Wilcox-Hildreth Public School
Board of Education Regular Meeting
Monday, December 15, 2025
Conference Room - Wilcox - 8:00 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 Regular November 17, 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 approve the 2026-2027 Negotiated Agreement with the WHEA.

6. Discussion Items

6.A. Americanism Committee Report

6.B. Teacher Tutors

6.C. NRSCA Spring Conference March 19-20.

6.D. WHPS has completed the process for Title I Comprehensive Support for Improvement (CSI)

7. Administrator Report

7.A. Superintendent Report

7.B. Principal Report

8. Next Board Meeting: 7:00 pm Monday, January 19th, 2026 in the Wilcox Conference Room

9. Adjourn

Wilcox-Hildreth Public School
Board of Education Regular Meeting
Monday, November 17, 2025 ~ 7:00 PM
Posting Locations:
Minden Courier Posting Date 11/06/2025
Franklin Chronicle Posting Date 11/05/2025
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 Alan Casper, seconded by Teresa Carey, to approve the consent agenda. Motion Passed.
Teresa Carey: Yea, Alan Casper: Yea, Kert Hansen: Yea, Ryan Knaus: Yea, Kirk Nelson: Yea, Chris Stuehm: Absent
Yea: 5, Nay: 0, Absent: 1

3.A. Approval of Agenda

3.B. Approval of minutes of Regular October 20, 2025 Board Meeting

3.C. Approval of Claims

3.D. Financial Report

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 approve a $25,000 transfer from the General Fund to the Special Building Fund.

Motion by Teresa Carey, seconded by Ryan Knaus, to approve a $25,000 transfer from the General Fund to the Special Building Fund. Motion Passed.
Teresa Carey: Yea, Alan Casper: Yea, Kert Hansen: Yea, Ryan Knaus: Yea, Kirk Nelson: Yea, Chris Stuehm: Absent
Yea: 5, Nay: 0, Absent: 1

5.B. Approve the bid from Thomas to purchase a new route bus

Motion by Teresa Carey, seconded by Kirk Nelson, to approve the bid from Thomas to purchase a new route bus. Motion Passed.
Teresa Carey: Yea, Alan Casper: Yea, Kert Hansen: Yea, Ryan Knaus: Abstain (Without Conflict), Kirk Nelson: Yea, Chris Stuehm: Absent
Yea: 4, Nay: 0, Absent: 1, Abstain (Without Conflict): 1

5.C. Approve the Superintendent Evaluation Summary

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

6. Discussion Items

6.A. Franklin Covey- Executive Coaching Sessions for the Administration Team

6.B. Schedule a Board retreat with the NASB and review possible topics

6.C. Negotiation Committee- schedule a meeting with WHEA

6.D. Review the findings of the 2024-2025 financial audit.

6.E. Strategic Plan Update

7. Administrator Report

7.A. Superintendent Report

Superintendent Patterson Reported on:

1. School Finance Updates
2. Water Intrusion Project
3. Negotiations Update
4. Scheduling a board retreat in the spring and subjects to discuss

7.B. Principal Report

Principal Glenn Reported:
Attendance Bashes.
Updated Device Numbers.
One Act Performance, And Upcoming District Competition.
Veterans Day Program.

8. Next Board Meeting: 8:00am Monday, December 15, 2025 in the Wilcox Conference Room

9. Adjourn

Motion by Alan Casper, seconded by Chris Stuehm, to adjourn meeting at 7:46 p.m. 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	
Amazon Capital Services, Inc.	17JR-7L9D-KF6Y	Hance English Books/	42.19
Amazon Capital Services, Inc.	1DK6-Y93X-CF3J	Christmas Concert Costumes-Music	427.87
Amazon Capital Services, Inc.	1XJK-QRDJ-K69V	Hance-English Books	114.89
Total Amazon Capital Services, Inc.			584.95
Black Hills Energy	4456237296-0078	613 Nelson Street	1,530.82
Black Hills Energy	4694971507-0078	102 N Stockton Street	3,101.41
Black Hills Energy	5673345098-0077	208 Stockton Street	95.02
Black Hills Energy	8027394935-0079	404 E Sapp Street	362.43
Total Black Hills Energy			5,089.68
BTS Communications	35754-0001	Remote Support	54.00
BTS Communications	35775	Annual License 2026	5,237.21
Total BTS Communications			5,291.21
Clearfly	INV772707-0001	Phone Services	97.25
Total Clearfly			97.25
Computer Hardware	167582	Lauder Laptop Repair/Bookkeeper Supplies	704.95
Total Computer Hardware			704.95
Cooperative Producers Inc	Nov25FuelCharges	FUel	2,625.05
Total Cooperative Producers Inc			2,625.05
DAS State Accounting-Central Finance	1501751-0001	Interregional Fee Oct 2025	317.87
Total DAS State Accounting-Central Finance			317.87
Diversified Drug Testing	25112262	DOT Drug & Alcohol Program	129.00
Diversified Drug Testing	25112543	DOT Rand Screening	198.00
Total Diversified Drug Testing			327.00
Eakes Office Solutions	9239486-0	3rd Grade Classroom Supplies	18.30
Eakes Office Solutions	9239486-1	3rd Grade Classroom Supplies	8.41
Eakes Office Solutions	9239984-0	Bookkeeping Supplies	39.96
Eakes Office Solutions	9247741-0	Cleaner-Tech Coor Supplies	11.04
Eakes Office Solutions	C9225045-0	COA Bookkeeper Supplies	(76.68)
Eakes Office Solutions	INV709446	B/W & Color Copy Charges	2,458.84
Total Eakes Office Solutions			2,459.87
ESU #11	2526-1-13	1st Qtr Sped Billing 25-26	65,788.97
ESU #11	4831	Fall Conf Fees/Lunch 1st Qtr Inservice	2,447.48
Total ESU #11			68,236.45
ESU Coordinating Council	PFPT000205	Proofpoint Renewal 25-26	258.30
Total ESU Coordinating Council			258.30
Family Physical Therapy & Sports Center, P.C.	3765	Physical Therapy Birth-3; SA PhyTherapy	322.00
Family Physical Therapy & Sports Center, P.C.	3776	Physical Therapy PK/SA	217.00
Total Family Physical Therapy & Sports Center, P.C.			539.00
Franklin County Chronicle	Nov2025Publications	Nov 25 BOE Notices/Veterans Day Ad	111.87
Total Franklin County Chronicle			111.87

Vendor Name	Invoice Number	Description	Amount
Fritz's Market	Nov25GFExpenses	Health/Custodial/FCS/AttendBash	265.15
Total Fritz's Market			265.15
Furby's Plumbing	11874	Wilcox Site Drain Repair	369.00
Total Furby's Plumbing			369.00
Great Plains Communications	50365-0069	Wilcox Site Phone Bill	292.96
Total Great Plains Communications			292.96
HD Supply	0882202900	Custodial Supplies	16.98
HD Supply	0882202901	Shower Head	83.34
HD Supply	0882224461	Showerhead Chrome	83.34
HD Supply	901345041	Flag Pole	8.88
HD Supply	901685107	Hand Towels-Wilcox & Hildreth Sites	2,501.07
HD Supply	901749259	Aerator Keys	9.74
HD Supply	9243268987	Custodial Supplies	342.59
Total HD Supply			3,045.94
Hometown Leasing	#12801098-0001	Copy Machine Lease Payment	894.00
Total Hometown Leasing			894.00
Kat's Korner Market	Nov2025InvoicesFCS	FCS Supplies	125.86
Total Kat's Korner Market			125.86
Kidwell, Inc	287890	Remaining Bal Due UE-Hildreth	10,605.00
Kidwell, Inc	287891	Balance Due - Bus Barn/Ag Bldg. Cameras	10,137.50
Total Kidwell, Inc			20,742.50
KSB School Law	20338	Legal Services - November 2025	269.50
Total KSB School Law			269.50
Larsen's Ace Hardware	50278	One Act Supplies	19.77
Total Larsen's Ace Hardware			19.77
Lexia Learning Systems LLC	8812136	Letrs Connect 3E License	249.00
Total Lexia Learning Systems LLC			249.00
Loomis Public School	FKCChoralClinicMeals	FKC Choral Clinic Student Meals	84.00
Total Loomis Public School			84.00
Matheson Tri-Gas Inc	0032419504-0001	Acetylene & Oxygen - I.A.	145.69
Total Matheson Tri-Gas Inc			145.69
Menards - Kearney	00079	Hildreth Site Custodial Supplies	433.99
Menards - Kearney	99818	Tools/Supplies	35.27
Total Menards - Kearney			469.26
NASB	N-54482	State School Board Convention 2025	2,290.00
Total NASB			2,290.00
OneSource	2022194069	Background Check	19.00

Vendor Name	Invoice Number	Description	Amount
Total OneSource			19.00
Presto-X Company	85269016	Monthly Pest Control Services-Wilcox	97.87
Total Presto-X Company			97.87
Retirement Plan Consultants, LLC	INVIMA9320098	Gov. Mandated Amendment 403B Plans	400.00
Total Retirement Plan Consultants, LLC			400.00
Rosendahl Repair	29640	Transmission Fluid/Filter	30.26
Total Rosendahl Repair			30.26
S & W Auto Parts	010892	Bus Supplies	122.53
Total S & W Auto Parts			122.53
Spracklin Chiropractic	1000	Youngmark-DOT Physical	100.00
Total Spracklin Chiropractic			100.00
Syndicate Publishing	24300	Legal Notices 11/17/25 Minutes	74.03
Syndicate Publishing	24370	BOE Meeting Notice 12/15/25	9.82
Total Syndicate Publishing			83.85
University of Nebraska at Kearney	57-15087	Josh Harms Bus Driver Training	255.00
Total University of Nebraska at Kearney			255.00
Village Of Hildreth	099-0068	613 Nelson Street Utilities	1,502.75
Village Of Hildreth	100-0068	WH Upper Elem. - Bus	5.89
Village Of Hildreth	249A FB Fi-0068	Football Field	136.75
Total Village Of Hildreth			1,645.39
Village Of Wilcox	10600-0072	102 N Stockton	1,202.20
Village Of Wilcox	15500-0072	105 North Stockton/Greenhouse	164.28
Village Of Wilcox	23000-0072	102 North Stockton	192.50
Village Of Wilcox	23400-0063	Water-102 N. Stockton	105.00
Village Of Wilcox	23700-0072	308 East Sapp Street/Ag Building	155.90
Village Of Wilcox	24300-0072	Wilcox Site Water-South West	55.00
Village Of Wilcox	24400-0072	102 North Stockton-School Office	55.00
Village Of Wilcox	24500-0072	Wilcox Site-South East	55.00
Village Of Wilcox	24700-0072	Wilcox Site-FB Field	215.20
Village Of Wilcox	25600-0072	208 N Stockton Street-Bus Barn	31.07
Total Village Of Wilcox			2,231.15
VISA	BennettsDec25GF	FCS Oven Door Replacement	298.96
VISA	MuhlbachDec25GF	UNK Job Fair Registration	175.00
VISA	PattersonDec25GF	AD/Supt FKC Meal/BOE Meals	265.38
VISA	WHSDec25GF	One Act/FCS Charges	429.83
Total VISA			1,169.17
Wage Works	INV8358908-0002	FSA Admin Fee	144.50
Total Wage Works			144.50
Walmart	FCSCharges10/30/25	FCS Classroom Supplies	93.23
Total Walmart			93.23

Vendor Name	Invoice Number	Description	Amount
Wil-Hil Activity Account	FBReimbCorrection25	Correct error on invoice coding. S/B PE	1,800.00
Total Wil-Hil Activity Account			1,800.00
Woodward's Disposal Service	NO9297-185-0001	Destruction Services-Shredding of Docs	55.00
Total Woodward's Disposal Service			55.00
Yanda's Music And Pro Audio	789266	Flute Repair-School Ins.	48.00
Total Yanda's Music And Pro Audio			48.00
Zimmerman Printing & Shirt Shack	71182	Falcon Postcards	107.50
Total Zimmerman Printing & Shirt Shack			107.50
Fund Number 01			124,308.53
Checking Account ID 1			124,308.53

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 6	Fund Number 06	NUTRITION FUND	
Cash-Wa Distributing Co	14889449	Wilcox Site Food & Supplies	1,031.53
Cash-Wa Distributing Co	14892134	Hildreth Site Food	261.17
Cash-Wa Distributing Co	14897648	Wilcox Site Food & Supplies	476.86
Cash-Wa Distributing Co	14905573	Wilcox Site Food & Supplies	496.40
Cash-Wa Distributing Co	14911651	Wilcox Site Food & Supplies	620.93
Cash-Wa Distributing Co	C14882245	Food-Hildreth Site	79.85
Cash-Wa Distributing Co	P14894930	Wilcox Site Food	596.91
Cash-Wa Distributing Co	P14906270	Hildreth SIte Milk	48.80
Total Cash-Wa Distributing Co			3,612.45
Fritz's Market	Nov25FoodSupplies	Wilcox & Hildreth Food Supplies	127.72
Total Fritz's Market			127.72
Presto-X Company	85268846	Hildreth Site Pest Control Maintenance	101.05
Total Presto-X Company			101.05
Sysco Lincoln	661639597	Wilcox Site Food & Supplies	1,330.51
Sysco Lincoln	661639599	Hildreth Site Food & Supplies	1,922.91
Sysco Lincoln	661651055	Wilcox Site Food & Supplies	1,334.53
Sysco Lincoln	661659146	Wilcox Site Food	51.05
Sysco Lincoln	661660663	Hildreth Site Food	63.39
Sysco Lincoln	661662776	Wilcox Site Food & Supplies	1,404.45
Total Sysco Lincoln			6,106.84
Wil-Hil Activity Account	661686750	Food & Supplies Wilcox Site-Owe AF-Conce	158.79
Total Wil-Hil Activity Account			158.79
Fund Number 06			10,106.85
Checking Account ID 6			10,106.85

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	$173,035	$174,369									$706,126	$1,922,274
1200's	SPED	**$555,300**	$33,674	$39,784	$42,171	$43,388									$159,017	$396,283
1300's	Summer School	**$7,000**													$0	$7,000
2100's	Sup Ser Pupils	**$371,300**	$12,846	$12,794	$11,512	$62,862									$100,015	$271,285
2200's	Sup Ser Staff	**$255,950**	$19,417	$28,576	$15,370	$16,907									$80,270	$175,680
2310's	General Admin	**$296,700**	$19,218	$21,699	$20,040	$21,410									$82,368	$214,332
																$0
2400's	Principal	**$515,600**	$34,534	$36,378	$36,889	$36,364									$144,165	$371,435
2500's	Super/Business	**$245,100**	$21,916	$25,090	$22,840	$15,945									$85,792	$159,308
2600's	Main & Oper	**$1,027,000**	$73,159	$51,386	$44,876	$41,278									$210,699	$816,301
2700's	Reg Trans	**$528,000**	$17,233	$27,989	$32,752	$20,605									$98,580	$429,420
2712's	SPED Trans															$0
3000's	Community	**$98,100**	$1,046	$192	$21,220	$163									$22,621	$75,479
3500's	HAL/State Categorical	**$110,400**	$251	$251	$10,326	$20,994									$31,823	$78,577
4000's	Architecture/Engin	**$140,000**		$4,215											$4,215	$135,785
6000's	Federal	**$208,675**	$6,690		$2,379	$10,545									$19,614	$189,061
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	$433,412	$464,832	$0	$0	$0	$0	$0	$0	$0	$0	$1,745,304	$5,394,335
Total Monthly Expenses:																
General		**$6,118,264**	$372,615	$389,832	$378,535	$389,906	$0	$0	$0	$0	$0	$0	$0	$0	$1,530,887	$4,587,377
SPED		**$555,300**	$33,674	$39,784	$42,171	$43,388	$0	$0	$0	$0	$0	$0	$0	$0	$159,017	$396,283
Federal		**$208,675**	$6,690		$2,379	$10,545									$19,614	$189,061
Total		**$6,882,239**	$412,978	$429,616	$423,086	$443,838	$0	$0	$0	$0	$0	$0	$0	$0	$1,709,518	$5,172,721
Total Yearly Expenses:																
General		**$5,966,150**	$372,615	$762,446	$1,140,982	$1,530,887	$1,530,887	$1,530,887	$1,530,887	$1,530,887	$1,530,887	$1,530,887	$1,530,887	$1,530,887	$1,530,887	$4,435,263
SPED		**$555,300**	$33,674	$73,458	$115,629	$159,017	$159,017	$159,017	$159,017	$159,017	$159,017	$159,017	$159,017	$159,017	$159,017	$396,283
Federal		**$208,675**	$6,690	$6,690	$9,069	$19,614	$19,614	$19,614	$19,614	$19,614	$19,614	$19,614	$19,614	$19,614	$19,614	$189,061
Total		**$6,730,125**	$412,978	$842,594	$1,265,679	$1,709,518	$1,709,518	$1,709,518	$1,709,518	$1,709,518	$1,709,518	$1,709,518	$1,709,518	$1,709,518	$1,709,518	$5,020,607
Total Unencumbered:																
General		**$6,118,264**	$5,745,649	$5,355,818	$4,977,282	$4,587,377	$4,587,377	$4,587,377	$4,587,377	$4,587,377	$4,587,377	$4,587,377	$4,587,377	$4,587,377		
SPED		**$555,300**	$521,626	$481,842	$439,671	$396,283	$396,283	$396,283	$396,283	$396,283	$396,283	$396,283	$396,283	$396,283		
Federal		**$208,675**	$201,985	$201,985	$199,606	$189,061	$189,061	$189,061	$189,061	$189,061	$189,061	$189,061	$189,061	$189,061		
Total		**$6,882,239**	$6,469,261	$6,039,645	$5,616,560	$5,172,721	$5,172,721	$5,172,721	$5,172,721	$5,172,721	$5,172,721	$5,172,721	$5,172,721	$5,172,721		
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		

GENERAL FUND	
	11/30/2025
County Receipts	$61,413.26
Motor Vehicle Taxes	$8,943.27
Local License Fees	
Interest Earned	$5,808.37
Other Local Receipts	$600.00
County Fines & Licenses	$1,076.30
Homestead Exemption	
Nameplate Capacity Tax	
Other County Sources	
High Ability Learners	
State Aid	
SPED Programs	
State Apportionment	
Pers. Prop Tax Credit	
Property Tax Relief	
Pro Rata Motor Vehicles	$333.46
In Lieu of Taxes	$283.21
Medicaid	
Title I	
Title IIA	
Title IV	
IDEA Base (611)	$75,520.00
IDEA Base (619)	
Misc Receipts	$5.82
ESU11 Receipts	$1,245.00
High Ability Learners	
Perkins Grant	$155.00
U.S. Fish & Wildlife	
Lunch Tax/Retire	$3,994.83
Federal Grant (CTE-Career Ed)	
TOTAL RECEIPTS	**$159,378.52**
Instructional Services-1100	$173,035.14
SPED Service-1200	$42,171.20
Summer School-1300	
Student Support Service-2100	$11,512.24
Support Services - Staff 2200	$15,369.90
Executive Admin/Superin-2300	$20,040.43
Principal-2400	$36,889.03
Business-2500	$22,834.34
Operation-Maintenance-2600	$44,876.48
Regular Transportation-2700	$32,752.41
Community Service -3300	$21,219.61
Grants 3400/3500	$10,326.33
Architech & Engineering-4300	
Federal Funds/Title I-6200	$2,379.00
Building Improvement/4700	
Debt Serivices-5000	
IDEA - 6400	
Fed Voc (Perkins) - 6700	
Emerg. Relief-ESSER-6900	
Transfers-8000	
Non-Program Transfers-9000	$25,000.00
TOTAL EXPENDITURES:	**$458,406.11**

ACCOUNT BALANCES:	**30-Nov-25**
Depreciation	$957,073.29
General	$1,628,661.86
Lunch	$68,839.60
ADA	$491,366.51
Employee Benefit	$6,498.10
HS Activity	$565,120.03
Gen Fund Clearing	$5,371.56
Student Fee	$16,380.94
URM Fund	$14,410.05
Falcon Team Account	
Special Building Fund	$1,199,790.65
Total Funds	**$4,953,512.59**

Account Balance as of:	**November 30, 2025**
DEPRECIATION FUND BREAKDOWN:	
Charter Reimb	$0.00
Transportation	$304,927.48
Building	$316,422.90
Track	$200,000.00
Interest	$9,586.13
Computer Hardware	$124,056.20
Total:	**$954,992.71**

New CD - 6 Month	**$335,048.77**
Combined 8 Smalls CD's + $250,000.00 from Depr. Fund	

GENERAL FUND BANK RECONCILIATION:

Bank Balance as of Novembe 30, 2025	$1,634,718.18
Outstanding Checks:	$6,056.32
Ending Balance:	**$1,628,661.86**

Report Date 12/01/20

GENERAL FUND		**ACCOUNT BALANCES:**	**30-Nov-24**
	11/30/24	Depreciation	$735,824.14
County Receipts	$64,368.02	General	$1,605,623.33
Motor Vehicle Taxes	$7,987.07	Lunch	$6,248.10
Local License Fees	$827.56	ADA	$283,902.44
Interest Earned	$6,304.58	Employee Benefit	$6,450.86
Other Local Receipts		HS Activity	$545,838.39
County Fines & Licenses	$850.44	Gen Fund Clearing	$5,368.62
Homestead Exemption		Student Fee	$14,511.89
Nameplate Capacity Tax		URM Fund	$14,944.16
Other County Sources		Falcon Team Account	
High Ability Learners		Special Building Fund	$1,101,929.77
State Aid		**Total Funds**	**$4,320,641.70**
SPED Programs			
State Apportionment			
Pers. Prop Tax Credit			
Property Tax Relief			
Pro Rata Motor Vehicles	$209.31	**Account Balance as of:**	**November 30, 2024**
In Lieu of Taxes	$356.02	**DEPRECIATION FUND BREAKDOWN:**	
Medicaid		Charter Reimb	$0.00
Title I		Transportation	$205,627.48
Title IIA		Building	$227,883.22
Title IV		Track	$100,000.00
IDEA Base (611)		Interest	$30,146.49
IDEA Base (619)		Computer Hardware	$172,166.95
Misc Receipts		TCD	$20,000.00
Grant-C4K/Swimming Pool			
High Ability Learners	$3,875.00	**Total:**	**$755,824.14**
Perkins Grant	$150.00		
U.S. Fish & Wildlife			
Lunch Tax/Retire	$3,684.88		
REAP Grant			
ESSER III Grant			
TOTAL RECEIPTS	**$88,612.88**		
Instructional Services-1100	$184,098.67		
SPED Service-1200	$40,045.92		
Summer School-1300			
Student Support Service-2100	$10,040.89		
Support Services - Staff 2200	$12,004.08		
Executive Admin/Superin-2300	$20,106.25		
Principal-2400	$36,673.15	**GENERAL FUND BANK RECONCILIATION:**	
Business-2500	$32,399.66		
Operation-Maintenance-2600	$46,913.51	Bank Balance as of November 30, 2024	$1,613,735.43
Regular Transportation-2700	$31,583.26	Outstanding Checks:	$8,112.10
Community Service -3300	$279.88	**Ending Balance:**	**$1,605,623.33**
Grants 3400/3500	$139.87		
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	$838.40		
Transfers-8000			
TOTAL EXPENDITURES:	**$423,227.23**		

Report Date 12/2/2024

WILCOX-HILDRETH PUBLIC SCHOOL
COUNTY-DISTRICT #: 50-0001

NEGOTIATED AGREEMENT

BY AND BETWEEN

WILCOX-HILDRETH PUBLIC SCHOOL
BOARD OF EDUCATION

AND THE

WILCOX-HILDRETH EDUCATION ASSOCIATION

FOR THE 2026-2027
SCHOOL TERM

PREAMBLE

This agreement is made and entered into by and between the Wilcox-Hildreth Board of Education (hereinafter referred to as the Board) and the Wilcox-Hildreth Education Association (hereinafter referred to the Association) as of the date listed and executed on the signature page of this document.

GENERAL PURPOSE

The provisions of the agreement shall be applicable for the 2026-2027 school year. Any previously adopted policy, rule, or regulation of the parties, which is in conflict with a provision of this agreement, shall be superseded and replaced by this agreement. Except as this agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this agreement to teachers as established by the rules and regulations of the Board in force on said date, will continue to be so applicable during the term of this agreement.

This agreement is negotiated in order to establish the terms and conditions of employment for the members of the certificated staff, excluding all administrative personnel. Any individual contract between the Board and an individual teacher, hereafter executed, shall be subject to and consistent with the terms and conditions of this agreement.

ARTICLE I: Recognition

The Board agrees and hereby recognizes the Association as the sole and exclusive collective negotiating representative in any and all matters relating to terms and conditions of employment for all teachers employed by the district for the 2026-2027 school year. “Teacher” shall mean all certificated teaching personnel and other professional personnel employed by the district, but excluding administrative staff and non-certificated personnel.

ARTICLE II: Teacher Rights

Nothing contained in this agreement shall be construed to deny any teacher rights provided under Nebraska Law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided for and by the federal and state constitutions and by judicial interpretations and application.

ARTICLE III: Association Rights

Representatives of the Association and its affiliates shall be allowed to conduct Association business on school property providing such business occurs outside of regular school hours. The Association will be allowed the use of the school buildings for meetings, providing that such use does not result in unscheduled maintenance costs, in which case an appropriate fee for that use will be negotiated between the parties to this agreement. The Association shall be allowed the use of the school equipment including typewriters, computers, copiers, and standard office equipment, provided that the Board may assess the Association a reasonable fee for supplies consumed during such use. The Association will be allowed to make reasonable use of the school’s communications systems, including teacher’s mail boxes, teacher bulletins, etc., provided that such use does not cause an interruption of the educational program of the school.

The Association use of school district property shall not interrupt the regular education program of the school.

ARTICLE IV: Grievance Procedure

Definition of Grievance: The term “grievance” as referred to in this policy is defined as a grievance of a teacher regarding the terms and conditions of employment set forth in this negotiated agreement between the Association and the School District.

Level I (Informal)

A. If a teacher feels that he/she has a grievance, the teacher should first discuss the matter with his/her supervisor to whom he/she is directly responsible in an effort to resolve the problem.

B. The aggrieved person may have a local Association representative assist him/her in efforts to resolve the problem informally with the appropriate supervisor.

Level II (Formal)

Step One

A. If an aggrieved person is not satisfied with the disposition of his/her problem, or no decision has been rendered after five school days through the informal procedure, he/she may submit his/her claim as a formal grievance, in writing, to his/her appropriate supervisor and retain a carbon copy of said grievance for himself/herself.

B. The supervisor shall, within five school days, render his decision and the reasons therefore in writing to the aggrieved person, who may provide a copy to the Association if he/she so desires.

Step Two

A. If the aggrieved person is not satisfied with the disposition of his/her grievance at Step One, or if no decision has been rendered within five school days after the presentation of the grievance in writing, the aggrieved person may file a written appeal for a hearing with the superintendent of schools.

B. The superintendent of schools, or his authorized representative, shall act for the administration at Step Two of the grievance procedure. Within 10 school days after receipt of the written appeal for a hearing by the superintendent, the superintendent shall meet with the aggrieved person for the purpose of resolving the grievance. The superintendent shall, within five school days of the hearing, render his decision and reason therefore, in writing to the aggrieved person, who may provide a copy to the Association if he/she so desires.

Step Three

A. If the aggrieved person is not satisfied with the disposition of his/her grievance at Step Two, or if no decision has been rendered within five school days after he/she has first met with the superintendent, he/she may appeal the disposition within five school days after a decision by the superintendent, or five school days after he/she has first met with the superintendent, whichever is sooner, to the Board of Education.

B. Within 30 school days after receiving the written appeal, the Board of Education, shall meet with the aggrieved person for the purpose of hearing the grievance. The decision of the Board of Education shall be rendered, in writing, within five school days, and shall be final.

ARTICLE V: Salary Items

The base salary for the 2026-2027 school year is to be $41,100 for 184 Contract Days. The vertical increment of the schedule shall be four percent (4%) and the horizontal increment shall be four percent (4%). The columns shall be headed as follows: BA, BA+9, BA+18, BA+27, BA+36, MA, MA+9, MA+18. The vertical steps and horizontal lanes of the schedule are shown on Appendix A, attached hereto, and made a part of this agreement.

A. Horizontal Advancement

a. Teachers who wish to advance horizontally on the salary schedule must notify the superintendent in writing prior to May 1 of the preceding school year. Courses must be approved by the Superintendent to be included on the fall salary schedule. The intent of the school district is that teachers pursue advanced education on degree levels in the subject of their major teaching emphasis. Course work outside of one's major teaching area must have administrative approval before salary increments are granted. Hours up to BA+36 will be permitted even though they are not part of an approved program leading toward a Masters degree. Hours after BA+36 must be part of an MA program.

b. The teacher must furnish the superintendent with college transcripts by August 20 for the teacher to qualify to move horizontally on the salary schedule. If an institution will not issue an official transcript by August 20, the teacher must provide the superintendent with written confirmation by August 20 from a college official attesting that the teacher has satisfactorily completed the courses. Hours earned prior to the time a BA or MA degree is awarded, which are in excess of the hours required for such a degree, shall not be counted for purposes of subsequent horizontal advancement of the salary schedule.

c. A teacher may advance only one step Horizontally on the schedule in any year. d. **Movement Past the MA Column.** Teachers who wish to advance beyond the MA column must be enrolled in course work that relates to their teaching field or other teaching/administration areas. Teachers must inform the superintendent of their enrollment prior to the beginning of their class to discuss its work-related objectives.

B. **Vertical Advancement**. Vertical advancement on the salary schedule shall be limited to one step per year, based upon full time equivalency (FTE). Each teacher employed by the district will receive vertical and horizontal advancement if applicable in the event this agreement continues for the following school year in accordance with the provisions of Article I.C.

C. **Initial Placement** - When hired, teachers shall be credited with all previous experience and placed on the schedule accordingly.

D. Each teacher employed shall be paid in twelve (12) monthly installments, commencing with September and terminating in August of each contract year. First time teachers will have the option to receive their first year's salary paid in thirteen (13) monthly installments, commencing with August for work actually rendered up to the initial August payroll and terminating the next August of the first contract year.

E. Teachers will be paid the day after the regular board meeting of each month, but not later than the 10th of the month.

F. Teachers will be paid $15.00 per period for substituting for another teacher during their planning period if (a) the teacher is requested by the administration to perform substitute duties, and (b) the planning period used for substituting is the teacher's only planning period. The substituting fee will not be paid when the substituting teacher does not have students during a class period that they would normally be teaching. Junior high and high school teachers are only eligible for substituting pay during their planning period, Elementary teachers are only eligible during the time their students would be in specials.

G. Teachers who sell and collect tickets to home activities as assigned by the administration will receive $20.00 per occurrence.

H. An employee covered by this Agreement who is assigned to supervise weight training during the summer will receive $15.00 per hour, for approximately 2.5 hours per day or as otherwise assigned by the superintendent or superintendent's designee.

ARTICLE VI: Health and Dental Insurance Coverage

The Board of Education agrees to provide health and dental coverage for employees in the school insurance program under the Blue Cross/Blue Shield Blue Preferred **$1,050** Deductible Plan and single dental option of PPO – 80% A & B with 50% C Coverage for 2026-2027. Health and dental insurance benefits are paid in accordance with the teacher's F.T.E. at the following premium rates and the teacher must participate in the school-sponsored plan to receive benefits.

Blue Preferred Health Coverage	Employee	Ee & Children	Ee & Spouse	Ee, Spouse & Children
$1,050 Deductible	**100%**	**100%**	**100%**	**100%**
Single Dental	**100% of single dental**	**100% of single dental**	**100% of single dental**	**100% of single dental**

ARTICLE VII: Long-term Disability Coverage

The District will pay each teacher an additional $8.00 per month towards the purchase of long-term disability insurance through the district's group plan, and each employee covered by this agreement shall be required to purchase long-term disability insurance and to pay the premiums via payroll deduction. The Association and the Board direct the administration to investigate insurance carriers and select the most cost effective carrier of the coverage currently provided that will be mutually agreed upon by the Association and the Board.

ARTICLE VIII: Section 125 / Cafeteria Plan

The district will pay the monthly administration fee for each certificated employee who enrolls in the Section 125 / Cafeteria Plan.

ARTICLE IX: Sick Leave

A. Each teacher will be granted 10 days sick leave per year, with accumulation of 45 days for consecutive years of employment.

B. Severance pay for unused accumulated sick days will be paid to teachers leaving the District at the rate of 50% of the current substitute teachers daily pay after the teacher has (1) successfully taught in the District for two years, and (2) been released from their signed contract by May 1. A payment of 25% of current substitute teachers daily pay will be provided after the teacher has (1) successfully taught in the District for two years, and (2) been released from their signed contract between May 1 and June 1. Severance will not be paid to teachers being released from signed contracts after June 1.

C. Sick leave defined: Sick leave is leave granted for personal illness of the teacher or illness in the teacher's immediate family. Immediate family consists of the teacher's spouse, children, and the teacher's mother and father. Sick leave may not be used for any other persons than those delineated in this item. Up to five days may be used to support the birth of a grandchild.

ARTICLE X: Family Medical Leave Act (FMLA)

As covered in the Employee Handbook.

ARTICLE XI: Personal Leave

Three (3) personal leave days will be granted to each individual teacher per year. No personal leave may be taken one day prior to, or one day immediately following any scheduled vacation or holiday except as permitted by the building principal. Application for personal leave shall be made at least two days before taking such leaves, except in cases of emergency. Each unused personal leave day shall be paid out at the rate of $100 per day, and will be included in the June paycheck.

ARTICLE XII: Bereavement Leave

Three (3) days of bereavement leave shall be granted to each certified employee per year. Bereavement leave in excess of three days taken in a given year will be deducted from accumulated sick leave at the discretion of the Superintendent. Bereavement leave is not cumulative.

ARTICLE XIII: Professional Leave

Each teacher may be granted a maximum of two days of professional leave to attend meetings, clinics, approved school visitation, or other activities related to the position for which the teacher was hired. Request for this leave must be made to the principal at least three (3) days prior to the intended leave. Current mileage pay and reasonable expenses related to the leave shall be granted to the teacher upon approval of the Superintendent. Professional leave to attend national conventions must have the prior approval of the Superintendent and must be submitted two weeks prior to the date the registration must be submitted for attendance at such convention.

ARTICLE XIV: Emergency Leave

Emergency leave may be granted by the Superintendent for circumstances that call a teacher away from his/her duties that are unforeseen and beyond the control of the employee. Example: the employee's house burning down. Emergency Leave is available only in circumstances where

no other leave permitted by the Agreement, board policy, or state or federal law is or would be available. For example, Emergency Leave cannot be used if sick leave would apply to the leave, even if the employee has no remaining sick leave. Emergency Leave is unpaid leave, meaning the employee's full pay and benefits costs will be reduced from the employee's pay during the period(s) in which Emergency Leave is taken.

ARTICLE XV: Unexcused Absences

Presence on duty at school is an essential function of a certificated employee's position. Absences are considered unexcused unless they fall within the categories covered under the sections on sick leave, Family and Medical Leave Act (FMLA) leave, personal leave, bereavement leave, professional leave, and emergency leave. Deductions from salary shall be made for each day of unexcused absence or portion thereof in accordance with the time absent and reason.

Nondiscrimination. The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.

Duration The terms of this Negotiated Agreement shall remain in full force and effect from year to year until they are superseded by an agreement of the parties or by an order of the Commission of Industrial Relations.

ARTICLE XVII: Execution of Agreement

The aforementioned Negotiated Agreement reflect the existing agreement between the Wilcox-Hildreth Board of Education and the Wilcox-Hildreth Education Association, and also reflect the proper changes brought about by good faith negotiations between these two parties for the 2025-2026 school year.

Adopted this 15th day of December, 2025.

Approved for Adoption by:

For Wilcox-Hildreth Education Association

Brandy Lunsford: Wilcox-Hildreth Education Association_____

For Wilcox-Hildreth Board of Education

Kirk Nelson: Board President_____

Kirk Nelson: Negotiations Team Chairman _____

26-27		Base Salary	$41,100			Contract Days	184.00	
		Index	4 x 4			Base Daily Rate	223.37	
STEP	**BA**	**BA+9**	**BA+18**	**BA+27**	**BA+36**	**MA**	**MA+9**	**MA+18**
1	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
	$41,100	$42,744	$44,388	$46,032	$47,676	$47,676	$49,320	$50,964
	223.37	232.30	241.24	250.17	259.11	259.11	268.04	276.98
2	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
	$42,744	$44,388	$46,032	$47,676	$49,320	$49,320	$50,964	$52,608
	232.30	241.24	250.17	259.11	268.04	268.04	276.98	285.91
3	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
	$44,388	$46,032	$47,676	$49,320	$50,964	$50,964	$52,608	$54,252
	241.24	250.17	259.11	268.04	276.98	276.98	285.91	294.85
4	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
	$46,032	$47,676	$49,320	$50,964	$52,608	$52,608	$54,252	$55,896
	250.17	259.11	268.04	276.98	285.91	285.91	294.85	303.78
5	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
	$47,676	$49,320	$50,964	$52,608	$54,252	$54,252	$55,896	$57,540
	259.11	268.04	276.98	285.91	294.85	294.85	303.78	312.72
6	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
	$49,320	$50,964	$52,608	$54,252	$55,896	$55,896	$57,540	$59,184
	268.04	276.98	285.91	294.85	303.78	303.78	312.72	321.65
7		1.28	1.32	1.36	1.40	1.40	1.44	1.48
		$52,608	$54,252	$55,896	$57,540	$57,540	$59,184	$60,828
		285.91	294.85	303.78	312.72	312.72	321.65	330.59
8			1.36	1.40	1.44	1.44	1.48	1.52
			$55,896	$57,540	$59,184	$59,184	$60,828	$62,472
			303.78	312.72	321.65	321.65	330.59	339.52
9				1.44	1.48	1.48	1.52	1.56
				$59,184	$60,828	$60,828	$62,472	$64,116
				321.65	330.59	330.59	339.52	348.46
10				1.48	1.52	1.52	1.56	1.60
				$60,828	$62,472	$62,472	$64,116	$65,760
				330.59	339.52	339.52	348.46	357.39
11					1.56	1.56	1.60	1.64
					$64,116	$64,116	$65,760	$67,404
					348.46	348.46	357.39	366.33
12					1.60	1.60	1.64	1.68
					$65,760	$65,760	$67,404	$69,048
					357.39	357.39	366.33	375.26
13					1.64	1.64	1.68	1.72
					$67,404	$67,404	$69,048	$70,692
					366.33	366.33	375.26	384.20
14						1.68	1.72	1.76
						$69,048	$70,692	$72,336
						375.26	384.20	393.13
15							1.76	1.80
							$72,336	$73,980
							393.13	402.07

26-27	$41,100	Base Salary	Wilcox-Hildreth				
	CATEGORY 1	**CATEGORY 2**	**CATEGORY 3**	**CATEGORY 4**	**CATEGORY 5**	**CATEGORY 6**	**CATEGORY 7**
	Grade 7	FPS	Grade 11	Speech	Asst GBB	Head Golf	Head VB
	Grade 8	JH BBB	Grade 12	Concessions	Asst BBB	Music	Head FB
	Grade 9	JH GBB	Annual	FBLA	Asst Tr	Cross Country	Head Wr
	Grade 10	JH VB	Dance Team	Science Fair	Asst FB		Head BB
	Nat Hon Soc	JH FB	Cheerleading		Asst VB		Head Tr
	Student Coun	JH Wr	Asst. One Act		Asst Wr		FFA
	Youth Lead	JH BT			Asst CC		
	Mock Trial	JH GT			Head One Act		
	Quiz Bowl	JH CC					
	Distance Lrng	E-Sports					
	HAL						
ONE	0.010	0.015	0.025	0.040	0.060	0.070	0.090
	411.00	616.50	1027.50	1644.00	2466.00	2877.00	3699.00
TWO	0.015	0.020	0.030	0.045	0.065	0.080	0.100
	616.50	822.00	1233.00	1849.50	2671.50	3288.00	4110.00
THREE	0.02	0.025	0.035	0.050	0.070	0.090	0.110
	822.00	1027.50	1438.50	2055.00	2877.00	3699.00	4521.00
FOUR		0.03	0.040	0.055	0.075	0.100	0.120
		1233.00	1644.00	2260.50	3082.50	4110.00	4932.00
FIVE			0.045	0.060	0.080	0.110	0.130
			1849.50	2466.00	3288.00	4521.00	5343.00
SIX				0.065	0.085	0.120	0.140
				2671.50	3493.50	4932.00	5754.00
SEVEN					0.09	0.13	0.150
					3699.00	5343.00	6165.00
EIGHT						0.14	0.16
						5754.00	6576.00
NINE							0.17
							6987.00

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

December 15, 2025

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

Superintendent's Report:

A. FINANCES

- 25.06% of the budget is spent compared to:
  i. December 2024- 24.37
  ii. December 2023- 24.72
  iii. December 2022- 24.1%
  iv. December 2021- 27.56%
  v. December 2020-30.74
  vi. December 2019- 27.32%
  vii. December 2018- 25.8%
  viii. December 2017- 25%
  ix. December 2016 24%
  x. 33% of the year complete
- The General Fund Cash Balance is $1,628,661.86 compared to:
  i. December 2024- $1,605,623.33
  ii. December 2023- $1,114,971.90
  iii. December 2022- $920,733.27
  iv. December 2021- $953,106.05
  v. December 2020- $584,651.73
  vi. December 2019- $2,082,631.83
  vii. December 2018- $3,231,026
  viii. December 2017- $3,542,811
- Through December 2025 we have spent $1,767,064.33 compared to:
  i. December 2024- $1,694,724.26
  ii. December 2023- $1,699,574.02
  iii. December 2022- $1,600,929.90
  iv. December 2021- $1,776,796.42
  v. December 2020- $1,837,234.22
  vi. December 2019- $1,543,414.02
  vii. December 2018- $1,419,475
  viii. December 2017- $1,355,748
  ix. December 2016- $1,372,179
  x. December 2015- $1,463,290
- Based on early projections, we are on track to spend about $6.0 million after year end transfers.

B. BUILDINGS AND GROUNDS:

- The camera surveillance project is still being completed. Kidwell is scheduled to come back after the 1st of the year to continue work. This is taking much longer than anticipated.

C. NEGOTIATIONS: An offer will be acted on at the Board meeting.

D. Board Retreat

- 8:00 am, Week of March 2-5, 2026 at the ESU?