Wilcox-Hildreth Public School
Board of Education Regular Meeting
Monday, October 20, 2025
Conference Room - Wilcox - 7:00 AM

1. Call to Order. Roll Call

2. Announce location of posted Open Meetings Act

    2.A. Pledge

3. Consent Agenda

    3.A. Approval of Agenda

    3.B. Approval of minutes of Special September 25, 2025 Board Meeting

    3.C. Approval of Claims

    3.D. Financial Report

4. Visitors and communication from the public

5. Action Items

5.A. Discuss, consider and take all necessary action to recognize the WHEA as the exclusive negotiating body for the 2027-2028 calendar year

5.B. Discuss, consider and take all necessary to approve the bid to replace the pool pump.

5.C. Discuss, consider and take all necessary action to approve changes to the classified salary schedule.

6. Discussion Items

6.A. Discuss potential housing incentives to recruit and retain teachers to the district

6.B. Discuss the declaration of participation for 6-man or 8-man football for the 2027-2029 cycle

7. Administrator Report

7.A. Superintendent Report

7.B. Principal Report

8. Next Board Meeting: 7:00 PM Monday, November 17, 2025 in the Wilcox Conference room.

9. Adjourn

Wilcox-Hildreth Public School
Board of Education Special Meeting
Thursday, September 25, 2025 ~ 8:00 AM
Posting Locations:
Omaha World Herald: 9/18/2025
Conference Room - Wilcox
404 Sapp Street
Wilcox, NE 68982-0190

1. Call to Order. Roll Call

2. Announce location of posted Open Meetings Act

2.A. Pledge

3. Consent Agenda

Motion by Ryan Knaus, seconded by Alan Casper, to approve the consent agenda. Motion Passed.
Teresa Carey: Yea, Alan Casper: Yea, Kert Hansen: Yea, Ryan Knaus: Yea, Kirk Nelson: Yea, Chris Stuehm: Yea
Yea: 6, Nay: 0

3.A. Approval of Agenda

4. Visitors and communication from the public

No members of the public were present.

5. Action Items

5.A. Discuss, consider, and take all necessary action to adopt resolution increasing the school district's base growth percentage used to determine the school district's property tax request authority by up to seven percent (7%).

Motion by Alan Casper, seconded by Ryan Knaus, to to approve the resolution. Motion Passed.
Teresa Carey: Nay, Alan Casper: Yea, Kert Hansen: Yea, Ryan Knaus: Yea, Kirk Nelson: Yea, Chris Stuehm: Yea
Yea: 5, Nay: 1

6. Discussion Items

7. Next Board Meeting:

7:00am Monday, October 20, 2025 in the Wilcox Conference Room.

8. Adjourn

Motion by Teresa Carey, seconded by Chris Stuehm, to to adjourn at 8:15am. Motion Passed.
Teresa Carey: Yea, Alan Casper: Yea, Kert Hansen: Yea, Ryan Knaus: Yea, Kirk Nelson: Yea, Chris Stuehm: Yea
Yea: 6, Nay: 0

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1 Fund Number 01		GENERAL FUND	
Almquist, Maltzahn, Calloway, Luth PC	35999	Audit 24-25	13,575.00
Total Almquist, Maltzahn, Calloway, Luth PC			13,575.00
Amazon Capital Services, Inc.	1364-KLLW-4KCW	Building Supplies - Wilcox	23.48
Amazon Capital Services, Inc.	16XF-LLJJ-4MTC	Health Room Supplies-Thermometer Ear Cov	15.34
Amazon Capital Services, Inc.	19VY-XPJJ-4P9Y	One Act Supplies 2025	185.94
Amazon Capital Services, Inc.	1J39-C347-4DH4	Adaptors for Gym Projectors	51.96
Amazon Capital Services, Inc.	1LYG-PN6D-C1X9	Media Supplies	35.96
Amazon Capital Services, Inc.	1MJR-YMMC-3P11	FCS Supplies	40.13
Amazon Capital Services, Inc.	1TQL-VVMX-66Y9	Science Room Supplies - Gloves	120.10
Total Amazon Capital Services, Inc.			472.91
Black Hills Energy	4456237296-0076	613 Nelson Street	462.02
Black Hills Energy	4694971507-0076	102 N Stockton Street	1,493.94
Black Hills Energy	5673345098-0075	208 Stockton Street	53.27
Black Hills Energy	8027394935-0077	404 E Sapp Street	98.28
Total Black Hills Energy			2,107.51
BrightArrow Technoligies, Inc.	19189	BrightArrow 1-Year Subscription	1,000.00
Total BrightArrow Technoligies, Inc.			1,000.00
BTS Communications	35703-0002	Remote Support	54.00
Total BTS Communications			54.00
Central Nebraska Truck and Trailer Repair LLC	4257	#18 80-Day Inspection/Repair	564.51
Central Nebraska Truck and Trailer Repair LLC	4261	#23 80-Day Inspection	125.00
Central Nebraska Truck and Trailer Repair LLC	4262	#21 80-Day Bus Inspection	125.00
Central Nebraska Truck and Trailer Repair LLC	4263	#24 80-Day Bus Inspection	125.00
Central Nebraska Truck and Trailer Repair LLC	4264	#5 80-Day Bus Inspection	125.00
Central Nebraska Truck and Trailer Repair LLC	4265	#3 80-Day Bus Inspection	125.00
Central Nebraska Truck and Trailer Repair LLC	4274	#25 Service	407.37
Total Central Nebraska Truck and Trailer Repair LLC			1,596.88
Clearfly	INV746392-0002	Phone Services	97.35
Total Clearfly			97.35
Cooperative Producers Inc	Fuel/ChemicalsSept25	Fuel/Grounds Supplies	5,817.42
Total Cooperative Producers Inc			5,817.42
Cornerstone Electric	5930	Bus Barn Sensor Repair	125.00
Cornerstone Electric	5934	Repair breakers on Stage Panel	772.49
Total Cornerstone Electric			897.49
D&S Ag Sales, Inc.	33102	Bestway Ag Sprayer 55 Gal.	2,250.00
Total D&S Ag Sales, Inc.			2,250.00
DAS State Accounting-Central Finance	1485748-0003	Interregional Fee	0.00
Total DAS State Accounting-Central Finance			0.00
Double D Cleaners	18922	Dry Cleaning Services-WH Falcon Table Cl	46.30
Total Double D Cleaners			46.30

Vendor Name	Invoice Number	Description	Amount
Eakes Office Solutions	9201920-1	Office Supplies for Bennetts	41.69
Eakes Office Solutions	9205099-0	Office Supplies - UE	44.46
Eakes Office Solutions	9207645-0	FCS Classroom Supplies	14.88
Eakes Office Solutions	9208688-0	3rd Grade Classroom Supplies	71.78
Eakes Office Solutions	9221535-0	Colored Paper-Wilcox Site	54.08
Total Eakes Office Solutions			226.89
ESU #11	4804	Nurse/TechSupport/E-RateFiling/OverDrive	11,173.52
Total ESU #11			11,173.52
Family Medical Specialties	6120	Bus Physical-Sharon Jensen	149.00
Total Family Medical Specialties			149.00
Family Physical Therapy & Sports Center, P.C.	3721	SA Physical Therapy	59.50
Total Family Physical Therapy & Sports Center, P.C.			59.50
Franklin County Chronicle	Sept2025BOENotices	BOE Meeting Notices-September 2025	678.98
Total Franklin County Chronicle			678.98
Fritz's Market	SeptGFInvoices	Health/Custodial/PTConf/StaffSupplies	170.87
Total Fritz's Market			170.87
Great Plains Communications	50365-0067	Wilcox Site Phone Bill	314.05
Total Great Plains Communications			314.05
HD Supply	891024986	Custodial Supplies-Wilcox & Hildreth	278.47
HD Supply	891092348	Wilcox Site Custodial Supplies - Filters	296.97
HD Supply	891261786	WIlcox Site LED Emergency Lights	89.94
HD Supply	891581571	Custodial Supplies-Wilcox Site	48.72
HD Supply	893418301	Blinds-Counselors Office HS	147.11
HD Supply	893695601	Custodial Supplies-Hildreth Site	89.97
HD Supply	895221323	Blinds - Counselor Office	45.44
HD Supply	895981751	Building Supplies	26.89
HD Supply	896468634	Custodial Supplies - Wilcox & Hildreth	59.28
HD Supply	896592698	Custodial Supplies - Wilcox Site	964.93
HD Supply	897642369	Hildreth Site Custodial Supplies	538.98
HD Supply	897665246	HVAC Filters-Hildreth Site	55.88
Total HD Supply			2,642.58
Holdrege Public School	FoutsInsurance25-26	Michelle Fouts 1/2 BC/BS Premium 25-26	14,253.84
Total Holdrege Public School			14,253.84
Hometown Leasing	1280109810-0001	Copy Machine Lease Payment	894.00
Total Hometown Leasing			894.00
J.W. Pepper & Son, Inc.	367726092	Choir Music	89.74
J.W. Pepper & Son, Inc.	367727401	Choir Music	82.40
Total J.W. Pepper & Son, Inc.			172.14
Janssen Chrysler Jeep Dodge	206946	Van Window Repair	236.48
Total Janssen Chrysler Jeep Dodge			236.48

Vendor Name	Invoice Number	Description	Amount
Kat's Korner Market	Sept2025FCSSupplies	FCS Classroom Supplies	110.34
Total Kat's Korner Market			110.34
KSB School Law	19924	Legal Services - September 2025	1,664.50
Total KSB School Law			1,664.50
Larsen's Ace Hardware	47775	Wilcox Site Custodial Supplies	42.97
Larsen's Ace Hardware	47959	One Act Supplies	95.92
Larsen's Ace Hardware	48221	One Act Supplies	67.97
Larsen's Ace Hardware	48295	Transportation/Trailer Supplies	27.29
Larsen's Ace Hardware	48881	Ag Buillding Classroom Supplies	41.94
Total Larsen's Ace Hardware			276.09
Matheson Tri-Gas Inc	52567589-0001	Acetylene & Oxygen - I.A.	141.49
Total Matheson Tri-Gas Inc			141.49
Menards - Kearney	97155	UE Custodial Supplies	153.95
Menards - Kearney	97264	Custodial Supplies - Wilcox Site	181.01
Menards - Kearney	97730	Building Supplies/Tools	42.44
Total Menards - Kearney			377.40
Mid-America Research Chemical	0860901-IN	Custodial Supplies	178.59
Total Mid-America Research Chemical			178.59
Minden Courier	SubscriptionUE25-26	Minden Newspaper (UE)	70.00
Total Minden Courier			70.00
Mystery Science, Inc.	SP-24154	Quote #SP-24154	900.00
Mystery Science, Inc.	SP-24156	4th Grade Pack	520.00
Total Mystery Science, Inc.			1,420.00
NCSA	88649	2025 School Law Update-Patterson	140.00
NCSA	89012	Luke Glenn Member Dues 9/25-8/26	335.00
Total NCSA			475.00
NWEA	850295	Map Growth K-12	1,312.50
Total NWEA			1,312.50
Omaha World Herald	20250919LegalNotice	Legal Notice-BOE Special Meeting	38.00
Total Omaha World Herald			38.00
Presto-X Company	83850374	Monthly Pest Control - Wilcox Site	97.87
Total Presto-X Company			97.87
Protex Central, Inc.	165070	Fire Extinguisher Maintenance - Wilcox	587.50
Protex Central, Inc.	165447	Fire Alarm Inspection	275.00
Protex Central, Inc.	165448	FCS Room Rangehood Inspections (3)	246.00
Protex Central, Inc.	165597	Ag Building - Fire Alarm Inspection	62.50
Total Protex Central, Inc.			1,171.00
Psychological Assessment Resources, Inc.	IN-00503649	Standard SDS Internet	1,307.95
Total Psychological Assessment Resources, Inc.			1,307.95

Vendor Name	Invoice Number	Description	Amount
Rutt's Heating and Air Conditioning, Inc.	8735	Hildreth Site HVAC Repair-Lobby	1,190.00
Rutt's Heating and Air Conditioning, Inc.	8740	Repair	1,027.55
Total Rutt's Heating and Air Conditioning, Inc.			2,217.55
S & W Auto Parts	006393	Snow Blower/Bus Parts	59.91
Total S & W Auto Parts			59.91
Schenk, Darren	20250923PTMeal	PT Conference Meal for Staff	375.00
Total Schenk, Darren			375.00
Syndicate Publishing	23855	Legal Notice 9/15/25 Minutes	103.73
Syndicate Publishing	23972	Legal Notices - Notice & Minutes 9/25/25	34.36
Syndicate Publishing	2509227	Local Fall Sports Preview	180.00
Total Syndicate Publishing			318.09
Teacher Created Resources	6630044	SpEd supplies	47.94
Total Teacher Created Resources			47.94
Truck Center Companies Nebraska/Iowa/Kansas	XA106275705:01	Bus #22 Parts	43.96
Total Truck Center Companies Nebraska/Iowa/Kansas			43.96
University of Nebraska at Kearney	57-14840	Woollen/Harms Class B & Passenger End.	540.00
University of Nebraska at Kearney	57-14994	Bus Training- Woollen/Whipkey	455.00
Total University of Nebraska at Kearney			995.00
University of Nebraska Kearney	110	5 Students World Language Day Regist.	100.00
Total University of Nebraska Kearney			100.00
Village Of Hildreth	099-0066	613 Nelson Street Utilities	2,181.66
Village Of Hildreth	100-0066	WH Upper Elem. - Bus	7.97
Village Of Hildreth	249A FB Fi-0066	Football Field	172.95
Total Village Of Hildreth			2,362.58
Village Of Wilcox	10600-0070	102 N Stockton	1,629.00
Village Of Wilcox	15500-0070	105 North Stockton/Greenhouse	70.09
Village Of Wilcox	23000-0070	102 North Stockton	192.50
Village Of Wilcox	23400-0061	Water-102 N. Stockton	288.66
Village Of Wilcox	23700-0070	308 East Sapp Street/Ag Building	218.33
Village Of Wilcox	24300-0070	Wilcox Site Water-South West	70.96
Village Of Wilcox	24400-0070	102 North Stockton-School Office	55.00
Village Of Wilcox	24500-0070	Wilcox Site-South East	148.60
Village Of Wilcox	24700-0070	Wilcox Site-FB Field	226.00
Village Of Wilcox	25600-0070	208 N Stockton Street-Bus Barn	30.15
Total Village Of Wilcox			2,929.29
VISA	HinrichsOct2025GF	Tech/OneAct/Notary-Hinrichs	536.24
VISA	MuhlbachOct25GF	MTSS Registrations	625.00
VISA	PattersonOct2025GF	Patterson/AD Meal/Room Rental Dep.	148.37
VISA	WHSOct2025GF	Postage UPS	41.56
Total VISA			1,351.17
Wage Works	INV8262371-0001	FSA Admin Fee	144.50
Total Wage Works			144.50

Vendor Name	Invoice Number	Description	Amount
Weides Water LLC	8837	Labor for Pool Main Pump	192.00
Total Weides Water LLC			192.00
Wilcox-Hildreth General Fund	LateIntWhipkey24-25	Interest due for adjustments-Whipkey	15.31
Total Wilcox-Hildreth General Fund			15.31
Woodward's Disposal Service	NO9286-184-0001	Destruction Services-Shredding of Docs	55.00
Total Woodward's Disposal Service			55.00
Yanda's Music And Pro Audio	777007	Band Instrument Supplies	108.00
Yanda's Music And Pro Audio	777431	Percussion Backpack	49.99
Yanda's Music And Pro Audio	778312	Slide Oil/Valve Oil	44.00
Yanda's Music And Pro Audio	778325	Cymbal Straps	36.00
Yanda's Music And Pro Audio	780149	Flute Maintenance Kit	17.00
Total Yanda's Music And Pro Audio			254.99
Fund Number 01			78,989.73
Checking Account ID 1			78,989.73

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 6	Fund Number 06	NUTRITION FUND	
Cash-Wa Distributing Co	14813755	Wilcox Site Food & Supplies	1,245.35
Cash-Wa Distributing Co	14821949	Hildreth Site Food & Supplies	343.38
Cash-Wa Distributing Co	14822338	Wilcox Site Food & Supplies	692.88
Cash-Wa Distributing Co	14830575	Wilcox Site - Food	1,036.98
Cash-Wa Distributing Co	14834324	Hildreth Site Food & Supplies	469.42
Cash-Wa Distributing Co	14839089	Wilcox Site Food & Supplies	925.19
Cash-Wa Distributing Co	CM3890561	Credit Memo Catsup - Wilcox Site	(79.72)
Cash-Wa Distributing Co	P14814409	Wilcox Site Food	149.98
Total Cash-Wa Distributing Co			4,783.46
Fritz's Market	LFSept2025	Hildreth & Wilcox Site Food Expenses	51.73
Total Fritz's Market			51.73
Presto-X Company	82477536	Monthly Pest Control - Hildreth Site	98.05
Total Presto-X Company			98.05
Protex Central, Inc.	165447	Fire Alarm Inspection	100.00
Total Protex Central, Inc.			100.00
Sysco Lincoln	161A3997Z	Wilcox Site - Supplies	17.55
Sysco Lincoln	661520484	Wilcox Site Food	93.00
Sysco Lincoln	661526204	Wilcox Site Food & Supplies	824.44
Sysco Lincoln	661526205	Hildreth Site Food & Supplies	1,570.18
Sysco Lincoln	661537680	Wilcox Site Food & Supplies	1,423.87
Sysco Lincoln	661537682	Hildreth Site Food	965.20
Sysco Lincoln	661547902	Hildreth Site Food	102.65
Sysco Lincoln	661547943	Hildreth Site Food	71.65
Sysco Lincoln	661550092	Wilcox Site Food & Supplies	1,720.14
Sysco Lincoln	661550093	Hildreth Site - Food & Supplies	852.95
Sysco Lincoln	661557458	Hildreth Site Supplies	13.20
Sysco Lincoln	661560117	Hildreth Site Food	61.44
Sysco Lincoln	661563558	Wilcox Site Food & Supplies	1,184.02
Sysco Lincoln	661567481	Wilcox Site Food	29.80
Total Sysco Lincoln			8,930.09
Fund Number 06			13,963.33
Checking Account ID 6			13,963.33

GENERAL FUND		**ACCOUNT BALANCES:**	**30-Sep-25**
	9/30/25	Depreciation	$1,053,410.24
County Receipts	$523,061.36	General	$2,023,039.00
Motor Vehicle Taxes	$10,887.81	Lunch	$105,481.84
Local License Fees		ADA	$476,440.47
Interest Earned	$5,042.79	Employee Benefit	$6,496.52
Other Local Receipts		HS Activity	$558,624.70
County Fines & Licenses	$741.75	Gen Fund Clearing	$5,370.26
Homestead Exemption		Student Fee	$16,306.00
Nameplate Capacity Tax		URM Fund	$18,098.03
Other County Sources		Falcon Team Account	
High Ability Learners		Special Building Fund	$1,108,762.21
State Aid	$38,517.00	**Total Funds**	**$5,372,029.27**
SPED Programs			
State Apportionment			
Pers. Prop Tax Credit			
Property Tax Relief			
Pro Rata Motor Vehicles		**Account Balance as of:**	**September 30, 2025**
In Lieu of Taxes	$442.69	**DEPRECIATION FUND BREAKDOWN:**	
Medicaid	$245.77	Charter Reimb	$0.00
Title I		Transportation	$405,627.48
Title IIA		Building	$316,422.90
Title IV		Track	$200,000.00
IDEA Base (611)		Interest	$7,123.66
IDEA Base (619)		Computer Hardware	$124,236.20
Misc Receipts	$2,650.00	**Total:**	**$1,053,410.24**
Grant-C4K/Swimming Pool			
High Ability Learners			
Perkins Grant			
U.S. Fish & Wildlife	$1,259.88	**New CD - 6 Month**	**$335,048.77**
Lunch Tax/Retire	$2,066.27	**Combined 8 Smalls CD's + $250,000.00 from Depr. Fund**	
Federal Grant (CTE-Career Ed)	$7,500.00		
TOTAL RECEIPTS	**$592,415.32**		
Instructional Services-1100	$172,993.85		
SPED Service-1200	$33,673.77		
Summer School-1300			
Student Support Service-2100	$12,846.43		
Support Services - Staff 2200	$19,416.69		
Executive Admin/Superin-2300	$19,218.46		
Principal-2400	$34,534.19	**GENERAL FUND BANK RECONCILIATION:**	
Business-2500	$21,915.88		
Operation-Maintenance-2600	$70,509.03	Bank Balance as of September 30, 202	$2,023,846.76
Regular Transportation-2700	$17,233.26	Outstanding Checks:	$807.76
Community Service -3300	$1,045.50	**Ending Balance:**	**$2,023,039.00**
Grants 3400/3500	$251.32		
Architech & Engineering-4300			
Federal Funds/Title I-6200	$6,689.82		
Building Improvement/4700			
Debt Serivices-5000			
IDEA - 6400			
Fed Voc (Perkins) - 6700			
Emerg. Relief-ESSER-6900			
Transfers-8000			
TOTAL EXPENDITURES:	**$410,328.20**		

Report Date 10/1/2025

GENERAL FUND

	9/30/24
County Receipts	$757,969.50
Motor Vehicle Taxes	$6,164.56
Local License Fees	$300.00
Interest Earned	$3,913.40
Other Local Receipts	
County Fines & Licenses	$693.79
Homestead Exemption	
Nameplate Capacity Tax	
Other County Sources	
High Ability Learners	
State Aid	$38,744.00
SPED Programs	
State Apportionment	
Pers. Prop Tax Credit	
Property Tax Relief	
Pro Rata Motor Vehicles	
In Lieu of Taxes	$216.61
Medicaid	
Title I	
Title IIA	
Title IV	
IDEA Base (611)	
IDEA Base (619)	
Misc Receipts	
Grant-C4K/Swimming Pool	
High Ability Learners	
Perkins Grant	
U.S. Fish & Wildlife	
Lunch Tax/Retire	$2,666.08
REAP Grant	
ESSER III Grant	$238,625.00
TOTAL RECEIPTS	**$1,049,292.94**

Instructional Services-1100	$187,132.30
SPED Service-1200	$30,880.30
Summer School-1300	
Student Support Service-2100	$12,129.84
Support Services - Staff 2200	$16,930.46
Executive Admin/Superin-2300	$20,630.73
Principal-2400	$35,292.41
Business-2500	$11,310.89
Operation-Maintenance-2600	$40,325.91
Regular Transportation-2700	$17,698.11
Community Service -3300	$2,713.33
Grants 3400/3500	$114.87
Architech & Engineering-4300	
Federal Funds/Title I-6200	$7,422.40
Building Improvement/4700	
Debt Serivices-5000	
IDEA - 6400	$681.29
Fed Voc (Perkins) - 6700	
Emerg. Relief-ESSER-6900	$1,166.65
Transfers-8000	
TOTAL EXPENDITURES:	**$384,429.49**

ACCOUNT BALANCES: **30-Sep-24**

Depreciation	$732,051.26
General	$2,079,038.38
Lunch	$28,794.89
ADA	$267,281.49
Employee Benefit	$6,408.02
HS Activity	$551,827.39
Gen Fund Clearing	$5,368.62
Student Fee	$14,439.16
URM Fund	$18,866.80
Falcon Team Account	
Special Building Fund	$1,018,901.65
Total Funds	**$4,722,977.66**

Account Balance as of:	**September 30, 2024**
DEPRECIATION FUND BREAKDOWN:	
Charter Reimb	$0.00
Transportation	$205,627.48
Building	$227,883.22
Track	$100,000.00
Interest	$24,476.01
Computer Hardware	$172,166.95
TCD	$20,000.00
Total:	**$750,153.66**

GENERAL FUND BANK RECONCILIATION:

Bank Balance as of Sept. 30, 2024	$2,082,454.23
Outstanding Checks:	$3,415.85
Ending Balance:	**$2,079,038.38**

Report Date 10/1/2024

Monthly Category Expenses:																
		Bdgt 22-26	Sept Exp	Oct Exp	Nov Exp	Dec Exp	Jan Exp	Feb Exp	Mar Exp	Apr Exp	May Exp	June Exp	July Exp	Aug Exp	Total	Balance
1100's	Instruction	**$2,628,400**	$172,994	$185,728											$358,722	$2,269,678
1200's	SPED	**$555,300**	$33,674	$39,784											$73,458	$481,842
1300's	Summer School	**$7,000**													$0	$7,000
2100's	Sup Ser Pupils	**$371,300**	$12,846	$12,794											$25,640	$345,660
2200's	Sup Ser Staff	**$255,950**	$19,417	$28,576											$47,993	$207,957
2310's	General Admin	**$296,700**	$19,218	$21,699											$40,917	$255,783
																$0
2400's	Principal	**$515,600**	$34,534	$36,378											$70,912	$444,688
2500's	Super/Business	**$245,100**	$21,916	$25,090											$47,006	$198,094
2600's	Main & Oper	**$1,027,000**	$73,159	$51,386											$124,545	$902,455
2700's	Reg Trans	**$528,000**	$17,233	$27,989											$45,223	$482,777
2712's	SPED Trans															$0
3000's	Community	**$98,100**	$1,046	$192											$1,238	$96,863
3500's	HAL/State Categorical	**$110,400**	$251	$251											$503	$109,897
4000's	Architecture/Engin	**$140,000**		$4,215											$4,215	$135,785
6000's	Federal	**$208,675**	$6,690												$6,690	$201,985
5000's	Debt Services	**$0**													$0	
8000's	Transfers	**$152,114**													$0	$152,114
9000's	Non-Program														$0	
Total		**$7,139,639**	$412,978	$434,082	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$847,060	$6,292,579
Total Monthly Expenses:																
General		**$6,118,264**	$372,615	$389,832	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$762,446	$5,355,818
SPED		**$555,300**	$33,674	$39,784	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$73,458	$481,842
Federal		**$208,675**	$6,690												$6,690	$201,985
Total		**$6,882,239**	$412,978	$429,616	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$842,594	$6,039,645
Total Yearly Expenses:																
General		**$5,966,150**	$372,615	$762,446	$762,446	$762,446	$762,446	$762,446	$762,446	$762,446	$762,446	$762,446	$762,446	$762,446	$762,446	$5,203,704
SPED		**$555,300**	$33,674	$73,458	$73,458	$73,458	$73,458	$73,458	$73,458	$73,458	$73,458	$73,458	$73,458	$73,458	$73,458	$481,842
Federal		**$208,675**	$6,690	$6,690	$6,690	$6,690	$6,690	$6,690	$6,690	$6,690	$6,690	$6,690	$6,690	$6,690	$6,690	$201,985
Total		**$6,730,125**	$412,978	$842,594	$842,594	$842,594	$842,594	$842,594	$842,594	$842,594	$842,594	$842,594	$842,594	$842,594	$842,594	$5,887,531
Total Unencumbered:																
General		**$6,118,264**	$5,745,649	$5,355,818	$5,355,818	$5,355,818	$5,355,818	$5,355,818	$5,355,818	$5,355,818	$5,355,818	$5,355,818	$5,355,818	$5,355,818		
SPED		**$555,300**	$521,626	$481,842	$481,842	$481,842	$481,842	$481,842	$481,842	$481,842	$481,842	$481,842	$481,842	$481,842		
Federal		**$208,675**	$201,985	$201,985	$201,985	$201,985	$201,985	$201,985	$201,985	$201,985	$201,985	$201,985	$201,985	$201,985		
Total		**$6,882,239**	$6,469,261	$6,039,645	$6,039,645	$6,039,645	$6,039,645	$6,039,645	$6,039,645	$6,039,645	$6,039,645	$6,039,645	$6,039,645	$6,039,645		
Gen Budget Avg Spend Down			$5,608,613	$5,098,349	$4,588,698	$4,078,435	$3,568,783	$3,059,132	$2,549,481	$2,039,217	$1,529,566	$1,019,915	$509,651	$0		
Total Budget Avg Spend Down			$6,544,907	$5,949,461	$5,354,729	$4,759,283	$4,164,551	$3,569,820	$2,975,088	$2,379,642	$1,784,910	$1,190,178	$594,732	$0		

October 1st, 2025

Wilcox-Hildreth Board of Education:

The Wilcox-Hildreth Education Association (WHEA) requests that the Board of Education recognize the WHEA as the exclusive negotiating body for non-supervisory certificated employees for the 2027-2028 calendar year at Wilcox-Hildreth Public Schools.

Thank you,

Brandy Lunsford
WHEA Head Negotiator

Weides Water LLC

248 'O' Rd
Axtell, NE 68924
308-293-0723- 8-5 m-f

Estimate

Date	Estimate #
10/14/2025	965

Name / Address
Wilcox-Hildreth Public School PO box 190 404 East Sapp Street Wilcox, NE 68982

Project

Description	Qty	Cost	Total
estimate to replace the main circulation pump for swimming pool with new matching replacement pump & motor			
SCOPE 1- to have a electrician disconnect pump wiring 2- disconnect existing piping and remove pump 3- set and anchor new pump to concrete pad 4- reconnect existing piping with new gasket and bolts 5- have the electrician reconnect wiring 6- *** in spring after pool is filled we will reprogram variable drive controller and start pump			
Neptune Benson 1003-8651 20 HP 230/460 pool pump (includes freight)	1	18,500.00	18,500.00
4" flat flange gasket & bolt kit	1	38.00	38.00
5" flat flange gasket & bolt kit	1	55.00	55.00
lift & equipment for setting pump	1	125.00	125.00
anchors & misc materials	1	82.00	82.00
labor	1	1,500.00	1,500.00
could be shipped in 2-3 weeks			

This price good for 30 days

Subtotal	$20,300.00
Sales Tax (0.0%)	$0.00
Total	$20,300.00

Weides Water LLC

248 'O' Rd
Axtell, NE 68924
308-293-0723- 8-5 m-f

Estimate

Date	Estimate #
10/7/2025	967

Name / Address
Wilcox-Hildreth Public School PO box 190 404 East Sapp Street Wilcox, NE 68982

Project

Description	Qty	Cost	Total
job location Wilcox swimming pool estimate to replaced a few leaking fittings on main 4" feed line & to a 3" branch to filter & pool			
4 flange bolt kit and gasket	1	35.00	35.00
4 pvc sch.80 uniflange	1	48.00	48.00
4 pvc sch. 80 45	1	93.00	93.00
4 pvc sch. 80 tee	1	48.00	48.00
4 x 3 pvc sch. 80 coupling	1	37.00	37.00
3 pvc sch. 80 coupling	1	30.00	30.00
4 pvc sch. 80 coupling	1	38.00	38.00
4 pvc sch. 80 pipe x 20 ft length	1	220.00	220.00
qt pvc glue & cleaner	1	35.00	35.00
misc materials	1	16.00	16.00
labor	1	720.00	720.00

This price good for 30 days from estimate date

Subtotal	$1,320.00
Sales Tax (0.0%)	$0.00
Total	$1,320.00

Sharon Jensen	**$17.00**	1470	$24,990.00	$1,911.74	$2,019.19	$10,357.20	$39,278.13
Brad Stithem	**$27.25**	1470	$40,057.50	$3,064.40	$3,236.65	$10,357.20	$56,715.74
Julie Ehlers	**$20.00**	1470	$29,400.00	$2,249.10	$2,375.52	$10,357.20	$44,381.82
Jennifer Martin	**$17.00**	1470	$24,990.00	$1,911.74	$2,019.19		$28,920.93
Ronda Gellerman	**$16.60**	735	$12,201.00	$933.38	$985.84		$14,120.22
Ronda Gellerman	**$16.60**	735	$12,201.00	$933.38	$985.84		$14,120.22
Amber Harms	**$17.00**	1470	$24,990.00	$1,911.74	$2,019.19		$28,920.93
New	**$18.50**	850	$15,725.00	$1,202.96	$1,270.58	$10,357.20	$28,555.74

KAREN A. HAASE NE, SD, IA, WY, KS
STEVE WILLIAMS NE, SD
BOBBY TRUHE NE, SD
COADY H. PRUETT NE, SD, CO
JORDAN JOHNSON NE, SD, WY

TYLER COVERDALE SD
SARA HENTO SD, NE
AMANDA DABNEY NE, WY
SHARI RUSSELL, Paralegal

M E M O R A N D U M

TO: Superintendent Justin Patterson and the Wilcox-Hildreth Public Schools Board of Education

FROM: Steve Williams

DATE: October 16, 2025

RE: School Housing Incentive Program

I am writing as a follow up on your question about the school district creating a school housing incentive program. The purpose of the program would be to attract and retain employees at the district. Under this program as originally envisioned, the school district would provide an employee incentive in the form of down payment assistance for the purchase of a home. In exchange, the employee would commit to working for the school district for a minimum period of time (for example, five years). There would be repayment penalties in the event that the employee did not fulfill the service term of the agreement. The school district is aware that it could provide teacherages for its employees, but the school would prefer to avoid being in the position of a landlord. You have asked if the proposed program is lawful.

School Board Powers. School boards are "creatures of statute" and may do only those things which are permitted by statute. The boards' powers are limited and they can bind their districts only within the limits fixed by the Legislature; beyond that, their acts are void. Any action taken by such a board must be through either express or implied power conferred by legislative grant. *School Dist. of Waterloo v. Hutchinson*, 244 Neb. 665, 508 N.W.2d 832 (1993). Therefore, statutes must provide an express or implied power to provide a housing incentive as described above in order for the district to have legal authority to make such an expenditure.

The School District has the Express Authority to Employ and Pay Employees. State law specifically authorizes school districts to employ administrators, teachers, and other necessary personnel. NEB. REV. STAT. § 79-501. State law also specifically authorizes school districts to bargain over wages and to pay such salaries as the board may deem reasonable. *See*, NEB. REV. STAT. § 79-817 through § 79-822; NEB. REV. STAT. § 48-818.01. However, there is no specific statute applicable to school districts that would authorize an employee incentive program.

The School District Also Possesses the Implicit and Incidental Power to Institute the Incentive Program. Wilcox-Hildreth is a school district and a political subdivision, but it also bears the basic attributes of a corporation. Section 79-405 provides:

> Every duly organized school district shall be a body corporate and possess all the usual powers of a corporation for public purposes, may sue and be sued, and may purchase, hold, and sell such personal and real estate as the law allows.

Section 21-1928, in turn, indicates that a public purpose corporation has the same powers as an individual to do all things necessary or convenient to carry out its affairs including, without limitation, the power:

> (12) To pay pensions and establish pension plans, pension trusts, and other benefit and incentive plans for any or all of its current or former directors, officers, employees, and agents;
> …
>
> (17) To do all things necessary or convenient, not inconsistent with law, to further the activities and affairs of the corporation.

The Nebraska Supreme Court has said:

> If a school board acts within the power conferred upon it by the Legislature, the courts cannot question the manner in which a board has exercised its discretion in regard to a subject matter over which it has jurisdiction, unless such action is so unreasonable and arbitrary as to amount to an abuse of the discretion reposed in it.

Id. at 669.

There is little question that section 79-405, when read in conjunction with section 21-1928, authorizes school districts to create incentive programs for

its employees. As long as the amount of the incentive is reasonable, it is likely to be found lawful by a court.

Bargaining Required. In *Crete Education Association v. Saline County School District No 76 0002, a/k/a Crete Public Schools*, 265 Neb. 8 (2002) and in *Coleridge Education Association v. Cedar County School District No. 14-0541 a/k/a Coleridge Community Schools*, 13 CIR 476, (2001), the Nebraska Supreme Court and the Commission of Industrial Relations held that extra payments to teachers must be negotiated with the teachers' association. In other words, the terms of your proposed housing incentive program must be negotiated with the Wilcox-Hildreth Education Association; and the terms of the program would have to be included in the negotiated agreement.

Potential Drawbacks. The main reason you indicated the school is considering this program is that the district lacks adequate housing for its employees. As a result, many employees (especially teachers) begin to work at the district but then leave their employment with the district to take jobs in locations that offer better housing options. One potential drawback of the program as it has been explained to me is that it may not have the desired result. Assuming that the program has a five-year service period requirement, employees may simply sell the house and move after they have worked for the district for five years. The employee may also choose to sell the house before the five years of service has been completed. This is made more likely if the value of the house increases rapidly during that time period. In either scenario, there is no guarantee that the employee will sell the home to another school district employee. I know that the district has indicated it is not interested in owning and leasing teacherages to school employees, but in my opinion owning the residence and leasing it to school employees would be a more effective way to provide economical housing to school employees. The residential properties would still be owned by the district and would remain available to other employees once the lease expires or the original employee ceases to be employed by the district.

There are other significant details that should also be considered further. For example, how will the school district protect its practical ability to be repaid in the event that an employee leaves the district before the minimum time has elapsed? Would the district seek to own a first lien on the property? If so, will a primary lender agree to be in second-position on its collateral? Will the school district's contribution toward a down payment preclude certain mortgage lending requirements (which often require that a down payment come from the borrowers themselves and cannot be "loaned" by others)? These are just a few examples of practical questions that are relevant for the planned approach to this program—even if it is most likely lawful.

Conclusion. I hope that this memorandum is helpful. This program is, to our knowledge, not like anything any school district in the state has attempted before. Therefore, it is impossible to say exactly how a reviewing court or administrative agency might respond to a challenge by a taxpayer to this program. However, we believe that the Nebraska statutes give the school district the authority to institute an incentive program like the one you are considering. If you have any questions, would like to discuss any of the issues raised in this memorandum, please let me know.

School Housing Incentive Program

Down Payment Assistance:

Guidelines:

- School Employee purchasing new construction home within Wilcox or Hildreth village limits (or home project approved by school board)

💰 **How It Could Work**

Step 1: School sets incentive
Example: **$30,000 down payment assistance**

Step 2: Employee commits to service

- Example: **5-year obligation**
- If leaving early → repay prorated amount
    - Leaves after 3 years → repay **$8,000**

Step 3: Builders offer first option

- New homes offered to school employees **before** the public.

Advantages of an incentive program:

- **Three-fold benefit**
    - School Employees
        - Incentivize and provide employees **housing opportunities**
        - **Improve employee retention** – service obligation and home ownership in the community
    - Builders/Developers
        - Incentivizes projects from the private industry by reducing the barrier for home ownership (reduces risk of builders/developers)
    - Hildreth and Wilcox
        - Community growth and stronger community ties
- If school employees DO NOT purchase the home, there's no cost/no money invested by the school
    - If the school built a home, is there a guarantee someone from the school would buy it?

    - If the school builds a home and is unable to sell it, how long would the school wait to sell? What are the holding costs? Would they sell for a loss?
- This program would **work in both communities**, preventing appearance of partiality
- School **avoids upfront investment** in funding a housing project
- School **avoids burden** of managing a housing project

Questions or potential roadblocks:

- Determining which projects would be eligible for down payment assistance
    - Any home? Just new construction? Existing homes completely rehabilitated/modernized?
    - Recommendation: Only homes where significant capital was required (new construction or rehabilitated homes)
    - Someone selling their home and moving doesn't need an incentive, it's already happening.
- How much assistance is enough to make a difference?
    - Significant barriers exist for new construction (when is the last "spec home" in either community?
- Will the school employee know they are getting a fair market price if they buy before the home hits the market?
    - Employee could wait until homes are on the market before purchase
- Which school employees would be eligible? Any full time employee? Just teachers?

Wilcox-Hildreth Public Schools
Monthly Board Notes
Prepared for the Wilcox-Hildreth Public Schools Board of Education

October 20, 2025
To: Wilcox-Hildreth Board of Education
From: Justin Patterson, Superintendent

Superintendent's Report:

A. FINANCES

- 12.12% of the budget is spent compared to
  i. October 2024- 11.92%
  ii. October 2023- 11.87%
  iii. October 2022- 11.50%
  iv. October 2021- 11.45%
  v. October 2020- 17.86%
  vi. October 2019- 14.12%
  vii. October 2018- 12.14%
  viii. October 2017- 12.14%,
  ix. October 2016- 12.6%
  x. (16.6% of the year complete).
- GF cash balance on 9/30/25 was $2,023,039.00 compared to:
  i. October 2024- $2,079,038.38
  ii. October 2023- $1,672,315.37
  iii. October 2022- $1,437,968.17
  iv. October 2021-$1,345,141.89
  v. October 2020- $1,205,025.81
  vi. October 2019- $2,449,557.88
  vii. October 2018- $2,889,290.75
- September County Receipts were down $234,908.14 compared to September 2024. We had higher receipts earlier this year that account for this change.
- Lease payments will be made in December. This will be our last payment!!!
- Through October 2025 we have spent $844,409.81 compared to
  i. October 2024- $820,110.13
  ii. October 2023- $808,174.10
  iii. October 2022- $759,984.63
  iv. October 2021- $738,984.68
  v. October 2020- $1,043,810.68
  vi. October 2019- $794,949.32
  vii. October 2018- $681,754
  viii. October 2017- $654,994
  ix. October 2016- $708,030
  x. October 2015- $731,645

- ❖ Payroll this month is $355,091.88 compared to $348,513.36 this month a year ago. Payroll will account for approximately $4.1 million this fiscal year.
- ❖ We are on track to spend approximately $6 million this fiscal year after year end transfers.
- ❖ The school audit was completed during September, we have not received it back as of Friday.

B. The Fall NASB conference is November 19-21 in Omaha As of now I have Kirk, Ryan, Kert, Teresa, and myself signed up to attend. Room reservations have been made at the Hilton and Marriott. Dinner reservations have been made for the night of the 21st. Details have been shared on the weekly updates sheet.

C. NEGOTIATIONS: Negotiation information has been shared on the weekly updates sheet.