 9:23 PM.