CALLAWAY PUBLIC SCHOOL DISTRICT 21-0180
REGULAR MEETING NOTICE
September 14, 2026 --- 8:00 PM
Library - CALLAWAY PUBLIC SCHOOL

Regular Meeting Agenda

1. Budget Hearing
    1.1. Call to Order
    1.2. Public Comment
    1.3. Board Discussion
    1.4. Adjourn Hearing
2. Roll Call / Call To Order / Pledge of Alligiance
3. Excuse Absent Board Members
4. 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 August 17th regular meeting
    d. Approve the minutes of the September 2nd special meeting
5. District Celebrations
6. Correspondence / Guests / Public Comment to the Board of Education
7. Principal's Report
8. Superintendent's Report
    8.1. Set October BOE Meeting Date & Time
        8.1.1. Bill Reader for October - TR Anderson
    8.2. Garlick Property Update
    8.3. Weathercraft Companies
    8.4. Computer Order
    8.5. Lunch Bill Update
    8.6. Maturing CDARS Plans
    8.7. Notification of Annual Financial Report Audit | September 24, 2026
    8.8. Review of Grievance Policy | 402.05
9. Committee / AD / IPM Reports
10. Past Business (Action Items)
    10.1. Second Reading of Policies
        10.1.1. Approve the final reading for Perry Policies: 5004 Part-Time enrollment, 5005 Admission Residency Contracting, 5006 Option Enrollment, 5008 Attendance, 5101 Student Discipline, 5205 Graduation, 8130 Annual Organizational Meeting, 8432 Designate Meeting Notice Method, 1110 Bulletin Boards, 3130 Purchasing, 3560 Records Management
11. New Business (Action Items)
    11.1. Motion to approve Budget
    11.2. Renewing Line of Credit with NESB
    11.3. Approve Bus Repairs
12. Board Report

12.1. Labor Relations Conference September 29-30, 2026
12.2. State Education Conference Check-In
12.3. Special Meeting Announcement | Tex Levy Hearing & Budget Approval | September 24, 2026 | Callaway Public Schools Library
12.4. NAPSF - Scholarship Granting Information | November 1st, 2026
12.5. Joint Public Hearing | September 22, 2026 at 6:05pm | Broken Bow, NE Municipal Building | 431 South 10th Ave
12.6. Notification of School Board Vacancy | Plans to appoint a new member at the Regular October 2026 Meeting

13. Executive Session *
14. Adjournment

***Closed Session-** If during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Law.

****Sequence of Agenda**- The sequence of the agenda topics is subject to change at the discretion of the board. Please arrive at the beginning of the meeting.

*****Action Item-** The board reserves the right to take action on any item on the agenda.

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

Callaway Public Schools (21-0180) in Custer County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 14 day of September, 2026 at 7:45 o'clock, PM, at Library - 101 N Needham Ave, Callaway, NE 68825 for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours. For more information on statewide receipts and expenditures, and to compare cost per pupil and performance to other school districts, go to: https://nep.education.ne.gov

FUNDS	Actual Disbursements & Transfers 2024-2025 (1)	Actual/Estimated Disbursements & Transfers 2025-2026 (2)	Budgeted Disbursements & Transfers 2026-2027 (3)	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
General	$ 4,727,464.00	$ 4,800,625.00	$ 5,344,782.00	$ 653,931.66	$ 2,197,619.66	$ 3,839,489.00
Depreciation	$ 87,677.24	$ -	$ 26,686.92		$ 26,686.92	
Employee Benefit	$ 232.00	$ -	$ 60,099.44	$ -	$ 60,099.44	
Contingency	$ -	$ -	$ -		$ -	
Activities	$ 241,281.07	$ 312,236.00	$ 423,518.82	$ -	$ 423,518.82	
School Nutrition	$ 216,232.21	$ 211,895.36	$ 269,172.57	$ -	$ 269,172.57	
Bond	$ -	$ -	$ -	$ -	$ -	$ -
Special Building	$ 144,048.44	$ 15,293.36	$ 401,025.00		$ 376,275.00	$ 25,000.00
Qualified Capital Purpose Undertaking	$ -	$ -	$ -	$ -	$ -	$ -
Cooperative	$ -	$ -	$ -	$ -	$ -	
Student Fee	$ -	$ -	$ -	$ -	$ -	
	$ -	$ -	$ -	$ -	$ -	
TOTALS	$ 5,416,934.96	$ 5,340,049.72	$ 6,525,284.75	$ 653,931.66	$ 3,353,372.41	$ 3,864,489.00

	Bond Purposes	Non-Bond Purposes	Total
Breakdown of Property Tax	$ -	$ 3,864,489.00	$ 3,864,489.00

Notice of Special Hearing To Set Final Tax Request

Callaway Public Schools (21-0180) in Custer County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1632, that the governing body will meet on the 14 day of, September 2026 at Immediately following the Budget Hearing o'clock PM, at Library - 101 N Needham Ave, Callaway, NE 68825 for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

	2025-2026	2026-2027	Change
Property Valuations	530,078,809	595,202,232	12%

	2025-2026 Budget Information				**2026-2027 Budget Information**				
Fund	2025-2026 Operating Budget	2025-2026 Property Tax Request	2025 Tax Rate	Property Tax Rate (2025-2026 Request **Divided By** 2026 Valuation)	2026-2027 Operating Budget	2026-2027 Proposed Property Tax Request	Proposed 2026 Tax Rate	Change in Tax Rate	Change in Operating Budget
General Fund	5,228,558.00	3,532,428.00	0.666397	0.593484	5,344,782.00	3,839,489.00	0.645073	-3%	2%
Bond Fund(s) K - 12			0.000000	0.000000	-	-	0.000000	#DIV/0!	0
Bond Fund(s) K - 8			0.000000	0.000000			0.000000	#DIV/0!	0
Bond Fund(s) 9 - 12			0.000000	0.000000			0.000000	#DIV/0!	0
Bond Fund			0.000000	0.000000			0.000000	#DIV/0!	0
Special Building Fund	425,958.00	150,000.00	0.028298	0.025202	401,025.00	25,000.00	0.004200	-85%	-6%
Qualified Capital Purpose Undertaking Fund K - 12			0.000000	0.000000	-	-	0.000000	#DIV/0!	0
Qualified Capital Purpose Undertaking Fund K - 8			0.000000	0.000000			0.000000	#DIV/0!	0
Qualified Capital Purpose Undertaking Fund 9 - 12			0.000000	0.000000			0.000000	#DIV/0!	0
Total	5,654,516.00	3,682,428.00	0.694694	0.618686	5,745,807.00	3,864,489.00	0.649273	-7%	2%

Regular Meeting
Monday, August 17, 2026 8:00 PM Central

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

1. Roll Call/Call To Order/Pledge of Allegiance
The meeting was called to order at 8:10 p.m.
There were 4 members of the public present.

2. Excuse Absent Board Members
Motion by Michael Reiff, seconded by Liana Hrupek to excuse Rhonda Pandorf from the August 17th, 2026 meeting. Motion Carried.
Rhonda Pandorf: Absent, T.R. Anderson: Yea, Rebecca Eggleston: Yea, Liana Hrupek: Yea, James Phelps: Yea, Michael Reiff: Yea
Yea: 5, Nay: 0, Absent: 1
Present: Mike Reiff, Rebecca Eggleston, TR Anderson, Jim Phelps, Liana Hrupek.
Absent: Rhonda Pandorf

3. 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 July 13, 2026 Regular meeting
d. Approve the minutes of the July 21, 2026 Board workshop
Motion by Michael Reiff, seconded by Liana Hrupek to approve the agenda for tonight's meeting.. Motion Carried.
Rhonda Pandorf: Absent, T.R. Anderson: Yea, Rebecca Eggleston: Yea, Liana Hrupek: Yea, James Phelps: Yea, Michael Reiff: Yea
Yea: 5, Nay: 0, Absent: 1
Motion by Michael Reiff, seconded by Liana Hrupek to move approval of the general financial reports/claims as well as move the approval of the minutes of the regular July 13th, 2026 & board retreat July 21st, 2026 meetings. Motion Carried.
Rhonda Pandorf: Absent, T.R. Anderson: Yea, Rebecca Eggleston: Yea, Liana Hrupek: Yea, James Phelps: Yea, Michael Reiff: Yea
Yea: 5, Nay: 0, Absent: 1
4 County Heating & Air, LLC 1,719,00 | ALICAP 65,029.00 | Amazon Capital Services, Inc 3,306.67 | ANSLEY PUBLIC SCHOOL 2,240.00 | AT&T 112.79 | Bluum USA, Inc 2,547.66 | Brestel Construction 1,061.04 | CALLAWAY DISTRICT HOSPITAL 190.00 | CALLAWAY TRUE VALUE 1,047.36 | Character Strong 4,997.00 | CONDITIONED AIR MECHANICAL SYSTEMS 812.90 | USBANK Corporate Payment Systems 713.98 | Country Partners Cooperative 1,488.36 | Culligan Water 76.50 | CUSTER CO CHIEF 198,00 | CUSTER TRANSFER STATION INC 698.24 | DAS STA?? ????TG-CENTRAL FINANCE OCIO 321.20 | ESU #10 40.00 | ESU Coordinating Council 311.61 | GREAT PLAINS COMM. 473.96 | HEGGERTY 222.88 | HEINEMANN PUBLISHING 1,881.60 | KCNI-AM/KBBN-FM 250.00 | Lee Enterprises | Lee Advertising 921.08 | The Library Store Inc. 310.88 | NATIONWIDE 50.00 | NCSA 595.00 | Norder Supply, Inc. 239.50 | One Source The Background Check Company 38.00 | Perry Kirk 2,285.00 | Pye Barker Fire Safety 935,00 | Quill 2,506.64 | SCHOOLMATE 260.65 | Sign Shenanigans 135.00 | Sterling Computers Corporation 5,723.31 | Syndicate Publishing LLC 351.62 | Team Physical Therapy 725.94 | TROTTER SERVICE 3,000.00 | Trumbull Repair 776.79 | VILLAGE OF CALLAWAY 3,108.45 | Weissert Hardwood

Flooring Inc 2,840.80 | WENQUIST INC. 752.91 | Zeptive, Inc 890.00

4. District Celebrations

5. Correspondence/Guests/Public Comment to the Board of Education
No members of the public present at the meeting requested to address the board.

6. Principal's Report
Mrs. Jesseph shared professional development opportunities the staff had taken part in, and the upcoming events for the start of the school year.

7. Superintendent's Report

7.1. Set September BOE Meeting Date & Time
The Regular September board meeting was set for September 14th, 2026 at 8:00 p.m. in the Callaway Public Schools Library.

A policy committee meeting was set for September 2nd, 2026 at 6:00 p.m. in the Superintendent's Office at Callaway Public Schools.

The budget hearing for the 2026-2027 budget was set for September 14th, 2026 at 7:45 p.m. in the Callaway Public Schools Library.

The special hearing to set the final tax request was set for September 14th, 2026, immediately following the budget hearing.

7.1.1. September Bill Reader - Rebecca Eggleston

7.2. Lunch Bill Update
Mr. Furrow updated the board on neccesary legal action for lunch bills.

7.3. Garlick Property Update
Mr. Furrow informed the board of his attempt to contact the conservator of the Garlick estate.

7.4. 103 South Needham Ave Update
Mr. Furrow discussed the postponement of the demolition of the 103 South Needham property and plans to reschedule.

7.5. Final Budget Discussion
The board and Mr. Furrow discussed the remaining 2 budget options and considered cost-saving measures.

It was determined to increase the tax asking 2.08 % in order to avoid participating in the Joint Public Hearing.

7.6. Discuss Board Policies - Perry Policy First Reading
Mr. Furrow highlighted the memo explaining the necessary policy updates in tonight's packet.

7.7. Wellness Policy Review
Mr. Furrow informed the board of the need to approve the updated wellness policy and would further communicate the wellness assessment at a later board meeting.

7.8. Discuss Medical Insurance Comparison
Mr. Furrow and Mrs. Hrupek shared an equitable Medica insurance proposal to the current BCBS insurance.

8. Committee/AD Reports

9. Past Business (Discussion Items)

10. Past Business (Action Items)

11. New Business (Discussion Items)

12. New Business (Action Items)

12.1. UPDATE TO POLICY 301.03 - SUCCESSION OF AUTHORITY TO THE SUPERINTENDENT
Motion by Michael Reiff, seconded by Rebecca Eggleston To approve the update to policy 301.03 as presented. Motion Carried.
Rhonda Pandorf: Absent, T.R. Anderson: Yea, Rebecca Eggleston: Yea, Liana Hrupek: Yea, James Phelps: Yea, Michael Reiff: Yea
Yea: 5, Nay: 0, Absent: 1

12.2. Approve South Loup Interlocal Agreement
Motion by Liana Hrupek, seconded by Michael Reiff to approve the South Loup Interlocal Agreement 2026-27. Motion Carried.
Rhonda Pandorf: Absent, T.R. Anderson: Yea, Rebecca Eggleston: Yea, Liana Hrupek: Yea, James Phelps: Yea, Michael Reiff: Yea
Yea: 5, Nay: 0, Absent: 1

12.3. Approve Village of Callaway Interlocal Agreement for use of Community Center
Motion by Rebecca Eggleston, seconded by Michael Reiff to approve the Village of Callaway Interlocal Agreement for use of the Community Center. Motion Carried.
Rhonda Pandorf: Absent, T.R. Anderson: Yea, Rebecca Eggleston: Yea, Liana Hrupek: Yea, James Phelps: Yea, Michael Reiff: Yea
Yea: 5, Nay: 0, Absent: 1

12.4. Approve the first reading of the Perry Policies: 5004 Part Time Enrollment, 5005 Admission Residency Contracting, 5006 Option Enrollment, 5008 Attendance, 5101 Student Discipline, 5205 Graduation, 8130 Annual Organizational Meeting, 8342 Designate Meeting Notice Method, 1110 Bulletin Boards, 3130 Purchasing, 3560 Records Managment
Motion by Liana Hrupek, seconded by Michael Reiff to approve the first reading of Perry Law Firm Policies 5004, 5005, 5006, 5008, 5101, 8130, 8342, 1110, 3130, and 3560 as presented in the superintendent's report,.. Motion Carried.
Rhonda Pandorf: Absent, T.R. Anderson: Yea, Rebecca Eggleston: Yea, Liana Hrupek: Yea, James Phelps: Yea, Michael Reiff: Yea
Yea: 5, Nay: 0, Absent: 1
Policy 5205-Graduation was removed from the list to align graduation requirements to our current policy.

13. Board Report

14. Executive Session*

15. Personnel

15.1. List of Extra-Duty Assignments (Not Complete)
Mr. Furrow and the board discussed open extra duty positions.

16. Adjournment
Meeting adjourned at 10:29 p.m.

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   8.8. Review of Grievance Policy | 402.05
9. Committee / AD / IPM Reports
10. Past Business (Action Items)

10.1. Second Reading of Policies

10.1.1. Approve the final reading for Perry Policies: 5004 Part-Time enrollment, 5005 Admission Residency Contracting, 5006 Option Enrollment, 5008 Attendance, 5101 Student Discipline, 5205 Graduation, 8130 Annual Organizational Meeting, 8432 Designate Meeting Notice Method, 1110 Bulletin Boards, 3130 Purchasing, 3560 Records Management

11. New Business (Action Items)

11.1. Motion to approve Budget

11.2. Renewing Line of Credit with NESB

12. Board Report

12.1. Labor Relations Conference September 29-30, 2026

12.2. State Education Conference Check-In

12.3. Special Meeting Announcement | Tex Levy Hearing & Budget Approval | September 24, 2026 | Callaway Public Schools Library

12.4. NAPSF - Scholarship Granting Information | November 1st, 2026

12.5. Joint Public Hearing | September 22, 2026 at 6:05pm | Broken Bow, NE Municipal Building | 431 South 10th Ave

12.6. Notification of School Board Vacancy | Plans to appoint a new member at the Regular October 2026 Meeting

13. Executive Session *

14. Adjournment

***Closed Session-** If during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Law.

****Sequence of Agenda**- The sequence of the agenda topics is subject to change at the discretion of the board. Please arrive at the beginning of the meeting.

*****Action Item-** The board reserves the right to take action on any item on the agenda.

Special Meeting to share district financial data and receive stakeholder input on budget planning and to accept a board member resignation
Wednesday, September 2, 2026 8:00 PM Central

School Gymnasium
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

Present: 5, Absent: 1.

1. Roll Call | Call To Order | Pledge of Allegiance
Meeting was called to order at 8:00 p.m.
5 Board Members Present

2. Comment from Board President about public participation and procedures for the meeting
Mr. James Phelps addressed the body with instructions on how public comment would be handled for tonight's meeting and thanked everyone for their participation in the democratic process.

3. Resignation of School Board Member Mrs. Liana Hrupek
Motion by Michael Reiff, seconded by Rhonda Pandorf Move to accept the resignation of Mrs. Lianna Hrupek from the School Board, with regret and appreciation for her service. Motion Carried.
Liana Hrupek: Absent, T.R. Anderson: Yea, Rebecca Eggleston: Yea, Rhonda Pandorf: Yea, James Phelps: Yea, Michael Reiff: Yea
Yea: 5, Nay: 0, Absent: 1
Mr. James Phelps read the letter of resignation from Mrs. Liana Hrupek

4. District Financial Data Presentation
Mr. Furrow presented on school finance. He informed the body of the process of budgeting, gave a brief history of our schools financial condition and presented the options under consideration for tonight's meeting.

5. Public Comment to the Board of Education | Stakeholder input on budget planning
Board President explained tax revenue, as well as changing the historical look at tax revenue from September to November. Mr. Furrow explains the timing of the tax revenue.

Public Comments:
Mrs. Kay Myers - Expressed her family history with this school district and requests we spend the money wisely.
Terry and Jean Adams - Passed public comment

Marion Chesley - Passed public comment
Bill & Judy Reiff - Thanked the board, Administration and Teachers
Anna Johnson - Would like the board to think about the impact the Budget will make on the Teachers and Staff and requests a plan to support them
Randy Kimball - Made statement that prior superintendent from years past was the elementary principal. He also questioned who would be pulling the weeds near the teachers parking.
Duane Kimball - Referenced tax credits, Building Fund and wage increases.
Kade Owens - Passed public comment
David Pandorf - Passed public comment
Jon Brohman - Expressed his overview of his taxes, and to look at how to spend tax payer money better.

6. Board Breakout Session for Public Input
Break out session 9:03pm - 9:42 pm
Mr. Phelps & Mr Reiff met with community members in the Cafeteria | Mrs. Eggleston & Mr. Furrow met with community members in the FCS Room | Mr. Anderson & Mrs. Pandorf met with community members in the Library

7. Board Discussion on 2026-2027 Budget
The Board President requested any additional comments after the break-out session, with nothing new added from the community members present.
The board members each discussed the conversations from the break out session and gave their opinions about the best option for the 2026-2027 budget.

Informal straw pull was held for patrons in attendance. After further discussion, Mr. Furrow was instructed to proceed with Option 2 (4.72% Revenue Increase).

Meeting Adjourned at 10:02 pm

Proposal

Branch Offices:
638 Kiowa Ln
Broken Bow, NE 68822
(308) 872-6191
FAX (308) 872-6539

512 Airport Rd
McCook, Nebraska 69001
(308) 345-6670
FAX (308) 345-4389

Weathercraft Companies

Roofing, Sheet Metal, Siding & Overhead Door Contractors
2401 East 8th Street, PO Box 1949
North Platte, Nebraska 69103-1949
Business Phone: (308) 534-3480
Toll Free: (800) 662-2981
FAX: (308) 532-4625

Branch Offices:
1020 West 1st
Ogallala, Nebraska 69153
(308) 284-6029
FAX (308) 284-9957

906 W 8th St
Lexington, Nebraska 68850
(308) 324-3772
FAX (308) 324-3893

Proposal Submitted to:		Phone	Date
Callaway Public Schools		**(308)836-2272**	**9/1/2026**

Street	Job Name
PO Box 280	**Operator Replacement**
City, State and Zip Code	Job Location
Callaway NE 68825	**101 Needham Ave - Shop Door**

Attention	Date of Plans	E-mail	Job Phone
JD Ferrell			

We hereby submit specifications and estimates for:

Furnish labor & materials to install **(1) RSX 1/2HP** continuous-duty trolley operator with brake, STB photocells, open-close-stop station & (2) remote transmitters for 12'H door. Installed: *$3,235.*

****Existing MD operator is obsolete & parts are limited.****

A one-year installation warranty & limited factory warranties apply. All new electrical wiring, including low-voltage wiring & conduit, is by others. Allow from 4-8 weeks between the order & installation.

Estimate prepared by Maggie Hennek

We Propose hereby to furnish material and labor -- complete in accordance with above specifications, for the sum of:

dollars $3,235.00

Payment to be made as follows:

50% down payment with the order, balance due 30 days net upon completion.

**Credit Cards accepted a convenience fee of 3.75% will be added to payment

Down payments are used to purchase job specific materials. Cancellation of project will result in forfeiture of down payment. All material is guaranteed to be as specified. All work to be completed in a workmanlike manner according to standard practices. Any alteration or deviation from above specifications involving extra costs will be executed only upon written orders and will become an extra charge over and above the estimate. All agreements contingent upon strikes, accidents or delays beyond our control. Owner to carry fire, tornado and other necessary insurance. Our workers are fully covered by Workman's Compensation insurance.

Authorized Signature ______________________

Troy Gavin - Overhead Door, Broken Bow office

This proposal may be withdrawn by us if not accepted within 5 **days.**

Acceptance of Proposal

The above prices and conditions are satisfactory and are hereby accepted. You are authorized to perform the work as specified. Payment will be made as outlined above.

Signature ______________________

Date of Acceptance: ______________________

Signature ______________________

The Genuine. The Original.

OVERHEAD DOOR®

2501 S. State Hwy 121 Bus., Suite 200
Lewisville, TX 75067
Phone 469-549-7100
www.overheaddoor.com

September 3, 2026

Dear Overhead Door™ Ribbon Distributor,

We appreciate your partnership and value your company as an important member of the Overhead Door™ family. Your product expertise, installation excellence, and commitment to serving customers play a critical role in our shared success.

Over the past year, we have experienced significant increases in raw materials, transportation, and operating costs. While we have worked to offset these increases wherever possible, continued cost escalation requires us to implement a pricing adjustment to ensure we can continue providing the high-quality products, service, and support you expect from Overhead Door™. As a result, Overhead Door™ will implement the following price adjustments on all orders **received after Friday, October 16, 2026**:

Product Category	**Adjustment**
Residential & Commercial Doors and Options	6.0%
Door Parts and Accessories	6.0%
Dock Products	6.0%
Maximum freight charges	6.0%
OHDParts.com free freight threshold	Increased to $1,500

There will be no price increase on operators or operator parts and accessories as part of this adjustment.

To support existing quoting activity and ongoing sales opportunities, commercial products ordered on or before October 16, 2026 will retain current pricing provided that the **shipment is requested no later than November 20, 2026**. All other orders will require shipment within normal lead times. Order quantities will continue to be limited to historical levels in order to maintain balance across the network.

We appreciate your trust and remain committed to your success by delivering industry-leading products, service, and support. We are providing advance notice of these changes to allow you additional time to update quotations and to work with your District and Regional Sales Managers to identify opportunities for profitable growth. We value your continued partnership and support of the Overhead Door™ brand.

Sincerely,

Steven Middleton
Vice President and General Manager
Overhead Door™ Brand

Melissa Jorgenson <melissa.jorgenson@callawaypublicschools.org>

Patrick Recoy sent you this CDW-G Shopping Cart for Review

Patrick Recoy <cdwsales@cdwemail.com> Tue, Sep 8, 2026 at 8:45 AM
Reply-To: Patrick Recoy <reply-ZM32RSJYX7DUZMSH2E25WYZN5I.40160@cdwemail.com>
To: melissa.jorgenson@callawaypublicschools.org

CDW·G My Account → View in Browser

Hardware Software Services IT Solutions Brands Research Hub

CDW-G For Review

Hi Patrick,

This email was sent to you from: **Patrick Recoy** precoy@callawaypublicschools.org.

Review Cart

Cart Details

ITEM		PRICE	ITEM TOTAL
	HP SB FRT FLP G1M11T MTK520 32/4 CHR MFG # BV0X7UT#ABA CDW # 9062211 UNSPSC # 43211503	$312.51 Qty: 12	**$3,750.12**
		Subtotal	$3,750.12
		Total*	**$3,750.12**

* Pricing is reflective of items only. Shipping, tax, and any related fees will be calculated at checkout.

Need Help?

cdwgsales@cdwg.com
Replies in 1 business day

(800) 808-4239
Mon-Fri 7am-7pm CT

Chat with Us
Live experts

Help Center
Customer Support & FAQ

About Us Privacy Policy Terms & Conditions Return Policy

MKT98455

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TIME CERTIFICATE OF DEPOSIT

Financial Institution: Nebraska State Bank & Trust Co., Callaway Branch
P O BOX 70, CALLAWAY, NE 68825

1000202

Account Name: CALLAWAY PUBLIC SCHOOLS
Address: PO BOX 280, CALLAWAY, NE 68825-0280
Telephone Number: (308) 836-2272
OWNERSHIP TYPE: Government/Municipal/Public Funds

SSN/TIN: 47-6002250

Work Number:

Number of Signatures Required: 1

Account Number	Issue Date	Deposit Amount	Term	Maturity Date
1000202	September 10, 2026	$431,850.82	6 Months	March 10, 2027

Rate Information: This Account is an interest bearing account. The interest rate on the account is 3.60% with an annual percentage yield of 3.65%. The interest rate and annual percentage yield will not change for the term of the account. The interest rate will be in effect until March 10, 2027. Interest begins to accrue on the business day you deposit noncash items (for example, checks). Interest will be compounded quarterly and will be credited to the account quarterly. Interest on your account will be credited by adding the interest to the principal. The annual percentage yield assumes interest will remain on deposit until maturity. A withdrawal will reduce earnings.

Balance Information: We use the daily balance method to calculate the interest on the account. This method applies a daily periodic rate to the principal in the account each day. We will use an interest accrual basis of 365 for each day in the year.

Limitations: You must deposit $500.00 to open this account. You may not make additional deposits into this account. You may not make withdrawals from your account until the maturity date.

Time Account Information: Your account will mature on March 10, 2027. If you withdraw any of the principal before the maturity date, we will impose a penalty of 3 months interest. This account will automatically renew. You will have 10 calendar days after the maturity date to withdraw funds without penalty. The interest rate on renewed accounts will be determined at least 10 calendar days prior to the renewal date.

Account Fees: The following fees apply to this account: Stop Item Charge: $25.00; NSF Fee Charge - Per Item Paid (check, in-person withdrawal, ATM withdrawal, or other electronic means): $25.00; Fee for ATM Withdrawal: Nebraska State Bank ATM--No Charge *Other ATM--$1.00 per transfer or inquiry and $1.50 per withdrawal; Visa Debit Card Replacement Fee: $5.00 per card; Continuous Negative Balance Chg: $25.00 on the 5th business day; Returned Item Charge: $2.00; Garnishment/Levy: $30.00; NSF Fee Charge - Item Returned (check, in-person withdrawal, ATM withdrawal, or other electronic means): $25.00; Maximum Daily NSF Charge : $125.00; and Premature Account Closing (closed within 90 days of opening): $15.00.

Agreement. The Authorized Individual(s) signing below agree(s), that the Account Holder's Account(s) will be governed by the terms set forth in the Time Certificate of Deposit or Confirmation of Time Deposit Agreement, the Rate and Fee Schedule, the Funds Availability Policy Disclosure, the Substitute Check Policy Disclosure, the Electronic Funds Transfer Agreement and Disclosure, (if applicable), acknowledge receipt of our privacy policy (if applicable), as amended by the Financial Institution from time to time, and such other authorization documents provided to the Financial Institution from time to time. The Authorized Individual(s) also acknowledge that they have received at least one copy of these deposit account documents. The Authorized Individual(s) represent(s) that they hold the position(s) indicated above and they are authorized to enter into this Agreement on behalf of the Account Holder.

x Heath Birkel
HEATH A BIRKEL, PRINCIPAL of CALLAWAY PUBLIC SCHOOLS

x John Furrow
JOHN D FURROW, SUPERINTENDENT of CALLAWAY PUBLIC SCHOOLS

NON TRANSFERABLE - NON NEGOTIABLE	Member FDIC	Signature and Title of Authorized Financial Institution Signer

TIME DEPOSIT AGREEMENT - 6 MONTH CD

We appreciate your decision to open a time deposit account with us. This Agreement sets forth certain conditions, rates, and rules that are specific to your Account. Each signer acknowledges that the Account Holder named has placed on deposit with the Financial Institution the Deposit Amount indicated, and has agreed to keep the funds on deposit until the Maturity Date. As used in this Agreement, the words "you", "your" or "yours" mean the Account Holder(s), the word "Account" means this Time Deposit Account and the word "Agreement" means this Time Deposit Agreement, and the words "we", "us" and "our" mean the Financial Institution. This Account is effective as of the Issue Date and is valid as of the date we receive credit for noncash items (such as checks drawn on other financial institutions) deposited to open the Account. Deposits of foreign currency will be converted to U.S. funds as of the date of deposit and will be reflected as such on our records. You agree that we may waive, in our sole discretion, any fee, charge, term, or condition set forth in this Agreement at the time the Account is opened or subsequent thereto, on a one-time basis or for any period or duration, without changing the terms of the Agreement or your obligation to be bound by the Agreement, and we are not obligated to provide similar waivers in the future or waive our rights to enforce the terms of this Agreement.

ACCOUNT OWNERSHIP. Based upon the type of account ownership that you have designated, the following terms and conditions apply.

INDIVIDUAL ACCOUNTS. An Individual Account is an account in the name of one depositor only. Only that person may write checks against the Account or withdraw money, regardless of who actually owns the funds.

MULTIPLE-PARTY ACCOUNTS. This section pertains to multiple party accounts:

Joint Account Ownership. An account with two or more Account Holders is a joint account. Unless you designate otherwise on the Signature Card, joint Account Holders will be considered joint tenants with right of survivorship.

Joint Tenants With Right of Survivorship. If your Account is a joint account with right of survivorship, upon the death of one of the joint Account Holders, that person's ownership interest in the Account will immediately pass to the other joint Account Holder(s).

Joint With No Right of Survivorship. If your Account is a joint account with no right of survivorship (Joint as Tenants in Common), upon the death of one of the joint Account Holders, that person's proportionate ownership interest will pass to the estate of the deceased Account Holder.

Each joint Account Holder, without the consent of any other Account Holder, may, and hereby is authorized by every other joint Account Holder, to make any transaction permitted under the Agreement, including without limitation: to withdraw all or any part of the account funds; to pledge the account funds as collateral to us for any obligation, whether that of one or more Account Holders or of a third party; to endorse and deposit checks and other items payable to any joint Account Holder; to give stop payment orders on any check or item, whether drawn by that Account Holder or not; to consent to or revoke consent to payment of service charges on overdrafts that result from ATM transactions or one-time debit card transactions under the Standard Overdraft Policy; and, to close the account, with the disbursement of account proceeds as instructed by the joint Account Holder. Each joint Account Holder is authorized to act for the other Account Holder(s) and we may accept orders and instructions regarding the account from any joint Account Holder. If we believe there to be a dispute between joint Account Holders or we receive inconsistent instructions from the Account Holders, we may suspend or close the account, require a court order to act, and/or require that all joint Account Holders agree in writing to any transaction concerning the account.

Your obligations under the Agreement are joint and several. This means that each joint Account Holder is fully and personally obligated under the terms of the Agreement, including liability for overdrafts and debit balances as set forth above, irrespective of which joint Account Holder benefited from the withdrawal. If you establish a joint account without the signature of the other joint Account Holder(s), you agree to hold us harmless for our reliance upon your designation of the other joint Account Holder(s) listed on our documents. Further, the Account is subject to the right of setoff as set forth below.

Totten Trust Account. A Totten Trust Account is an informal trust account, reflected on our records, but without a written trust agreement, where the Account is owned by the trustee. The beneficiaries have no right to any funds in the Account during the trustee's lifetime. As the owner of the Account, the trustee may withdraw money from the Account and may, by written direction to us, change the beneficiary under the Account. When the trustee dies, the Account is owned by the named beneficiary or beneficiaries. If the Totten Trust Account is held by more than one trustee, the trustees will be subject to the rules pertaining to joint account ownership as set forth above. If there is no surviving beneficiary upon the death of the last trustee, state law will determine ownership of the funds in the Account.

P.O.D. Account. A Payable on Death (P.O.D.) Account is an account payable to the Account Holder during his or her lifetime. As the owner of the Account, you may withdraw money from the Account and may, by written direction to us, change the P.O.D. payee(s) under the Account. When the Account Holder dies, the Account is owned by the P.O.D. payee(s). If the P.O.D. Account is held by more than one person, each Account Holder will be subject to the rules pertaining to joint account ownership as set forth above. If there is more than one surviving P.O.D. payee, the respective interest of each shall be deemed to be in equal shares, unless otherwise stated in the Financial Institution's deposit account records and as allowed by applicable state law. If there is no surviving P.O.D. payee upon the death of the last owner, state law will determine ownership of the funds in the Account.

OTHER ACCOUNT TYPES.

Formal Trust Account. A Formal Trust Account is an account held by one or more trustees for the benefit of one or more beneficiaries according to a written trust agreement. Upon our request, the trustee(s) will supply to us a copy of any trust agreement covering the account. We act only as custodian of the trust funds and are under no obligation to act as a trustee or to inquire as to the powers or duties of the trustee(s). The trustee(s) and/or any person opening the Account, in their individual capacity and jointly and severally, agree to indemnify and hold us harmless from and against any and all loss, costs, damage, liability, or exposure, including reasonable attorney's fees, we may suffer or incur arising out of any action or claim by any beneficiary or other trustee with respect to the authority or actions taken by the trustee(s) in handling or dealing with the Account.

Uniform Transfer to Minors. If you have established the account as a custodian for a minor beneficiary under our state version of the Uniform Transfers to Minors Act, your rights and duties are governed by the Act. You will not be allowed to pledge the account as collateral for any loan to you. Deposits in the account will be held by us for the exclusive right and benefit of the minor. The custodian and/or any person opening the Account, in their individual capacity, agree to indemnify and hold us harmless from and against any and all loss, costs, damage, liability, or exposure, including reasonable attorney's fees, we may suffer or incur arising out of any action or claim by any beneficiary or other custodian with respect to the authority or actions taken by the custodian in handling or dealing with the Account.

Representative Payee Accounts. Subject to applicable law, a Representative Payee Account is a type of fiduciary account in which a representative payee (appointed by the Social Security Administration) manages Social Security and Supplemental Security funds received on behalf of a beneficiary. Upon our request, the representative payee will provide sufficient documentation from the Social Security Administration indicating his or her appointment as a representative payee for the Account Holder. We may require additional documentation from the representative payee indicating his or her authority to act on behalf of the Account Holder. The representative payee does not have an ownership interest in funds in the Account. The representative payee does not have a right of survivorship in the Account on the death of the Account Holder. We act only as custodian of the funds and are under no obligation to act as a trustee or to inquire as to the powers or duties of the representative payee. The representative payee agrees to indemnify, and hold us harmless from and against any and all loss, cost, damage, liability, or exposure, including reasonable attorneys' fees, we may suffer or incur arising out of any action or claim by the beneficiary, a government entity or by any other party regarding the authority or actions taken by the representative payee in handling or dealing with the Account.

Agency Account. An Agency Account is an account to which funds may be deposited and withdrawals made by an Agent designated by the owner of the funds. An Agent has full authority with regard to the Account but does not have an ownership interest in the account. An Agency Account is revocable at any time by notifying us in writing. An Agency designation may be combined with one of the other forms of account ownership.

Business Accounts. If the Account is not owned by a natural person (for example, it is owned by a corporation, partnership, limited liability company, sole proprietorship, unincorporated association, etc.), then the Account Holder must provide us with evidence to our satisfaction of the authority of the individuals who sign the signature card to act on behalf of the Account Holder. On any transactions involving the Account, we may act on the instructions of the person(s) authorized in the resolutions, banking agreement, or certificate of authority to act on behalf of the Account Holder. You agree to notify us in writing of any changes in the person(s) authorized or the form of ownership. If we receive conflicting instructions or a dispute arises as to authorization with regard to the handling of the Account, you agree we may place a hold on the Account until such conflict or dispute is resolved to our satisfaction and we will not be liable for dishonored items as a result of such hold.

Fiduciary Accounts. With respect to all fiduciary accounts, including but not limited to estate accounts, guardianship accounts, representative payee accounts, and conservatorship accounts, and any Formal Trust Account, Uniform Transfers to Minors Act Account, or Agency Account, we reserve the right to require such documents and authorizations as we may deem necessary or appropriate to satisfy that the person(s) requesting or directing the withdrawal of funds held in the Account have the authority to withdraw such funds. This applies at the time of account opening and at all times thereafter.

Attorney Client Trust Subject to applicable law, an Attorney Client Trust or IOLTA Trust Account is an account set up by an attorney or law firm to hold client or third party funds in trust, separate from the attorney's or law firm's funds. Upon our request, the authorized signers for an Attorney Client Trust or IOLTA Trust Account will provide documentation required by applicable state law and applicable bar association (or similar entity) rules. We act only as custodian of the trust funds and are under no obligation to act as a trustee or to inquire as to the powers or duties of the attorney or law firm as trustee(s). The attorney, law firm, or any authorized individual on the account agrees to indemnify and hold us harmless from and against any and all loss, costs, damage, liability, or exposure, including reasonable attorney's fees, we may suffer or incur arising out of any action or claim by any beneficiary or third party with respect to the authority, actions, or inaction taken by the trustee(s) or authorized individuals in handling or dealing with the account. Additional account terms are governed by a separate agreement. If this is an IOLTA Trust Account, we will not permit the lawyer or law firm to receive the interest. The interest (minus applicable fees) on an IOLTA Trust Account will be remitted to the NEBRASKA LAWYERS TRUST ACCOUNT , pursuant to your instructions and at your request. IOLTA Trust Accounts are used to hold an attorney's or law firm's client funds that are nominal in amount or held for short periods of time.

Real Estate Broker Client Trust Accounts Subject to applicable law, a real estate broker may open account(s) to hold client or third party funds in trust, separate from the broker's funds. We act only as custodian of the funds. We are under no obligation to act as a trustee or to inquire as to the powers or duties of the broker or other authorized signer(s) as trustee(s). The broker and any authorized individual on the account in their individual capacity and jointly and severally, agree to indemnify and hold us harmless from and against any and all loss, costs, damage, liability, or exposure, including reasonable attorney's fees, we may suffer or incur arising out of any action or claim by any client or third party with respect to the authority, actions or inaction taken by the broker or authorized signer(s) in handling or dealing with the Account. Upon our request, the authorized signer(s) for this type of account will provide to us any documents required by applicable law and /or real estate professional rules.

Government/Municipal/Public Funds Accounts. This type of account is owned by a government or public entity. For this type of account, you agree to provide us with authorization document(s) (in a form acceptable to us) stating that we are designated as a depository for the funds of the government or public entity and such documentation shall state the individual(s) authorized to act on behalf of the government or public entity and the extent of their authority. We may rely upon such documentation until we receive written notice of a change and new authorization documents. We are not responsible for any transaction conducted by a previously authorized individual until we actually receive written notice that the authorized individual's authority has been revoked. Unless specifically stated otherwise in the authorization document(s), we can rely on one authorization for all accounts owned by the government or public entity. If required by law, you agree to enter into a Collateral Security Agreement regarding this type of account.

Health Savings Account. A Health Savings Account (HSA) is a tax preferred account that you agree: a) you are eligible to open and maintain, b) to notify us when you are no longer eligible to maintain, c) will be used for contributions, withdrawals, and earnings for qualified medical expenses or as allowed by law, and d) you will execute and comply with the terms and conditions in the Health Savings Account Trust or Custodial Agreement. Consult your tax advisor about the tax treatment of contributions, withdrawals and earnings.

INTEREST RATE. The interest rate is the annual rate of interest paid on the Account which does not reflect compounding ("Interest Rate"), and is based upon the interest accrual basis described above.

AUTOMATIC RENEWAL POLICY. If the Account will automatically renew as described above, the principal amount and all paid earned interest that has not been withdrawn will automatically renew on each Maturity Date for the term described above in the Time Account Information section. Interest on renewed accounts will be calculated at the interest rate then in effect for time deposits of that Deposit Amount and term. If you wish to withdraw funds from your Account, you must notify us during the grace period after the Maturity Date.

EARLY WITHDRAWAL PENALTY. You have agreed to keep the funds on deposit until the Maturity Date of your Account. Any withdrawal of all or part of the funds from your Account prior to maturity may result in an early withdrawal penalty. We will consider requests for early withdrawal and, if granted, the penalty as specified above will apply.

Minimum Required Penalty. If you withdraw money within six (6) days after the date of deposit, the Minimum Required penalty is seven (7) days' simple interest on the withdrawn funds. If partial early withdrawal(s) are permitted, we are required to impose the Minimum Required Penalty on the amount(s) withdrawn within six (6) days after each partial withdrawal. The early withdrawal penalty may be more than the Minimum Required Penalty. You pay the early withdrawal penalty by forfeiting part of the accrued interest on the Account. If your Account has not earned enough interest, or if the interest has been paid, we take the difference from the principal amount of your Account.

Exceptions. We may let you withdraw money from your Account before the Maturity Date without an early withdrawal penalty: (1) when one or more of you dies or is determined legally incompetent by a court or other administrative body of competent jurisdiction; or (2) when the Account is an Individual Retirement Account (IRA) established in accordance with 26 USC 408 and the money is paid within seven (7) days after the Account is opened; or (3) when the Account is a Keogh Plan (Keogh), if you forfeit at least the interest earned on the withdrawn funds; or (4) if the Account is an IRA or a Keogh Plan established pursuant to 26 USC 408 or 26 USC 401, when you reach age 59 1/2 or become disabled; or (5) within an applicable grace period (if any).

RIGHT OF SETOFF. Subject to applicable law, we may exercise our right of setoff or security interest against any and all of your Accounts (except IRA, HSA, Keogh plan and Trust Accounts) without notice, for any liability or debt of any of you, whether joint or individual, whether direct or contingent, whether now or hereafter existing, and whether arising from overdrafts, endorsements, guarantees, loans, attachments, garnishments, levies, attorneys' fees, or other obligations. If the Account is a joint or multiple-party account, each joint or multiple-party account holder authorizes us to exercise our right of setoff against any and all Accounts of each Account Holder. We may not exercise our right of setoff or security interest if prohibited by the Military Lending Act.

OTHER ACCOUNT RULES. The following rules also apply to the Account.

Power of Attorney. The person executing a power of attorney will be referred to as the principal and the person acting for the principal as the agent. We may refuse to comply with a power of attorney for reasonable cause, or until we receive an affidavit from the agent stating that the Power of Attorney presented is a true copy and that, to the best of the agent's knowledge, the principal is alive and that the relevant powers of the agent have not been altered or terminated.

Signatures. You recognize that we have adopted automated collection and payment procedures so that we can process the greatest volume of items at the lowest possible cost to our customers. In light of this, you agree that we do not fail to exercise ordinary care in paying an item solely because our procedures do not provide for the sight examination of items with a face amount below an amount specified by us from time to time. You authorize us to store and use Time Certificate of Deposit information in any reasonable form we deem necessary, including any digitized signature capture process. If you use a facsimile signature or other form of mechanically reproduced signature (such as, but not limited to, desktop publishing, digitized, or computer software generated signature), you agree you shall have the sole responsibility for maintaining security of the facsimile or mechanically reproduced signature and the device by which the facsimile or mechanically reproduced signature is affixed and you shall bear the entire risk for unauthorized use thereof whether or not you are negligent. You agree that no facsimile or mechanically reproduced signature we have been authorized to honor may be considered a forgery or an unauthorized signature, but that such facsimile or mechanically reproduced signature shall be effective as your signature or endorsement whether or not you have been negligent. You further agree to indemnify and hold us harmless from and against any and all loss, costs, damage, liability, or exposure (including reasonable attorney's fees) we or you may suffer or incur as a result of the unlawful use, unauthorized use, or misuse by any person of any such facsimile or mechanically reproduced signature or the device by which it is affixed. If you use any form of facsimile or mechanically reproduced signature device, you agree to deliver a sample to us if we request it.

Surrender of Instrument. We may require you to endorse and surrender this Agreement to us when you withdraw funds, transfer or close your Account. If you lose this Agreement, you agree to sign any affidavit of lost instrument, or other Agreement we may require, and agree to hold us harmless from liability, prior to our honoring your withdrawal or request.

Death of Account Holder. Each Account Holder agrees to notify us immediately upon the death of any other Account Holder. You agree that we may hold the funds in your Account until we have received all required documentation and instructions.

Indemnity. If you ask us to follow instructions that we believe might expose us to any claim, liability or damages, we may refuse to follow your instructions or may require a bond or other protection, including your agreement to indemnify us.

Pledge. You agree not to pledge your Account without our prior consent. You may not withdraw funds from your Account until all obligations secured by your Account are satisfied.

ASSIGNABILITY. The account established under this Agreement is not assignable or transferable except with our consent. We must approve any pledge of the Account and any such pledge remains subject to any right we have under the Agreement and applicable state and federal law. If ownership is proposed to be transferred, we may require the Account be closed and a new account opened in the name of the transferee or pledgee.

MISCELLANEOUS PROVISIONS. If you or your Account becomes involved in any legal proceedings, your use of the Account may be restricted. You agree not to use the Account in any illegal activity. We shall be entitled to act upon any legal process served upon us which we reasonably believe to be binding, with no liability to you for doing so. You understand that supervisory personnel may randomly monitor customer service telephone conversations to ensure that you receive accurate, courteous, and fair treatment. If you ask us to follow instructions that we believe might expose us to any claim, liability, or damages, we may refuse to follow your instructions or may require a bond or other protection, including your agreement to indemnify us. You agree to be liable to us, to the extent permitted by law, for any loss, costs, or expenses that we may incur as a result of any dispute or legal proceeding involving your Account. You authorize us to deduct any such loss, costs, or expenses from your Account without prior notice to you or to bill you separately. This obligation includes disputes between you and us involving your Account and situations where we become involved in disputes between you and an authorized signer, a joint owner, or a third party claiming an interest in your Account. It also includes situations where any action taken on your Account by you, an authorized signer, a joint owner, or a third party causes us to seek the advice of an attorney, whether or not we actually become involved in a dispute. Any action by us for reimbursement from you for any costs or expenses may also be made against your estate, heirs and legal representatives, who shall be liable for any claims made against and expenses incurred by us. If a court finds any provision of the Agreement to be invalid or unenforceable, such finding shall not make the rest of the Agreement invalid or unenforceable. If feasible, any such offending provision shall be deemed to be modified to be within the limits of enforceability or validity; however, if the offending provision cannot be so modified, it shall be stricken and all other provisions of the Agreement in all other respects shall remain valid and enforceable.

TIN/BACKUP WITHHOLDING Reporting TIN: 47-6002250

Important: Under penalties of perjury, I certify that 1) the number shown above is the Government Entity's correct taxpayer identification number, 2) I am a U.S. citizen or other U.S. person (defined in the instructions), 3) I am exempt from reporting under the Foreign Account Tax Compliance Act (FATCA), and 4) that (check appropriate box):

☒ The Government Entity is not subject to backup withholding, because the Government Entity is exempt from backup withholding, or because the Government Entity has not been notified by the IRS that the Government Entity is subject to backup withholding as a result of failure to report all interest or dividends, or because the IRS has notified the Government Entity that the Government Entity is no longer subject to backup withholding.

☐ The Government Entity is subject to backup withholding.

Signature of Authorized Individual: X [signature] 9/10/26

Date

SURRENDER OF TIME DEPOSIT

CD # 1000202

This certificate is hereby surrendered. Date: ____________________

Number of Signers Required: Any one (1) of the Authorized Signers(s) shown below.

ACCOUNT HOLDER:

GOVERNMENT / MUNICIPAL / PUBLIC FUNDS BANKING RESOLUTION

(for Deposit Accounts)

Depositor: CALLAWAY PUBLIC SCHOOLS
PO BOX 280
CALLAWAY, NE 68825-0280

Account No: 1000202

Financial Institution: Nebraska State Bank & Trust Co.
Callaway Branch
P O BOX 70
CALLAWAY, NE 68825

I, the undersigned Official of the Government, Municipal or Public Entity ("Entity") named above, HEREBY CERTIFY that the Entity is organized, exists and is duly authorized to transact business under the laws of the state or jurisdiction where it is located.

ACCOUNT HOLDER. CALLAWAY PUBLIC SCHOOLS is the complete and correct name of the Account Holder.

I FURTHER CERTIFY that at a meeting of the governing body of the Entity, duly and regularly called and held on August 12, 2024, the following resolutions were adopted:

RESOLVED, that the Financial Institution named above at any one or more of its offices or branches, be and it hereby is designated as a depository for the funds of this Entity, which may be withdrawn on checks, drafts, advices of debit, notes or other orders for the payment of monies bearing the following appropriate number of signatures: Any one (1) of the following named officers or employees of this Entity ("Agents"), whose actual signatures are shown below:

and that the Financial Institution shall be and is authorized to honor and pay the same whether or not they are payable to bearer or to the individual order of any Agent or Agents signing the same.

FURTHER RESOLVED, that the Financial Institution is hereby directed to accept and pay without further inquiry any item drawn against any of the Entity's accounts with the Financial Institution bearing the signature or signatures of Agents, as authorized above or otherwise, even though drawn or endorsed to the order of any Agent signing or tendered by such Agent for cashing or in payment of the individual obligation of such Agent or for deposit to the Agent's personal account, and the Financial Institution shall not be required or be under any obligation to inquire as to the circumstances of the issue or use of any item signed in accordance with the resolutions contained herein, or the application or disposition of such item or the proceeds of the item.

FURTHER RESOLVED, that any one of such Agents is authorized to endorse all checks, drafts, notes and other items payable to or owned by this Entity for deposit with the Financial Institution, or for collection or discount by the Financial Institution; and to accept drafts and other items payable at the Financial Institution.

FURTHER RESOLVED, that the above named agents are authorized and empowered to execute such other agreements, including, but not limited to, special depository agreements and arrangements regarding the manner, conditions, or purposes for which funds, checks, or items of the Entity may be deposited, collected, or withdrawn and to perform such other acts as they deem reasonably necessary to carry out the provisions of these resolutions. The other agreements and other acts may not be contrary to the provisions contained in this Resolution.

FURTHER RESOLVED, that the authority hereby conferred upon the above named Agents shall be and remain in full force and effect until written notice of any amendment or revocation thereof shall have been delivered to and received by the Financial Institution at each location where an account is maintained. Financial Institution shall be indemnified and held harmless from any loss suffered or any liability incurred by it in continuing to act in accordance with this resolution. Any such notice shall not affect any items in process at the time notice is given.

I FURTHER CERTIFY that the persons named above occupy the positions set forth opposite their respective names and signatures; that the foregoing Resolutions now stand of record on the books of the Entity; that they are in full force and effect and have not been modified in any manner whatsoever.

IN TESTIMONY WHEREOF, I have hereunto set my hand on September 10 **, 2026 and attest that the signatures set opposite the names listed above are their genuine signatures.**

CERTIFIED TO AND ATTESTED BY:

CORPORATE

SEAL

X ______________________
*Official

X Heath ______________________
Co-*Official

*NOTE: In case the Official is designated by the foregoing resolutions as one of the signing agents, this certificate should also be signed by a second Official of the Entity.

EMPLOYEE GRIEVANCES

Complaints of employees against fellow employees should be discussed directly between employees. If necessary, complaints shall be brought directly to the immediate supervisor, principal or superintendent and shall be made in a constructive and professional manner. Complaints shall never be made in the presence of other employees, students or outside persons.

Nothing in this policy shall contradict the requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board.

Cross Reference: 301.04 Communication Channels

Approved 7-13-20 Reviewed ______________ Revised ________________

CALLAWAY PUBLIC SCHOOLS
NEGOTIATIONS AGREEMENT
2026-27

The Callaway Board of Education and the Callaway Education Association jointly agree to the following terms to govern the professional staff of the Callaway Public Schools for the 2026-27 school year.

ARTICLE I: PRINCIPLES

Section 1: Every teacher has the right to fair and equitable treatment.

Section 2: This agreement is negotiated in order to establish the terms and conditions of employment for the members of the certified staff.

Section 3: The Board and Association recognize the importance of orderly, just, and expeditious resolution of disputes which may result from the interpretation or implementation of this agreement or of the policies and regulations of the Board accordingly, the parties therein agree upon a grievance procedure of the effective processing of such disputes.

Section 4: The Board and the Association, the parties to the agreement, accept the provisions of the agreement as a commitment that they will cooperatively and in good faith, honor, support, and seek to fulfill.

Section 5: The provisions of this agreement shall constitute binding obligation upon the parties for the duration hereof and until changed by mutual consent in writing. Any previously adopted policy; rule or regulation that is in conflict with a provision of this agreement shall be superseded and replaced by this agreement. Nothing in this agreement, which changes preexisting policy, rules of regulations of the parties, shall be retroactively applicable unless expressly stated.

ARTICLE II: RECOGNITION

Section 1: The board agrees to and hereby recognizes the Association as the sole and exclusive negotiation agent for the purpose of collective negotiations in any and all matters relating to the terms and conditions of employment on behalf of all certified employees.

ARTICLE III: NEGOTIATIONS PROCEDURE

Section 1: A representative of the organization shall give to the Board a written request to meet and confer with such board regarding employment and relations with certified employees. The request to meet shall specify the areas to be discussed by the parties. The Board shall have thirty (30) days in which to accept or reject the request in whole or in part, and shall give written notice of its decision. If the Board accepts the request, the first meeting shall be held within twenty-one (21) days after the acceptance. The Board shall receive the written request before the second Monday in January.

Section 2: The parties agree to enter into professional negotiations in accordance with Nebraska statutes in a good faith attempt to reach agreement on all matters concerning the terms and conditions of employment. Any agreement so negotiated shall be reduced to writing, and be officially ratified by both parties. Should the agreement not be reached before the second Monday of May an impasse shall be declared, unless an extension of time is mutually agreed upon. The impasse shall be resolved as provided by law. After the first meeting either an acceptance or counter proposal should be brought forth from either party.

Section 3: Neither party shall have any control over the selection of the negotiating representatives of the other party, nor shall they attempt to influence and/or exert pressures on the membership of the other party by any means.

Section 4: The parties mutually pledge that their representatives shall have the necessary power and authority to make proposals, consider other proposals, and make proposals in the course of negotiations.

Section 5: Meetings shall be held at the mutually satisfactory time and place and shall be closed to the press and public.

Section 6: During negotiations, the Board and the Association shall present relevant data, exchange points of view, and make proposals. Each party shall promptly make available to the other, upon request, information within its possession, which is relevant to the subjects under discussion. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiations.

Section 7: Before the Board adopts a change in policy which affects terms and conditions of employment as agreed to through binding negotiations and/or contracts, it shall notify the Association in writing that it is considering such change. The Association shall have the right to negotiate with the board for a mutually acceptable change in said policy, provided that it files such a request with the board, within ten (10) school days after receipt of said notice. Any agreement so reached shall be reduced to writing, ratified, and becomes an addendum to this agreement.

ARTICLE IV: ASSOCIATION RIGHTS

Section 1: Representatives of the Association, the Nebraska State Education Association and the National Education Association shall be permitted to transact Association business on school property.

Section 2: The Association shall have the right to use the school building for meetings.

Section 3: The Association shall have the right to use school mails, bulletin boards, and other communication systems.

Section 4: The Association shall have the right to use school facilities and equipment, including computers, duplicating equipment, and all other types of audiovisual equipment when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident in such use.

Section 5: The Association shall have the right to payroll deduction of dues upon filing authorization cards.

ARTICLE V: SALARIES

Section 1: Salaries of all certified personnel covered by this agreement are set in the schedule, which appears in Appendix A.

Section 2: A base salary of $40,400 shall be established for the 2026-27 contract year. Increments shall be at 4 x 5 and full horizontal and vertical movement shall occur as earned.

Section 3: Reimbursement for extra duty assignments shall be determined by the following formula: Base Salary x Number of Units x .0059. The extra duty assignments and units assigned to them are listed in Appendix B of the Negotiated Agreement. For those activities that allow for extra units to be added based on years of experience, the years of experience do not have to be consecutive and may include coaching experience outside of the Callaway Public Schools.

ARTICLE VI: GRIEVANCE PROCEDURE FOR CALLAWAY EDUCATION ASSOCIATION

Section 1: Purpose

The purpose of this grievance procedure is to provide a method for expedient and equitable determination of every question of violation or noncompliance with any of the terms of the negotiated agreement. Thus preventing the protracted continuation of misunderstanding, which may arise from time to time concerning such questions. The purpose of grievance procedure is to provide a method for prompt and full discussions and considerations of matters of personal irritation and concern of an educator with application of the negotiated agreement.

Section 2: Definitions

A. Grievance: Any alleged violation, misinterpretation or misapplication of the terms of the negotiated agreement.

B. Grievant: Any person or persons who are aggrieved by the alleged grievance.

C. Respondent: Any person or body which might be required to take action or against whom action might be taken, in order to resolve the claim.

D. Days: Calendar day except weekends and school holidays. It is understood that during the summer months any change in grievance procedure shall be by mutual agreement of parties of interest.

Section 3: Stipulations

It is recognized that the Board of Education and the Callaway Education Association have an equal and mutual interest in the success and the promptness of settling grievances as both parties are avowed to the stated purposes that this procedure is to secure at the lowest possible level, equitable solutions to grievances and grievances against either the Board, its agents or members, of the CEA, its agents or members. Therefore, it is stipulated and agreed by and between the parties that both parties will be bound by the following rules, to-wit:

A. Both parties will accomplish the procedures by the same maximum specified date in the agreement.

B. Both parties will withhold publicity until a joint release is issued by the parties as is customary in collective bargaining negotiations.

C. No meetings will be set during school hours.

D. All parties agree to work for the welfare of the school system and strive to maintain good morale and courtesy among the parties.

E. Both parties further agree to maintain the confidentiality of information regarding a grievance case.

F. Both parties agree to exert no pressure on administrative personnel who may be members of the Callaway Educational Association.

G. Each party stipulates it will not advocate the violation of any law.

Section 4: Procedures

Level I (Informal)

a) If an educator feels that he/she has a grievance he/she should first discuss the matter with his/her department chairperson, principal, or supervisor to whom he/she is directly responsible in an effort to resolve the problem.

b) The grievant may have a local association representative assist him/her in efforts to resolve the problem informally with the principal, or to appropriate administrators, or supervisors.

Level II (Formal)

STEP ONE:

a) If a grievant is not satisfied with the disposition of his/her problem or if no decision has been rendered after five (5) days through the informal procedure, he/she may submit his/her claim as a formal grievance, in writing, to his/her appropriate principal and retain a copy of the said grievance for himself/herself.

b) The principal shall, within three (3) days, render a decision and the reasons therefore in writing to the aggrieved person, with a copy to the Association representative for the Association's files.

c) An educator who is not directly responsible to a building principal may submit his/her formal grievance claim to the administrator to whom he/she is directly responsible. Said administrator shall carry out the aforementioned responsibilities.

STEP TWO:

a) If not resolved at Step 1, the grievant may appeal the decision to the Superintendent. The superintendent shall arrange for a hearing with the grievant within five (5) days of receipt of the appeal.

b) Each party shall have the right to call such witnesses as deemed necessary to develop the facts pertinent to the grievance.

c) The superintendent will have four (4) days from the date of the hearing to provide the grievant and the Association with a written decision.

STEP THREE:

a) If the grievance is not resolved at Step 2, the grievant may appeal the grievance in writing to the Board president. Within ten (10) days from the date of the appeal is received the Board president shall schedule a hearing on the grievance before the Board of Education.

b) The hearing shall be held no later than thirty (30) days from the receipt of the appeal.

c) Each party shall have the right to call such witnesses as it deems necessary to develop the facts pertinent to the grievance.

d) The Board will have five (5) days from the date of the hearing to notify, in writing, the grievant and the Association of the Board decision.

STEP FOUR:

a) If the grievant is not satisfied with the disposition of his/her grievance at Step Three, or if no decision has been rendered within the time provided, the grievant within thirty (30) days of the Board's reply may notify the Board, in writing, of the intent to submit the grievance to arbitration.

b) The arbitrator shall be chosen by the parties and shall be a person mutually acceptable to the Board and the Association.

c) If the Board of Education and the Association are unable to agree on an arbitrator within ten (10) days after receipt of notice, an arbitrator shall be sought from the American Arbitration Association.

d) The arbitrator shall have no power to alter the terms of any negotiated agreement, but shall be empowered to include any award such as financial reimbursements or remedies judged by the arbitrator proper to solve the grievance.

e) No evidence or positions shall be submitted to the arbitrator by either party that was not previously disclosed to the other party.

f) The cost of the arbitrator shall be equally borne by the Board and the grievant. All other expenses shall be borne by the party incurring the expense.

Section 5: Rights of Educators to Representation

Any party in interest may be represented at all stages of the grievance procedure by himself/herself or by a representative of his own choosing. When an educator is not represented by the

Association, the Association shall have the right to be present and state its view at all stages of the grievance procedure.

Section 6: Group Grievances

In order to prevent the filing of a multiplicity of grievances on the same question of interpretation or compliance where the grievance covers a question common to a number of educators, it shall be processed as a single grievance commencing with the party having jurisdictional authority thereof. Any group grievance shall set forth thereon the names of the individual grievant or groups, and the title and specific assignments of the persons covered by the group grievance. Group grievances shall be signed by a principal officer or staff representative of the local Association.

Section 7: Resolution

If the grievance is not processed within the time limit at any step of the grievance procedure, it shall be considered to have been resolved by previous disposition. Any time limit in the procedure may be extended by mutual consent.

Section 8: Procedural Rules

Decisions rendered at Level II, steps one, two, three, and four of the grievance procedure will be in writing setting forth the decision and the reason therefore and will be transmitted promptly to all parties in interest.

If the written grievance is not filed within thirty (30) calendar days after the educator knew, or should have known of the act or condition on which the grievance is based, then the grievance shall be waived.

A grievance may be withdrawn at any level with prejudice or record.

No reprisals of any kind shall be taken by the Board or by any member of the administration or by the Association or its individual members against any party in interest, any Association representative, or any other participant in the grievance or complaint procedure by reason of such participations.

The processing of all grievance documents, communications, and records shall be filed separately from the personnel files of the participants.

A representative of the Association may be present at the final disposition of a grievance of an individual who did not request the help of the Association.

ARTICLE VII: REGULATIONS GOVERNING THE EMPLOYMENT AND RE-EMPLOYMENT FOR TEACHERS

Section 1: Employment Requirements

1. Education: It shall be the general policy of the Board of Education to employ as teachers new to Callaway Schools, only those teachers who hold Bachelor Degrees granted by an accredited institution or its equivalent as necessary. The Board of Education reserves the right to waive this requirement if necessary.

2. As a general policy, teachers at the time of their initial employment in Callaway, shall not be under twenty-one (21). Retirement will be provided by law, unless special approval by the Board is given for a longer period.

3. Each teacher must hold a Nebraska Teacher's certificate of proper class. This certificate must be registered in the office of the Custer County Superintendent of Schools.

4. Though the Board of Education will endeavor to abide by the intent of the salary schedule in employing new teachers to the system to fill vacancies and new positions, it reserves the right to depart from the schedule when it deems it necessary for the best welfare of the school.

Section 2: Salary Schedule

1. A valid (official or unofficial) transcript of college credits will be required for placing each teacher on the salary schedule and must be in the superintendent's office and up-to-date no later than September 1.

2. All salaries will be paid in twelve equal payments.

3. Credit for teaching in an accredited school other than Callaway: There is no limit on experience brought in from accredited schools. Some military experience may be counted if they were teaching in the Callaway Schools before entering the service. The board may negotiate with the individual to be granted credit if it feels less experience credit is desirable.

4. Placement:

    a. To be placed on the BA +9, 18, 27 or 36/MA column, the teacher must have earned these additional hours subsequent to the granting of the BA degree. Courses that apply must be graduate credit courses that would be acceptable toward any higher degree pattern or be courses, either graduate or under-graduate, in a related area of the Callaway teaching assignment.

    b. To be placed in the MA+9 or MA+18 column of the schedule, the teacher must earn these additional hours subsequent to the granting of the MA degree. Courses that apply must be either graduate or undergraduate in the related area of the Callaway teaching assignment.

    c. All of the evaluation of these credits will be done by the Board of Education.

    d. The Superintendent and teacher will sign an approval form showing acceptance of college credit. This form shall become part of the permanent file of that teacher.

e. Due to the creation of many alternate pathways to teacher certification, placement points a) - d) specifically pertain to teachers who hold an initial, standard, or professional certificate. If a teacher is working under an alternate or provisional certificate then placement on the schedule will be as follows:
   i. To be placed on the salary schedule at BA +9 will have to attain 18 graduate hours of credit that meet the aforementioned criteria. To be placed on the salary schedule at BA +18 will have to attain 36 graduate hours of credit, and so on.
   ii. When the teacher acquires their initial certificate they will then be placed on the salary schedule according to sections a) - d).

5. Frozen Teacher Reimbursement:

   a. Teachers who have been frozen at the BA+36 or MA+18 may apply to the Superintendent for special frozen teacher reimbursement.

   b. Compensation of up to $400.00 may be granted for upper level courses (level 600 or 800).

   c. For a class lasting two (2) weeks or more the teacher will be reimbursed $400.00.
   d. For a class lasting less than two (2) weeks the teacher will be reimbursed $300.00.

   e. Expenses up to $400.00 may be applied for courses offered at the distance of greater than 100 miles one way.

   f. Teachers frozen at the BA+36 or MA+18 levels may be reimbursed for attendance at workshops not held during regular school hours or already being compensated by another source at the rate of $40.00 per diem.

   g. Classes taken over regional courses sharing or provided by the school may be reimbursed at the credit hours cost only.

   h. All courses taken to satisfy the requirements for frozen teacher pay must have prior approval of the Superintendent.

6. No teacher shall move more than one step down for experience per year. However, a teacher may earn enough approved credit to move more than one step horizontally in a year.

Section 3: Unit Pay

1. Each teacher shall receive extra compensation figured in units, which may have a variable value given them from year to year by the Callaway Board of Education.

2. The units are given to teachers who have made special teacher training preparation work more than nine (9) months of the year, or accept additional teaching or sponsoring responsibilities.

3. The value of the unit is 0.0059 percent of the base pay and will remain that amount until changed by the majority action of the Callaway Board of Education.

4. All teachers receiving additional units of credit must be present at all functions and activities for which they are receiving such credit.

5. See Appendix B for a list of units of credit for additional assignments.

Section 4: Leave

1. Sick Leave for Teachers: Sick leave for teachers shall be six (6) days per year. Sick leave shall be for the teacher and his or her immediate family, which shall include spouse, children, father, mother, or spouse's father and mother.

2. Paid Time Off Days: Each teacher shall be allowed six (6) Paid Time Off (PTO) days per year. It is expected that at least 3 days advance notice be given to the Administration if at all possible. All PTO is subject to administrative approval.

3. Carry Over Days: Using a combination of sick or paid time off (PTO) days a teacher may carry over up to 8 days per year to a maximum of 30 days. Carry over must be used for sick leave.

4. Funeral Leave for Teachers: In the event of a death of a member of a certificated employee's immediate family, bereavement leave may be granted. Bereavement leave may be granted to a certificated employee for no more than 3 days per occurrence, with "day" being defined as one work day regardless of full-time or part-time status of the employee, for the death of a member of the immediate family. The immediate family includes child, spouse, parent, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or grandparent of the employee.

5. Professional Leave and Monies for Teachers: Teachers will be provided the opportunity to attend professional development throughout the contract year. In the event that there is a professional development opportunity that a teacher would like to attend that is not required by Callaway Public Schools they may provide a request in writing to the Superintendent or Principal for approval. If approved the cost of registration, potential needed lodging, and meals shall be covered at an approved upon rate. For the 2026-2027 school year the total amount spent on professional development outside of what is required by the school district will not exceed $7500.

6. Sponsors of athletics, music, speech and drama, FCCLA, FFA, and art who spend four (4) or more weekend days attending school sponsored activities, excluding hourly practices, will accrue one (1) additional personal leave day.

7. Approved Leave Bank

    a. The executive committee of the Callaway Teachers Association will comprise the oversight committee for the approved leave bank.

        i. The executive committee is composed of the president, treasurer, and secretary.

b. The leave bank may be participated in by any teacher donating unused leave days at the end of the school year.
    i. This pertains to sick leave days only (not personal days).
    ii. Teachers wishing to donate to the bank must do so by filling out an "Approved Leave Bank Donation Form" as part of the check out process at the end of the school year.
    iii. If the bank already holds the maximum number of days possible, the donation form will be kept on file and the days will be accepted as soon as days in the bank are depleted.
    iv. First-year teachers may donate a day at the beginning of the year to insure their participation in the approved leave bank.

c. The secretary of the Callaway Teachers Association will assume the responsibility for the bookkeeping duties associated with the approved leave bank.
    i. A file will be kept to record all donation and withdrawal activity.
    ii. The secretary will inform the Superintendent in writing at such time a teacher is awarded days from the bank by the oversight committee.
    iii. A "Balance Report" will be provided by the secretary on request.

d. The bank will be an accumulation of no more than 50 days that can be given to any teacher who has exhausted all of their sick and personal days and makes an approved application.
    i. An application form for the approved sick days must be filled out and provided to the oversight committee explaining the circumstances of the situation making it necessary for that teacher to acquire extra leave days.
    ii. The oversight committee also reserves the right to interview the applicant to obtain more detailed information as needed.

e. The oversight committee will award any days it deems appropriate on a case-by-case basis.
    i. The number of days awarded shall not exceed ten (10) days per teacher each year.
    ii. The number of days awarded cannot exceed the number of days the bank has on deposit.

f. Requests for use of days from the leave bank may be made for reasons that are intrinsic to the sick leave provisions of the negotiated agreement. This would include:
    i. Illness or hospitalization of the teacher and/or members of the teacher's immediate family which includes spouse, sibling, children, father, mother, or spouse's father and mother.
    ii. Maternity leave
    iii. Death of a family member of the teacher's immediate family.
    iv. If a conflict arises regarding the interpretation of the use of the leave bank days, a committee consisting of the CEA president, Superintendent, and a third member jointly agreed upon will resolve the matter by majority vote.

g. As a courtesy to others, a teacher borrowing from the bank should make every attempt to replace the days borrowed when they are able.

Section 5: Insurance

1. Health and Accident Insurance: The school district will pay 12 months premium for each certified employee working at least one-half time or more. School District payment of premiums shall be limited to the approved group insurance plan only. Employees provided similar insurance coverage through sources other than the School District plan shall disclaim coverage under the School District plan in order to avoid duplication of coverage and premium cost. The School District shall pay for one person coverage and for family coverage. The current insurance carrier is Blue Cross Blue Shield of Nebraska. The policy is a $1050.00 deductible PPO plan, or employees may choose a high deductible plan $3800 policy with a Health Savings Account (HSA) in which the district will contribute one hundred percent of the difference between plan costs to each HSA in increments determined by the administration. The Callaway Board of Education and Callaway Education Association may bring proposals from other health insurance carriers for consideration if they so desire.

2. Group Income Protection Insurance will be provided for all faculty who meet group plan requirements.

3. Term life insurance will be provided by the Board of Education.

4. The School District will provide insurance protection for all certified staff for wrongful acts and professional liability, as provided in the general comprehensive liability insurance policy maintained by the district.

Section 6: Contract Details

1. Minimum contracts will be for 182 days.

2. Pre-school clinics or extra duties not specifically listed are considered a part of the contractual agreement.

Section 7: Noon Duty

1. One (1) free lunch will be awarded to teachers for each noon duty served when assigned by the administration.

Section 8: Other Monetary Agreements

1. Reimbursement for authorized mileage expense for all employees to be paid at the Nebraska Department of Administrative Services allowable rate.

2. A Longevity Bonus of $3000.00 shall be awarded after 30 years of service at Callaway Public Schools. This is subject to all withholdings.
3. Mandatory Summer Workshops: Teacher attendance at mandatory summer workshops that are held during non-contracted work days shall be reimbursed using the following formula: current daily rate of pay minus any stipend received by the teacher for attending the workshop.

4. Monetary agreements herein shall be subject to amendment if a statutory limit on budget, expenditures, or tax receipts or on the increases thereof prevent implementations of the agreement.

5. A payout of $75 per day for up to 6 unused PTO days each year, once a certified employee has banked 30 sick days.

6. A payout of $35 per day for unused sick days up to 30 days for a certified employee who has been employed for the district for a minimum of 15 years and is leaving for retirement purposes.

7. A teacher will be compensated in the amount of $20 each instance they cover a class for another teacher during a class period.

ARTICLE VIII: DURATION OF AGREEMENT

This agreement shall be effective as of the beginning of the 2026-2027 school year and shall continue in effect until a substitute contract is adopted which shall be fully retroactive to the beginning of the 2026-2027 school year except that any insurance premium adjustments shall be paid at the beginning of the year as long as the insurance is not a subject of the current negotiations process.

ARTICLE IX: DOCUMENT AUTHORIZATION

In witness whereof the parties hereto caused this contract to be signed by their respective presidents, attested by their respective negotiating team members, and their signatures to be placed hereon, all this day and year____.

Board of Education Signatures

Board President

2/9/26

Date

Callaway Education Association Signatures

Association President

2/3/26

Date

Appendix A							
Callaway Public Schools							
Salary Schedule							
2026-2027							
Base Salary	**$40,400.00**						
Horizontal Movement		5%					
Vertical Movement		4%					
Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18
1	$40,400.00	$42,420.00	$44,440.00	$46,460.00	$48,480.00	$50,500.00	$52,520.00
	100.00%	105.00%	110.00%	115.00%	120.00%	125.00%	130.00%
2	$42,016.00	$44,036.00	$46,056.00	$48,076.00	$50,096.00	$52,116.00	$54,136.00
	104.00%	109.00%	114.00%	119.00%	124.00%	129.00%	134.00%
3	$43,632.00	$45,652.00	$47,672.00	$49,692.00	$51,712.00	$53,732.00	$55,752.00
	108.00%	113.00%	118.00%	123.00%	128.00%	133.00%	138.00%
4	$45,248.00	$47,268.00	$49,288.00	$51,308.00	$53,328.00	$55,348.00	$57,368.00
	112.00%	117.00%	122.00%	127.00%	132.00%	137.00%	142.00%
5	$46,864.00	$48,884.00	$50,904.00	$52,924.00	$54,944.00	$56,964.00	$58,984.00
	116.00%	121.00%	126.00%	131.00%	136.00%	141.00%	146.00%
6		$50,500.00	$52,520.00	$54,540.00	$56,560.00	$58,580.00	$60,600.00
		125.00%	130.00%	135.00%	140.00%	145.00%	150.00%
7			$54,136.00	$56,156.00	$58,176.00	$60,196.00	$62,216.00
			134.00%	139.00%	144.00%	149.00%	154.00%
8			$55,752.00	$57,772.00	$59,792.00	$61,812.00	$63,832.00
			138.00%	143.00%	148.00%	153.00%	158.00%
9				$59,388.00	$61,408.00	$63,428.00	$65,448.00
				147.00%	152.00%	157.00%	162.00%
10				$61,004.00	$63,024.00	$65,044.00	$67,064.00
				151.00%	156.00%	161.00%	166.00%
11					$64,640.00	$66,660.00	$68,680.00
					160.00%	165.00%	170.00%
12					$66,256.00	$68,276.00	$70,296.00
					164.00%	169.00%	174.00%
13						$69,892.00	$71,912.00
						173.00%	178.00%
14							$73,528.00
							182.00%

Appendix B				
2026-2027 Extra Duty Assignment Schedule		Compensation = .0059 x base salary x # of units		
Base Salary is $40,400			$238.36	is One Unit
Activity	No. of Units	No. of Units	No. of Units	Dollar Amount
	1-2 Yrs Experience	3-4 Yrs Experience	5+ Yrs Experience	Per Year +5 Yrs
Summer Music & Band			6	$1,430.16
Vocal Music			6	$1,430.16
Instrumental Music			6	$1,430.16
JH Musical			5	$1,191.80
SH Musical			10	$2,383.60
Head One Act Play Production			18	$4,290.48
Asst One Act Play Production			12	$2,860.32
Head Speech Team			18	$4,290.48
Asst Speech Team			12	$2,860.32
Head Football	18.3	20.1	21.7	$5,172.41
Asst Football	11.5	13.2	14.9	$2,741.14
Head Volleyball	18.3	20.1	21.7	$4,361.99
Asst Volleyball	11.5	13.2	14.9	$2,741.14
Head Cross Country	18.3	20.1	21.7	$5,172.41
Asst Cross Country	11.5	13.2	14.9	$3,551.56
Head Boys Basketball	21.3	23.1	24.7	$5,887.49
Asst Boys Basketball	13	14.7	16.4	$3,909.10
Head Girls Basketball	21.3	23.1	24.7	$5,077.07
Asst Girls Basketball	13	14.7	16.4	$3,098.68
Head Boys Wrestling	21.3	23.1	24.7	$5,887.49
Head Girls Wrestling	21.3	23.1	24.7	$5,077.07
Asst Boys Wrestling	13	14.7	16.4	$3,503.89
Asst Girls Wrestling	13	14.7	16.4	$3,098.68
Head Girls Track	18.3	20.1	21.7	$5,172.41
Head Boys Track	18.3	20.1	21.7	$5,172.41
Asst Track	11.5	13.2	14.9	$2,741.14
Head Golf	18.3	20.1	21.7	$5,172.41
Asst Golf	11.5	13.2	14.9	$2,741.14
JH Football			3.5	$834.26
JH Volleyball			3.5	$834.26
JH Boys Basketball			3.5	$834.26
JH Girls Basketball			3.5	$834.26
JH Wrestling			3.5	$834.26
JH Boys Track			3.5	$834.26
JH Girls Track			3.5	$834.26
Activities Director			TBD	
FCCLA			14	$3,337.04

FFA			14	$3,337.04
Cheerleader Sponsor			11	$2,621.96
Concession Stand Sponsor			11.5	$2,741.14
Summer Weight Program			16	$3,813.76
Student Council			2	$476.72
Art Club			1	$238.36
C Club			1	$238.36
National Honor Society			2	$476.72
Yearbook & Paper			4	$953.44
Senior Class Sponsor			4	$953.44
Junior Class Sponsor			8	$1,906.88
Sophmore Class Sponsor			1	$238.36
Freshman Class Sponsor			4	$953.44
8th Grade Sponsor			0.5	$119.18
7th Grade Sponsor			0.5	$119.18
Quiz Bowl			4	$953.44
NSCAS Coordinator			10	$2,383.60
Teacher Mentorship			4	$953.44
Lunch Duty				$400.00
DL/ Study Hall Proctor	Per Semester		8	$1,906.88
Teammates Sponsor			14	$3,337.04
High Ability Learner Coordinator			6	$1,430.16

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Activity	No. of Units	No. of Units	No. of Units	Dollar Amount
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Head One Act Play Production			18	$4,290.48
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Asst Cross Country	11.5	13.2	14.9	$3,551.56
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Asst Girls Basketball	13	14.7	16.4	$3,098.68
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Head Girls Wrestling	21.3	23.1	24.7	$5,077.07
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Asst Girls Wrestling	13	14.7	16.4	$3,098.68
Head Girls Track	18.3	20.1	21.7	$5,172.41
Head Boys Track	18.3	20.1	21.7	$5,172.41
Asst Track	11.5	13.2	14.9	$3,146.35
Head Golf	18.3	20.1	21.7	$5,172.41
Asst Golf	11.5	13.2	14.9	$3,146.35
JH Football			3.5	$834.26
JH Volleyball			3.5	$834.26
JH Boys Basketball			3.5	$834.26
JH Girls Basketball			3.5	$834.26
JH Wrestling			3.5	$834.26
JH Boys Track			3.5	$834.26
JH Girls Track			3.5	$834.26
Activities Director			TBD	
FCCLA			14	$3,337.04

FFA			14	$3,337.04
Cheerleader Sponsor			11	$2,621.96
Concession Stand Sponsor			11.5	$2,741.14
Summer Weight Program			16	$3,813.76
Student Council			2	$476.72
Art Club			1	$238.36
C Club			1	$238.36
National Honor Society			2	$476.72
Yearbook & Paper			4	$953.44
Senior Class Sponsor			4	$953.44
Junior Class Sponsor			8	$1,906.88
Sophmore Class Sponsor			1	$238.36
Freshman Class Sponsor			4	$953.44
8th Grade Sponsor			0.5	$119.18
7th Grade Sponsor			0.5	$119.18
Quiz Bowl			4	$953.44
NSCAS Coordinator			10	$2,383.60
Teacher Mentorship			4	$953.44
Lunch Duty				$400.00
DL/ Study Hall Proctor	Per Semester		8	$1,906.88
Teammates Sponsor			14	$3,337.04
High Ability Learner Coordinator			6	$1,430.16
Zero Period Weights			16	$3,813.76

RESOLUTION: LOC26

BE IT RESOLVED that, pursuant to Neb. Rev. Stat. §79-1070(3) and other relevant laws, the Callaway Public School District desires to develop a line of credit for the purpose of borrowing up to Four Hundred Thousand Dollars ($400,000), which sum is less than 70% of the unexpended balance of their current existing levy; and

BE IT FURTHER RESOLVED that the District enter into an agreement with Nebraska State Bank and Trust Company for the purpose of establishing a line of credit generally in accordance with the following terms and conditions, with such changes, additions or different terms and conditions, except as to total loan amount and interest rate, as may be approved in the discretion of the Superintendent and Board President in order to provide operational financing for the District:

- **Line of Credit:** $400,000.00.
- **Payment:** District may prepay sums borrowed without penalty.
- **Interest Rate on Draws:** At such rate or rates and shall become due and be repaid as provided in such agreements.
- **Term of Agreement:** Repayment in full at least once each school fiscal year and for a term not exceeding one school fiscal year.

BE IT FURTHER RESOLVED that the Superintendent or the President of the Board or their designee are hereby authorized and directed to sign, execute, and deliver for and on behalf of the District loan agreements, promissory notes and other documents necessary to establish and draw upon said line of credit; that the Superintendent or designee be authorized to transfer money out of the line of credit account and into the District's general fund account, and this Resolution authorizing such line of credit be and is hereby approved.

THE ABOVE RESOLUTION having been duly passed by a majority of the members of the School Board of this School District was declared as passed and adopted by the President at a duly held lawfully convened meeting in full compliance with the Nebraska open meetings law.

DATED this 21st day of September, 2026.

CALLAWAY PUBLIC SCHOOL DISTRICT

ATTEST:

BY:

President, Board of Education

Secretary, Board of Education

NASA

NASB
Nebraska Association of SCHOOL BOARDS

NASA and NASB

2026 Labor Relations

September 29-30, 2026
Embassy Suites - Lincoln

Tuesday, September 29

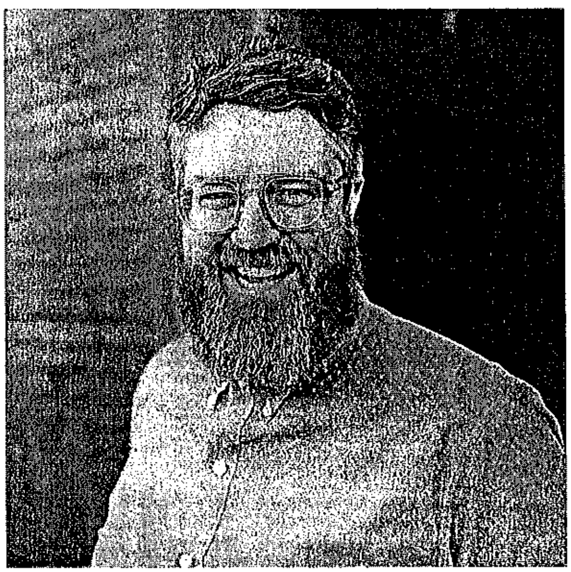
Preconference Workshop: The ABCs of Negotiations *with The Perry Law Firm*

The single biggest part of a school district's budget is personnel costs. Salaries and benefits alone usually represent around 90% of a district's total expenses. Therefore, it is essential that a district understand the negotiation process and legal requirements in order to ensure that these expenses are a reasonable and good use of taxpayer dollars. In this session, we will walk through the negotiation process and offer practical suggestions, including specific items to consider heading into the 2027-2028 negotiations season.

Keynote: Wednesday, September 30

Choosing to Care: How Curiosity Creates Community in the Workplace
with James Robilotta

No organization wants its people to be apathetic—toward the work, the people, or the community. Community ignites loyalty and drives retention in both in-person and hybrid workplaces, and is built with one simple thing: curiosity. Curiosity is the opposite of apathy. Events are ideal opportunities to authentically connect, reflect, validate, and innovate. In this hysterical and motivational keynote we will talk about how to ask better questions, change the way we hear people's stories and insights, and adapt the mindset of curiosity. Let's stop the apathy and the assuming and start learning about each other because curiosity creates community.



Concurrent Session Topics Include:

- Wages and Payment Collection
- Negotiations and Arrays
- Communication in Labor Relations
- School Retirement Plan
- EHA Health Care Member Support
- HR Hot Topics
- Legal Updates
- Workers Comp
- FLSA
- Federal Labor Case Law
- Superintendent Role in Board Relations
- And More!

For more information and to register online visit: www.ncsa.org

Conference At-A-Glance

Tuesday, September 29

12:30 p.m.	Registration Open
1:00 p.m.	**The ABCs of Negotiations** *with The Perry Law Firm*
5:00 p.m.	Social - TBD

Wednesday, September 30

7:30 a.m.	Registration and Continental Breakfast Exhibits Open
8:30 a.m.	Welcome and Opening Keynote **Choosing to Care: How Curiosity Creates Community in the Workplace** *with James Robilotta*
9:30 a.m.	Exhibit Break
9:45 a.m.	Concurrent Session I
10:45 a.m.	Exhibit Break
11:00 a.m.	Concurrent Session II
12:00 p.m.	Lunch
1:00 p.m.	Concurrent Session III
2:00 p.m.	Exhibit Break
2:15 p.m.	Concurrent Session IV
3:15 p.m.	Adjourn

Lodging
Embassy Suites - Lincoln
(402) 473-4719
$159 + tax
Mention: NCSA/NASB Labor Relations
Book by September 15, 2026

Registration

Name:______________________________
School District/Agency:______________________________
Address:______________________________
City:______________________ State:__________ Zip:__________
Phone:______________ Email:______________________

Preconference Registration - September 29
**Please note, preconference is a separate fee*

Preconference	_____	$85
Yes, I will attend the social	_____	FREE

Registration - September 30

NCSA/NASB Member	_____	$165

Return forms to:
NCSA
440 S 13th St., Ste A
Lincoln, NE 68508
FAX: 402-476-7740

Total Registration $________

All Cancellation requests must be received by Wednesday, September 23, 2026.

For more information and to register online visit: www.ncsa.org