

Wilcox-Hildreth Public School
Board of Education Regular Meeting
Monday, April 20, 2026
Conference Room - Wilcox - 8:00 PM

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 March 9, 2026 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 teaching contracts of Macy Crowley, Madi Felt, and Ashlynn Picquet

5.B. Discuss, consider and take all necessary action to transfer \$40,000 from the General Fund to the Nutrition Fund.

5.C. Discuss, consider and take all necessary action to approve pool rates and wages for the 2026 summer.

5.D. Discuss, Consider and take all necessary action to review board policies: 4024, 4042, 4043, 4057, 6020, 6021, 6033.

5.E. Discuss, consider and take all necessary action to approve the proposed Superintendent and Principal Contracts.

6. Discussion Items

6.A. Financial Planning for Future Facility Updates

6.B. Regular Monthly Meeting Times

6.C. Graduation

7. Administrator Report

7.A. Superintendent Report

7.B. Principal Report

8. Next Board Meeting: 8:00pm May 18, 2026 in the Wilcox Conference Room.

9. Adjourn

Wilcox-Hildreth Public School
Board of Education Regular Meeting and Board Retreat
Monday, March 9, 2026 ~ 8:00 AM
Posting Locations:
Minden Courier Posting Date 02/26/2026
Franklin Chronicle Posting Date 02/25/2026
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

3.B. Approval of minutes of Regular February 16, 2026 Board Meeting

3.C. Approval of Claims

3.D. Financial Report

4. Visitors and communication from the public

No visitors in attendance.

5. Action Items

5.A. Discuss, consider and take all necessary action to revise/review board policies 4003, 4037, 4039,4041, 4062, 5035, 5067, 3013, 3016, 3019, 3026, 3039, 3046.

Motion by Kert Hansen, seconded by Teresa Carey, to revise/review board policies 4003, 4037, 4039,4041, 4062, 5035, 5067, 3013, 3016, 3019, 3026, 3039, 3046.. Motion Passed.

Teresa Carey: Yea, Alan Casper: Yea, Kert Hansen: Yea, Ryan Knaus: Yea, Kirk Nelson: Yea, Chris Stuehm: Yea

Yea: 6, Nay: 0

5.B. Discuss, consider and take all necessary action to approve the academic for the 2026-2027 school year.

Motion by Alan Casper, seconded by Chris Stuehm, to approve the academic for the 2026-2027 school year. Motion Passed.

Teresa Carey: Yea, Alan Casper: Yea, Kert Hansen: Yea, Ryan Knaus: Yea, Kirk Nelson: Yea, Chris Stuehm: Yea

Yea: 6, Nay: 0

5.C. Discuss, consider and take all necessary action to approve the resignations of staff.

The board acted on the resignation of Emersen Lauder.

Motion by Ryan Knaus, seconded by Kert Hansen, to approve the resignations of staff. Motion Passed.

Teresa Carey: Yea, Alan Casper: Yea, Kert Hansen: Yea, Ryan Knaus: Yea, Kirk Nelson: Yea, Chris Stuehm: Yea

Yea: 6, Nay: 0

5.D. Discuss, consider and take all necessary action to approve the transfer of \$25,000 from the Special Building Fund to the General Fund.

Motion by Alan Casper, seconded by Ryan Knaus, to approve the transfer of \$25,000 from the Special Building Fund to the General Fund. Motion Passed.

Teresa Carey: Yea, Alan Casper: Yea, Kert Hansen: Yea, Ryan Knaus: Yea, Kirk Nelson: Yea, Chris Stuehm: Yea

Yea: 6, Nay: 0

5.E. Discuss, consider and take all necessary action to approve a bid to replace windows in the Hildreth building around the stage and locker rooms.

The board reviewed cost estimates to replace windows at the Hildreth building. The project would include windows in the gymnasium and northwest side of the building, including the shop, music room and locker rooms.

Motion by Alan Casper, seconded by Teresa Carey, to approve a bid to replace windows in the Hildreth building around the stage and locker rooms. Motion Tabled.

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. Strategic Plan review with the NASB

The Board of Education and NASB reviewed the progress that the district has made with the Strategic Plan. The Board reviewed the progress for each objective area. The administration provided the documentation for what has been completed in each objective area.

6.B. Board Governance Training with the NASB

The NASB provided a 90-minute training session for the Board of Education in the area of Board Governance.

6.C. Estimated Costs for Future Track Remodel

Superintendent Patterson provided some updated forecast numbers for the Board for replacement costs for the track. The track base was installed in the late 1980s and is deteriorating. A new track base will need to be installed and the estimated cost for replacing the track base and surface is \$800,000. The board will get cost estimates for replacing the concession stand at the track and

incorporating restrooms in that building, and get cost estimates for replacing the bleachers, and relocating the shot and discuss rings to the north side of the road. To finance the project, the board could utilize the depreciation and special building funds if a project was approved at a future date.

6.D. 2026-2027 Preliminary Budget

7. Administrator Report

7.A. Superintendent Report

Superintendent Patterson reported:

1. Current Financial Updates
2. Cost estimates for potential facility projects
3. Financial Forecast updates
4. Review of current legislative bills and how they would impact the district

7.B. Principal Report

Principal Muhlbach and Glenn reported to the board progress that the district has made on the Strategic Plan.

8. Next Board Meeting: 8:00 PM Monday, April 20, 2026 in the Wilcox Conference Room.

9. Adjourn

Motion by Chris Stuehm, seconded by Ryan Knaus, to to adjourn at 11:24am. Motion Passed.
Teresa Carey: Yea, Alan Casper: Yea, Kert Hansen: Yea, Ryan Knaus: Yea, Kirk Nelson: Yea,
Chris Stuehm: Yea
Yea: 6, Nay: 0

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Posted - All; Batch Description GF Claims April 2026

User ID: RLH

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
Amazon Capital Services, Inc.	14RC-J43X-GXVR	4th Grade Classroom Supplies	32.49
Amazon Capital Services, Inc.	16DF-3DHD-WX7H	4th Grade Classroom Supplies	126.76
Amazon Capital Services, Inc.	1DFD-VPWL-Q1C4	Gibb Classroom Supplies	329.89
Amazon Capital Services, Inc.	1FDP-NGWV-3TVL	Technology Supplies	37.32
Amazon Capital Services, Inc.	1KN3-YP7T-VC69	Academic Banquet Supplies/Napkins/Bowls	26.42
Amazon Capital Services, Inc.	1R67-Q67T-3X4Y	Grade 4 Classroom Supplies	53.15
Amazon Capital Services, Inc.	1WDF-HPHN-CWH3	4th Grade Classroom Supplies-Paper	67.74
Amazon Capital Services, Inc.	1XHP-164G-7HJC	Ink Cartridges-FCS Classroom Supplies	354.35
Total Amazon Capital Services, Inc.			1,028.12
Arant Creative Group	1315	Media Presentation 3/2/26	826.36
Total Arant Creative Group			826.36
Axtell Community School	FKCContest2026	FKC Contest 2026 Lunches	60.00
Total Axtell Community School			60.00
Black Hills Energy	4456237296-0082	613 Nelson Street	2,043.84
Black Hills Energy	4694971507-0082	102 N Stockton Street	4,808.03
Black Hills Energy	5673345098-0081	208 Stockton Street	361.62
Black Hills Energy	8027394935-0083	404 E Sapp Street	673.84
Total Black Hills Energy			7,887.33
Broadfoot Sand & Gravel Inc	126465	Gravel for parking lot by FB Field	516.65
Total Broadfoot Sand & Gravel Inc			516.65
BTS Communications	35869-0001	Remote Support	54.00
Total BTS Communications			54.00
Capital Sanitary Supply Co, Inc.	0098728	Custodial Supplies	386.27
Total Capital Sanitary Supply Co, Inc.			386.27
Carter Electric	10564	Wilcox Site-Replace Light switch in RR	84.25
Total Carter Electric			84.25
Central Nebraska Truck and Trailer Repair LLC	5603	#4 80-Day Inspection-Oct25/Repair	624.83
Central Nebraska Truck and Trailer Repair LLC	5608	#1 80-Day Bus Inspection	125.00
Central Nebraska Truck and Trailer Repair LLC	5609	#3 80-Day Inspection	125.00
Central Nebraska Truck and Trailer Repair LLC	5610	#5 80-Day Inspection	125.00
Central Nebraska Truck and Trailer Repair LLC	5611	#16 80-Day Inspection	125.00
Central Nebraska Truck and Trailer Repair LLC	5619	Bus #23 Service/Tires/80-Day Inspection	1,264.18
Central Nebraska Truck and Trailer Repair LLC	5622	#22 Repair/80-Day Inspection	2,599.04
Central Nebraska Truck and Trailer Repair LLC	5674	#4 March26 80-Day Inspection	125.00
Total Central Nebraska Truck and Trailer Repair LLC			5,113.05
Clearlyfly	INV807975-0001	Phone Services	97.31
Total Clearlyfly			97.31
Companion Corporation	132697	Library Software Subscription-Alexandria	1,895.00
Total Companion Corporation			1,895.00
Cooperative Producers Inc	Feb26FuelCharges	Feb 26 Fuel Charges	3,516.00
Cooperative Producers Inc	March2026Fuel/Chem.	Fuel/Chemicals	7,817.40

Vendor Name	Invoice Number	Description	Amount
Total Cooperative Producers Inc			11,333.40
Cornerstone Electric	6093	Repair - Bookkeepers Office-Switch	283.02
Total Cornerstone Electric			283.02
Cornhusker State Industries	1517563	New Office Chair - Michelle	762.00
Total Cornhusker State Industries			762.00
DAS State Accounting-Central Finance	1516561-0001	Interregional Fee March 2026	317.87
Total DAS State Accounting-Central Finance			317.87
Diversified Safety and Compliance LLC	26-300075	Random Drug Screen	248.00
Diversified Safety and Compliance LLC	26-300627	DOT Drug Screen Hinrichs/Fouts	288.00
Diversified Safety and Compliance LLC	26400134	Clearinghouse Renewal/Hinrichs/Fouts	315.00
Total Diversified Safety and Compliance LLC			851.00
Eakes Office Solutions	9298482-0	3rd Grade Classroom Supplies	14.90
Eakes Office Solutions	9299687-0	Custodial Supplies	29.05
Eakes Office Solutions	9300002-0	3rd Grade Classroom Supplies	16.57
Eakes Office Solutions	9302410-0	Office Supplies - Wilcox	95.52
Eakes Office Solutions	9305415-0	Office Supplies - UE	13.03
Eakes Office Solutions	9306233-0	Envelopes 10 x 13	113.12
Eakes Office Solutions	9307550-0	10 Cases of White Copy Paper	449.90
Eakes Office Solutions	9307917-0	Office Supplies-Wilcox Site	39.99
Eakes Office Solutions	9310004-0	Office Supplies - Index Tabs	40.00
Eakes Office Solutions	9312187-0	Paper Punch - Wilcox Site	52.78
Total Eakes Office Solutions			864.86
Esu #10	27185-1	Martin-CTE Wkshp/Herrick MTSS Wkshp	100.00
Esu #10	27185-2	CTE Workshop/MTSS Workshop	175.00
Esu #10	27185-3	Literacy Workshop/MTSS Workshop	190.00
Total Esu #10			465.00
ESU #11	4875	Streakwave-Device for Postage Machine	71.73
Total ESU #11			71.73
Family Physical Therapy & Sports Center	3839	PT Birth-2/PT-SA	381.50
Family Physical Therapy & Sports Center	3852	PT for 0-3/SA - March 2026	381.50
Total Family Physical Therapy & Sports Center			763.00
Flood Communications	66257-1	District & State Wrestling Advertising	149.50
Flood Communications	66257-2	District & State Wrestling Advertising	149.50
Total Flood Communications			299.00
Follett Content Solutions, LLC	712511	Title wave/Follett Book Orders	481.60
Follett Content Solutions, LLC	712511F	Title wave/Follett Book Orders	201.60
Follett Content Solutions, LLC	712514	Title wave/Follett Book Orders_UE	258.08
Follett Content Solutions, LLC	712514F	Title wave/Follett Book Orders-UE	21.28
Follett Content Solutions, LLC	712517	Title wave/Follett Book Orders	326.51
Total Follett Content Solutions, LLC			1,289.07
Franklin County Chronicle	Feb2026Invoices	February 2026 Publications	188.86
Total Franklin County Chronicle			188.86

Board Report - Board

Posted - All; Batch Description GF Claims April 2026

Invoice Number

March26GFExpenses

Description

FCS/Health/Office Supplies

Amount

90.14

90.14

Furby's Plumbing

12096

Repair 2 Toilets

353.00

Total Furby's Plumbing

353.00

Great Plains Communications

50365-0073

Wilcox Site Phone Bill

290.61

Total Great Plains Communications

290.61

HD Supply Facilities Maintenance, Ltd.

0882532646

I.A. Classroom Supplies

25.92

HD Supply Facilities Maintenance, Ltd.

0882550937

IA Supplies

136.99

HD Supply Facilities Maintenance, Ltd.

0882563905

Ground Cover for around Track

59.90

HD Supply Facilities Maintenance, Ltd.

0882563906

Industrial Arts Tool Supply

25.92

HD Supply Facilities Maintenance, Ltd.

0882683190

Credit Memo

(130.30)

HD Supply Facilities Maintenance, Ltd.

9246265258

Custodial Supplies Wilcox & Hildreth

207.68

HD Supply Facilities Maintenance, Ltd.

9247340634

Clorox Wipes-Custodial Supplies

160.60

Total HD Supply Facilities Maintenance, Ltd.

486.71

Hometown Leasing

1280109846-0001

Copy Machine Lease Payment

894.00

Total Hometown Leasing

894.00

Instrumentalist Awards

Sousa/Choral 2026

Sousa/Choral Combination 2026 Awards

173.00

Total Instrumentalist Awards

173.00

J.W. Pepper & Son, Inc.

368368929

DMC Music Band/Choir

51.92

J.W. Pepper & Son, Inc.

368369569

DMC Choir Music

7.00

J.W. Pepper & Son, Inc.

368403892

Choir Music-Honor Choir

5.50

J.W. Pepper & Son, Inc.

368441306

DMC Choir Music

25.99

J.W. Pepper & Son, Inc.

368459599

Spring Muisic

34.99

Total J.W. Pepper & Son, Inc.

125.40

Jaymar Business Forms, Inc.

066359

General Fund Checks

373.30

Total Jaymar Business Forms, Inc.

373.30

Kat's Korner Market

March2026FCS

FCS Classroom Supplies - March 2026

83.62

Total Kat's Korner Market

83.62

Kidwell, Inc

292788

Assist with Installing Avigilon Client

86.25

Total Kidwell, Inc

86.25

Larsen's Ace Hardware

54421

Metal Hose Shut Off/Weed Sprayer

27.98

Larsen's Ace Hardware

54459

Custodial Supplies - Wilcox Site

8.59

Larsen's Ace Hardware

54651

Hose Shut-Off Greenhouse

13.99

Larsen's Ace Hardware

55043

Track Supplies

10.96

Total Larsen's Ace Hardware

61.52

Matheson Tri-Gas Inc

0033021677-0001

High Pressure Large - Rental

138.08

Total Matheson Tri-Gas Inc

138.08

Menards - Kearney

06437

Custodial/BusBarn/Mower Supplies

124.82

Total Menards - Kearney

124.82

Midwest Connect

827317

Ink Cartridge for Postage Machine

303.00

Board Report - Board

Posted - All; Batch Description GF Claims April 2026

Vendor Name	Invoice Number	Description	Amount
Total Midwest Connect			303.00
Minden Courier	1011	BOE Meeting Notice Publication	7.85
Total Minden Courier			7.85
Minden Public School	2026-316812	District V-Music Entry Fee	400.00
Total Minden Public School			400.00
NAEA	2627NAEA	26-27 NAEA Professional Fees - A. Meyer	275.00
Total NAEA			275.00
NASB	N-55635	Board Leadership/Board Retreat	950.00
NASB	N-55809	2026 NAEP State Convention - Hinrichs	120.00
Total NASB			1,070.00
NCS Pearson, Inc	31035277	Sped Interactive Math/Reading	7.84
NCS Pearson, Inc	31084688	Sped Subtests	35.28
NCS Pearson, Inc	31328971	Sped Interactive Reading/Spelling-Digita	6.86
NCS Pearson, Inc	31469782	Sped Interactive Math/Spelling	13.72
Total NCS Pearson, Inc			63.70
NCSA	NCSAMemRenewHinrichs	NCSA Membership Renewal-Hinrichs	125.00
NCSA	StateNASBO2026	State Nasbo Convention Reg. Hinrichs	180.00
Total NCSA			305.00
Nebraska FFA Association	StateConv3712	2026 State Convention 4580-12 Phase 1	543.00
Nebraska FFA Association	StateConv3930	2026 State Convention 4580-12 Phase 2	75.00
Total Nebraska FFA Association			618.00
Nebraska State Fire Marshal Agency	138164	Boiler Inspection - Hildreth Site	36.00
Total Nebraska State Fire Marshal Agency			36.00
NKC Tire/Nebraskaland Tire	50938	Bus #23 Tires	2,564.48
Total NKC Tire/Nebraskaland Tire			2,564.48
Overdrive, Inc.	07670CP26107060	Audiobook	7.98
Total Overdrive, Inc.			7.98
Patterson, Justin	20260309Reimb	Pizza for BOE Meeting/Retreat 3/9/26	35.98
Total Patterson, Justin			35.98
Presto-X Company	92554142	Monthly Pest Control Maintenance -Wilcox	117.44
Presto-X Company	94409937	Monthly Pest Control-Wilcox Site	117.44
Total Presto-X Company			234.88
Protex Central, Inc.	169855	Rangehood Inspections-FCS Room	351.84
Protex Central, Inc.	169932	Replace Fire Alarm Battery	94.50
Protex Central, Inc.	169933-2	Fire Alarm Inspection/Extinguishers	506.00
Total Protex Central, Inc.			952.34
Rutt's Heating and Air Conditioning, Inc.	10578	JH Locker Room Repair-Wilcox	6,298.16
Rutt's Heating and Air Conditioning, Inc.	10579	Insulate Ductwork in MP Room-Hildreth	3,030.00

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Posted - All; Batch Description GF Claims April 2026

User ID: RLH

Vendor Name	Invoice Number	Description	Amount
Rutt's Heating and Air Conditioning, Inc.	9393	Wilcox Site-2nd Floor A/C & Heat	8,435.00
Total Rutt's Heating and Air Conditioning, Inc.			17,763.16

Southwest Public School	20260316DistSpeech	District Speech Entry Fee	272.50
Total Southwest Public School			272.50

Syndicate Publishing	25855	BOE Minutes 3/9/26	102.66
Syndicate Publishing	2602230	Spring Sports Preview	180.00
Total Syndicate Publishing			282.66

Two Rivers Public Health Department	895	Annual TRHPD Pool Permit	200.00
Total Two Rivers Public Health Department			200.00

University of Nebraska Lincoln	CDEState2026	State Registration Welding/Ag Tech/Mech.	117.00
Total University of Nebraska Lincoln			117.00

Village Of Hildreth	099-0072	613 Nelson Street Utilities	1,937.50
Village Of Hildreth	100-0072	WH Upper Elem. - Bus	31.59
Village Of Hildreth	249A FB Fi-0072	Football Field	119.40
Total Village Of Hildreth			2,088.49

Village Of Wilcox	10600-0076	102 N Stockton	1,059.40
Village Of Wilcox	15500-0076	105 North Stockton/Greenhouse	97.95
Village Of Wilcox	23000-0076	102 North Stockton-Kitchen	192.50
Village Of Wilcox	23400-0067	Water-102 N. Stockton	140.48
Village Of Wilcox	23700-0076	308 East Sapp Street/Ag Building	194.39
Village Of Wilcox	24300-0076	Wilcox Site Water-South West	91.24
Village Of Wilcox	24400-0076	102 North Stockton-School Office	55.00
Village Of Wilcox	24500-0076	Wilcox Site-South East	91.00
Village Of Wilcox	24700-0076	Wilcox Site-FB Field	100.00
Village Of Wilcox	25600-0076	208 N Stockton Street-Bus Barn	30.27
Total Village Of Wilcox			2,052.23

VISA	BennettsApril26GF	Fuel	50.00
VISA	HinrichsApril26GF	Last Pass Subscription-Hinrichs	37.98
VISA	MuhlbachApril26GF	ACT/BOE/PrincipalSupplies	576.96
VISA	PattersonApril26GF	Meals/WhipkeyRoom/Postage	477.06
VISA	WHSApril2026GF	Fuel/FCS/1stGradeSupplies	304.87
Total VISA			1,446.87

Wage Works	INV8858668-0001	FSA Admin Fee	128.75
Total Wage Works			128.75

Wil-Hil Activity Account	20260319StateFBLA	State FBLA Registration Fees 2026	755.00
Total Wil-Hil Activity Account			755.00

Wilcox-Hildreth Lunch Account	TransfeLunchFund2026	Transfer to Lunch Fund	40,000.00
Total Wilcox-Hildreth Lunch Account			40,000.00

Woodward's Disposal Service	NO9319-189-0001	Destruction Services-Shredding of Docs	55.00
Total Woodward's Disposal Service			55.00

Yanda's Music And Pro Audio	798622		29.00
Yanda's Music And Pro Audio	798626	Clarinet Repair	29.00

Wilcox-Hildreth Public School
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Board Report - Board

Posted - All; Batch Description GF Claims April 2026

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User ID: RLH

Vendor Name	Invoice Number	Description	Amount
Yanda's Music And Pro Audio	802658	School Instrument Repairs	246.00
Yanda's Music And Pro Audio	806688	Baritone Case	150.00
Total		Yanda's Music And Pro Audio	454.00

Fund Number	01	111,207.47
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Checking Account ID	1	111,207.47
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04/16/2026 02:26 PM

Unposted; Batch Description Lunch Fund - April 2026 Claims

User ID: RLH

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 6	Fund Number 06	NUTRITION FUND	
All American Sewer & Drain LLC	7127117	Pump Out Grease Pit-Kitchen Wilcox Site	419.00
Total All American Sewer & Drain LLC			419.00
Cash-Wa Distributing Co	15035471	Hildreth Site Food & Supplies	636.09
Cash-Wa Distributing Co	15035979	Wilcox Site Food & Supplies	516.79
Cash-Wa Distributing Co	15041814	Can Liners-Hildreth Site	192.02
Cash-Wa Distributing Co	15043182	Hildreth Site Food	716.62
Cash-Wa Distributing Co	15043883	Wilcox Site Food	574.76
Cash-Wa Distributing Co	15050754	Food & Supplies for Hildreth Site	349.46
Cash-Wa Distributing Co	15051267	Wilcox Site Food & Supplies	723.04
Cash-Wa Distributing Co	CM3963666	Credit Memo-Food Hildreth Site	(48.60)
Cash-Wa Distributing Co	CM3980165	Credit Memo-Milk Wilcox Site	(149.04)
Total Cash-Wa Distributing Co			3,511.14
Fritz's Market	March2026LF-Hildreth	Hildreth Site Food Expenses	9.77
Total Fritz's Market			9.77
Presto-X Company	92553976	Monthly Pest Control-Hildreth Site	101.05
Total Presto-X Company			101.05
Protex Central, Inc.	169933	Fire Alarm Inspection/Hood Inspections	100.00
Total Protex Central, Inc.			100.00
Sysco Lincoln	16191905P	Credit Memo Food	(43.56)
Sysco Lincoln	16192346P	COA Wilcox Site Food	(56.84)
Sysco Lincoln	16192349P	Credit-Food Wilcox Site	(56.84)
Sysco Lincoln	661838175	Wilcox Site Food & Supplies	1,426.53
Sysco Lincoln	661860968	Food Hildreth & Wilcox Site	944.79
Sysco Lincoln	661872274	Food for Wilcox Site	1,115.75
Sysco Lincoln	661886735	Wilcox & Hildreth Site Food & Supplies	1,050.97
Sysco Lincoln	661889988	Credit Wilcox Site Food	(80.10)
Total Sysco Lincoln			4,300.70
VISA	HinrichsApril26LF	Dunker-SNA Membership	62.50
Total VISA			62.50
Fund Number 06			8,504.16
Checking Account ID 6			8,504.16

GENERAL FUND

	3/31/25
County Receipts	\$48,668.64
Motor Vehicle Taxes	\$24,471.34
Local License Fees	
Interest Earned	\$6,766.24
Other Local Receipts	
County Fines & Licenses	\$428.10
Homestead Exemption	\$3,345.15
Nameplate Capacity Tax	
Other County Sources	
High Ability Learners	
State Aid	\$77,488.00
SPED Programs	\$61,921.00
State Apportionment	
Pers. Prop Tax Credit	
Property Tax Relief	\$192,652.80
Pro Rata Motor Vehicles	
In Lieu of Taxes	\$291.54
Medicaid	
Title I	
Title IIA	
Title IV	
IDEA Base (611)	
IDEA Base (619)	
Misc Receipts	\$25.00
Grant-C4K/Swimming Pool	
High Ability Learners	
Perkins Grant	
U.S. Fish & Wildlife	
Lunch Tax/Retire	\$2,565.68
REAP Grant	
ESSER III Grant	
TOTAL RECEIPTS	\$418,623.49

Instructional Services-1100	\$173,107.78
SPED Service-1200	\$38,479.74
Summer School-1300	
Student Support Service-2100	\$61,108.19
Support Services - Staff 2200	\$16,168.01
Executive Admin/Superin-2300	\$19,716.21
Principal-2400	\$34,077.00
Business-2500	\$11,212.87
Operation-Maintenance-2600	\$56,777.35
Regular Transportation-2700	\$22,251.53
Community Service -3300	\$40.00
Grants 3400/3500	-\$460.15
Architech & Engineering-4300	
Federal Funds/Title I-6200	\$7,422.40
Building Improvement/4700	
Debt Services-5000	
IDEA - 6400	\$10,561.66
Fed Voc (Perkins) - 6700	
Emerg. Relief-ESSER-6900	
Transfers-8000	

TOTAL EXPENDITURES: \$450,462.59

ACCOUNT BALANCES:

Depreciation	\$743,067.39
General	\$2,566,931.10
Lunch	\$36,299.38
ADA	\$382,152.88
Employee Benefit	\$6,493.70
HS Activity	\$555,691.00
Gen Fund Clearing	\$5,368.62
Student Fee	\$14,683.28
URM Fund	\$17,098.79
Falcon Team Account	
Special Building Fund	\$1,289,890.52
Total Funds	\$5,617,676.66

Account Balance as of:**March 31, 2025****DEPRECIATION FUND BREAKDOWN:**

Charter Reimb	\$0.00
Transportation	\$205,627.48
Building	\$227,883.22
Track	\$100,000.00
Interest	\$37,389.74
Computer Hardware	\$172,166.95
TCD	\$20,000.00

Total:**\$763,067.39****GENERAL FUND BANK RECONCILIATION:**

Bank Balance as of March 31, 2025	\$2,573,148.76
Outstanding Checks:	\$6,217.66
Ending Balance:	\$2,566,931.10

Report Date 4/1/2025

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	\$170,924	\$171,248	\$176,537	\$178,038					\$1,402,874	\$1,225,526
1200's	SPED	\$555,300	\$33,674	\$39,784	\$42,171	\$43,388	\$37,332	\$40,041	\$45,473	\$37,733					\$319,596	\$235,704
1300's	Summer School	\$7,000													\$0	\$7,000
2100's	Sup Ser Pupils	\$371,300	\$12,846	\$12,794	\$11,512	\$62,862	\$11,495	\$10,266	\$61,227	\$11,870					\$194,873	\$176,427
2200's	Sup Ser Staff	\$255,950	\$19,417	\$28,576	\$15,370	\$16,907	\$25,616	\$15,158	\$15,172	\$18,401					\$154,617	\$101,333
2310's	General Admin	\$296,700	\$19,218	\$21,699	\$20,040	\$21,410	\$29,026	\$18,534	\$18,431	\$19,716					\$168,075	\$128,625
															\$0	\$0
2400's	Principal	\$515,600	\$34,534	\$36,378	\$36,889	\$36,364	\$44,495	\$37,619	\$35,794	\$37,098					\$299,171	\$216,429
2500's	Super/Business	\$245,100	\$21,916	\$25,090	\$22,840	\$15,945	\$11,607	\$15,832	\$11,526	\$12,620					\$137,376	\$107,724
2600's	Main & Oper	\$1,027,000	\$73,159	\$51,386	\$44,876	\$41,278	\$59,364	\$54,809	\$47,301	\$65,502					\$437,675	\$589,325
2700's	Reg Trans	\$528,000	\$17,233	\$27,989	\$32,752	\$20,605	\$23,282	\$28,410	\$24,165	\$34,120					\$208,556	\$319,444
2712's	SPED Trans														\$0	\$0
3000's	Community	\$98,100	\$1,046	\$192	\$21,220	\$163	\$1,240	\$79		\$200					\$24,140	\$73,960
3500's	HAL/State Categorical	\$110,400	\$251	\$251	\$10,326	\$20,994	\$2,183	\$8,022	\$10,296	\$1,741					\$54,065	\$56,335
4000's	Architecture/Engin	\$140,000		\$4,215			\$13,753								\$17,968	\$122,032
6000's	Federal	\$208,675	\$6,690		\$2,379	\$10,545	\$2,232	\$5,284	\$12,172	\$4,456					\$43,758	\$164,917
5000's	Debt Services	\$0													\$0	\$0
8000's	Transfers	\$152,114								\$40,000					\$40,000	\$112,114
9000's	Non-Program														\$0	\$0
Total		\$7,139,639	\$412,978	\$434,082	\$433,412	\$464,832	\$432,550	\$405,301	\$458,094	\$461,495	\$0	\$0	\$0	\$0	\$3,502,744	\$3,636,895
Total Monthly Expenses:																
General		\$6,118,264	\$372,615	\$389,832	\$378,535	\$389,906	\$377,049	\$351,954	\$390,153	\$417,566	\$0	\$0	\$0	\$0	\$3,067,608	\$3,050,656
SPED		\$555,300	\$33,674	\$39,784	\$42,171	\$43,388	\$37,332	\$40,041	\$45,473	\$37,733	\$0	\$0	\$0	\$0	\$319,596	\$235,704
Federal		\$208,675	\$6,690		\$2,379	\$10,545	\$2,232	\$5,284	\$12,172	\$4,456					\$43,758	\$164,917
Total		\$6,882,239	\$412,978	\$429,616	\$423,086	\$443,838	\$416,613	\$397,279	\$447,798	\$459,754	\$0	\$0	\$0	\$0	\$3,430,962	\$3,451,277
Total Yearly Expenses:																
General		\$5,966,150	\$372,615	\$762,446	\$1,140,982	\$1,530,887	\$1,907,936	\$2,259,890	\$2,650,042	\$3,067,608	\$3,067,608	\$3,067,608	\$3,067,608	\$3,067,608	\$3,067,608	\$2,898,542
SPED		\$555,300	\$33,674	\$73,458	\$115,629	\$159,017	\$196,349	\$236,390	\$281,863	\$319,596	\$319,596	\$319,596	\$319,596	\$319,596	\$319,596	\$235,704
Federal		\$208,675	\$6,690	\$6,690	\$9,069	\$19,614	\$21,846	\$27,130	\$39,303	\$43,758	\$43,758	\$43,758	\$43,758	\$43,758	\$43,758	\$164,917
Total		\$6,730,125	\$412,978	\$842,594	\$1,265,679	\$1,709,518	\$2,126,131	\$2,523,410	\$2,971,208	\$3,430,962	\$3,430,962	\$3,430,962	\$3,430,962	\$3,430,962	\$3,430,962	\$3,299,163
Total Unencumbered:																
General		\$6,118,264	\$5,745,649	\$5,355,818	\$4,977,282	\$4,587,377	\$4,210,328	\$3,858,374	\$3,468,222	\$3,050,656	\$3,050,656	\$3,050,656	\$3,050,656	\$3,050,656		
SPED		\$555,300	\$521,626	\$481,842	\$439,671	\$396,283	\$358,951	\$318,910	\$273,437	\$235,704	\$235,704	\$235,704	\$235,704	\$235,704		
Federal		\$208,675	\$201,985	\$201,985	\$199,606	\$189,061	\$186,829	\$181,545	\$169,372	\$164,917	\$164,917	\$164,917	\$164,917	\$164,917		
Total		\$6,882,239	\$6,469,261	\$6,039,645	\$5,616,560	\$5,172,721	\$4,756,108	\$4,358,829	\$3,911,031	\$3,451,277	\$3,451,277	\$3,451,277	\$3,451,277	\$3,451,277		
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

	3/31/2026
County Receipts	\$107,519.71
Motor Vehicle Taxes	\$20,879.90
Local License Fees	
Interest Earned	\$6,536.54
Other Local Receipts	
County Fines & Licenses	\$874.35
Homestead Exemption	\$4,197.78
Nameplate Capacity Tax	
Other County Sources	
High Ability Learners	
State Aid	\$38,517.00
SPED Programs	\$64,558.00
State Apportionment	
Pers. Prop Tax Credit	
Property Tax Relief	\$148,402.50
Pro Rata Motor Vehicles	
In Lieu of Taxes	\$254.84
Medicaid	\$101.40
Title I	
Title IIA	
Title IV	
IDEA Base (611)	
IDEA Base (619)	
Misc Receipts	\$27,685.40
Grant-C4K/Swimming Pool	
High Ability Learners	
Perkins Grant	
U.S. Fish & Wildlife	
Lunch Tax/Retire	\$3,065.34
REAP Grant	
ESU11 Receipts	<u>\$1,457.30</u>
TOTAL RECEIPTS	\$424,050.06

Instructional Services-1100	\$175,413.24
SPED Service-1200	\$45,139.51
Summer School-1300	
Student Support Service-2100	\$61,226.53
Support Services - Staff 2200	\$15,172.20
Executive Admin/Superin-2300	\$18,431.02
Principal-2400	\$35,794.46
Business-2500	\$11,525.91
Operation-Maintenance-2600	\$45,586.42
Regular Transportation-2700	\$23,307.31
Community Service -3300	
Grants 3400/3500	\$10,296.36
Architech & Engineering-4300	
Federal Funds/Title I-6200	\$3,770.40
Building Improvement/4700	
Debt Servives-5000	
IDEA - 6400	\$8,401.67
Fed Voc (Perkins) - 6700	
Emerg. Relief-ESSER-6900	
Transfers-8000	

TOTAL EXPENDITURES: \$454,065.03

ACCOUNT BALANCES:

Depreciation	\$965,701.72
General	\$2,622,360.10
Lunch	\$23,944.54
ADA	\$591,576.21
Employee Benefit	\$6,501.38
HS Activity	\$552,939.31
Gen Fund Clearing	\$5,296.26
Student Fee	\$9,129.57
URM Fund	\$20,956.93
Falcon Team Account	
Special Building Fund	<u>\$446,527.71</u>
Total Funds	<u>\$5,244,933.73</u>

Account Balance as of:**March 31, 2026****DEPRECIATION FUND BREAKDOWN:**

Charter Reimb	\$0.00
Transportation	\$304,927.48
Building	\$316,422.90
Track	\$200,000.00
Interest	\$20,295.14
Computer Hardware	\$124,056.20

Total:**\$965,701.72****New CD - 6 Month****\$342,302.21****Combined 8 Smalls CD's + \$250,000.00 from Depr. Fund****GENERAL FUND BANK RECONCILIATION:**

Bank Balance as of March 31, 2026	\$2,623,135.10
Outstanding Checks:	<u>\$775.00</u>
Ending Balance:	\$2,622,360.10

Report Date 4/1/2026

WILCOX-HILDRETH PUBLIC SCHOOL															
Swimming Pool - History Rates & Wages															
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Hours Open Per Week:	37.0	34.0	34.0	34.0	34.0	34.0	34.0	35.0	35.0	35.0	35.0	35.0	35.0	35.0	35.0
<u>TICKET PRICES</u>															
Family Season Pass	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$120.00	\$130.00	\$130.00	\$130.00	\$130.00
Adult Single Season Pass	\$55.00	\$55.00	\$55.00	\$55.00	\$55.00	\$55.00	\$55.00	\$55.00	\$55.00	\$55.00	\$55.00	\$65.00	\$65.00	\$65.00	\$65.00
Student Single Season Pass	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$55.00	\$55.00	\$55.00	\$55.00
Adult - 12 Swim Ticket	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$55.00	\$55.00	\$55.00	\$55.00
Student - 12 Swim Ticket	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$40.00	\$40.00	\$40.00	\$40.00
Adult General Admission	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00
Student General Admission	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00
Pre-School General Admission	Free	Free	Free	Free	Free	Free	Free	Free	Free	Free	Free	Free	Free	Free	Free
Pool Rental/2 Hours + LG Pay	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00
<u>WAGES & SALARIES</u>															
Lifeguard - First Year/Substitutes	\$7.30	\$7.35	\$7.80	\$8.05	\$9.05	\$9.05	\$9.05	\$9.35	\$9.35	\$9.35	\$9.35	\$12.00	\$12.00	\$13.50	\$15.00
Lifeguard - 2nd Year or More w/W	\$7.50	\$7.55	\$8.00	\$8.25	\$9.25	\$9.25	\$9.25	\$9.55	\$9.55	\$9.55	\$9.55	\$12.20	\$12.20	\$13.75	\$15.25
Assistant Manager	\$7.55	\$7.85	\$9.00	\$9.25	\$10.25	\$10.25	\$10.25	\$10.60	\$10.60	\$10.60	\$10.60	\$14.00	\$14.00	\$14.50	\$16.00
Manager	\$3,600.00	\$8.35	\$9.75	\$10.00	\$11.00	\$11.00	\$3,500.00	\$3,650.00	\$3,650.00	\$3,650.00	\$3,650.00	\$15.00	\$15.00	\$15.50	\$17.00

WILCOX-HILDRETH PUBLIC SCHOOLS SUPERINTENDENT CONTRACT

This contract is made by and between the board of education of the School District of Wilcox-Hildreth (a/k/a District #0001), in the County of Kearney, State of Nebraska, hereinafter referred to as “the board”, and Justin Patterson, a legally qualified superintendent, hereinafter referred to as “the administrator”.

WITNESSETH:

NOW, THEREFORE, the Board and the Superintendent, for and in consideration of the terms hereinafter established, have agreed and do hereby agree, as follows:

I. TERM

- A. The Board by and on behalf of the District does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the Schools of the District for the one (1) year term commencing on July 1, 2026, and ending on June 30, 2027.
- B. The Board has not adopted any policy, rule, regulation, law, or practice providing for tenure. No right of tenure is created by this Contract. No property interest, express or implied, is created in continued employment beyond the Contract term.
- C. If the Board desires to consider the amendment of this Contract, the Board shall provide written notification to the Superintendent on or before April 15 of each year of this Contract, of its desire to consider the amendment of this Contract. If the Board desires to consider the non-renewal of this Contract at the end of the term of this Contract, the Board shall provide written notice of its intent to consider non-renewal by April 15, 2026.

II. EMPLOYMENT

- A. Duties: In addition to the duties required of the Superintendent by the laws of the State of Nebraska, the Superintendent shall comply with all Board directives, other state and federal law, district policy, rules, and regulations as they exist or may hereafter be adopted or amended. The Superintendent shall faithfully perform all duties; shall devote full time, skill, labor, and attention to the position of Superintendent of Schools throughout the term of this Contract; and shall perform all acts and services in the best interest of the District. The Superintendent shall perform the duties of the Superintendent of Schools for the District with reasonable care, skill, and expertise.
- B. Certification: The Superintendent presently has, or will have on the first day of the term of this Contract, a valid and appropriate certificate to act as a Superintendent of Schools in the State of Nebraska, and shall keep this certificate in full force and effect throughout the term of this Contract. The Superintendent shall register this certificate with the central administrative office of the District, and with any other person, agency, or department as may be required by the laws of the State of Nebraska or by rules and regulations of the Nebraska Department of Education. The Superintendent shall not commence duties, and this Contract shall not become effective, until this certificate is properly registered.
- C. Physical or Mental Examination: The Superintendent agrees that, at the request of the Board, he will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of his position.
- D. Organization and Direction of Personnel: The Superintendent is responsible for the administration of instruction and business affairs of the District; and is authorized to select, place, and transfer personnel, and to organize the administrative and supervisory staff with the concurrence of the Board. In any selection, recommendation for employment, organization, placement on salary schedules or salary ranges, transferring, assigning, or reassigning personnel, the Superintendent shall take such action as is consistent with the best interest of the District subject to the guidelines set by the Board in the annual budget for this District and in accordance with the policies of the Board.
- E. Consultation and Other Activities: With the permission of the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional activities for other entities; provided, however, that none of such extra activities interfere with the efficient operation of the District or otherwise operate to the detriment of

the District. Any days used for outside activities for which the Superintendent would be compensated will be deducted from the Superintendent's earned vacation time.

- F. Professional Meetings: Subject to prior approval by the Board, the Superintendent or Superintendent's designee shall represent the District at appropriate professional meetings whether local, state, or national, provided that the attendance of the Superintendent at any such meetings involving more than one full day out of the office shall be with the approval of the Board. Notwithstanding the foregoing, the Superintendent shall be entitled to attend the annual meeting of either the American Association of School Administration or the Association for Supervision and Curriculum Development. The expense of any such attendance shall be paid by the District to an aggregate maximum not to exceed amounts allocated therefore in the budget approved by the Board for the year during the term of this Contract.
- G. Reassignment: The Superintendent cannot be reassigned from the position of Superintendent to another position, without the Superintendent's express written consent or through amendment of the Superintendent's contract pursuant to state law.

III. COMPENSATION

- A. Salary: The District shall provide the Superintendent with an annual salary of **One Hundred Sixty Two Thousand Two Hundred Eighteen Dollars (\$162,218.00)** for the 2026-2027 school year. The annual salary shall be paid to the Superintendent in twelve equal monthly installments in accordance with the policy of the Board regarding payment of other professional staff members employed by the District.
- B. Adjustment: The Board reserves the right to adjust the annual salary during the term of this contract. Said salary adjustment, however, shall not reduce the annual salary to any lesser amount than as above stated, such adjustment shall be solely at the discretion of the Board. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has thereby extended the termination date, unless the Board, by specific action, shall expressly extend the termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of the termination date of this Contract.
- C. Deductions: This Contract shall conform to the regulation governing deductions from the above-state compensation with reference to withholding tax, social security, and retirement. Other deductions may be withheld as agreed by the Board and Superintendent.

- D. Payment of Professional Dues: The District shall pay the entire cost of Superintendent's membership in the American Association of School Administrators and the Nebraska Association of School Administrators.

IV. OTHER BENEFITS

- A. Medical Insurance: The Superintendent shall be entitled to the medical insurance coverage accorded to other professional employees of the District.
- B. Dental Insurance: Family dental insurance that is available to certificated staff through the District's health insurance carrier.
- C. Transportation: The Board shall provide the Superintendent with transportation required in the performance of his official duties. Should unusual circumstances exist which require the Superintendent to use the Superintendent's own vehicle, the District shall reimburse the Superintendent for the use of a personal vehicle at the legal established rate.
- D. Cell Phone: The district will reimburse the Superintendent at the rate of \$100 per month for use of his personal cell phone.

V. VACATION AND LEAVE

- A. Vacation: During the term of employment, the Superintendent shall be entitled to twenty (20) working days of vacation per calendar year. Vacation time shall be scheduled by the Superintendent so as not to interfere with the normal operation of the District. Vacation days shall be taken within the Contract year in which they accrue, and shall not carry over from year to year. Unused vacation days will be calculated on a per diem basis utilizing the current salary divided by the number of working days during the year. Upon termination of this Agreement, only accrued, but unused, vacation leave shall be compensated.
- B. Sick Leave: The Superintendent shall be entitled to ten (10) sick leave days for each Contract year. The Superintendent may use such leave for the illness of a member of the immediate family. The immediate family shall include a mother, father, spouse, son, daughter, sister, brother, mother or father of a spouse, or grandparents. Unused sick leave may be carried over from one Contract year to the next succeeding contract year to a maximum of 40 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing Contract year or years until the accumulated number of days is less than 40, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 40 days.
- C. Records of Leave: The Superintendent shall keep business records of all days of vacation or sick leave actually taken, and shall regularly advise the Board as to any such leave the Superintendent has taken.
- D. Other Leave: The Superintendent shall be allowed the usual holidays which the District generally recognizes during the course of each Contract

year. The Superintendent shall continue to conduct the district's business irrespective of a designated holiday and even if the Superintendent doesn't keep normal business office hours during the holiday breaks.

VI. REVIEW OF PERFORMANCE

- A. Time and Basis of Evaluation: The Board shall evaluate and assess in writing the performance of the Superintendent at least twice during the first year of this Contract. The evaluation shall occur on or before November 21st during the first year. All subsequent years the evaluation will be performed on or before December 21st unless otherwise mutually agreed to by the Superintendent and the Board. During the first year of employment, the second evaluation shall be conducted on or before March 31. The Superintendent is responsible for notifying the Board of the Board's statutory obligation to evaluate the Superintendent by consulting with the President of the Board to see that the Superintendent's evaluation is placed on the Board's agenda during the Contract year on or before the dates specified above. A failure to notify the Board of its need to perform the Superintendent's evaluation shall constitute neglect of duty sufficient to warrant cancellation of this contract.
- B. Evaluation Format and Procedure: The evaluation format and procedure shall generally be in accordance with the Board's policies, and state and federal law.

VII. RENEWAL/NON-RENEWAL

- A. Automatic Renewal of Contract: This Contract shall automatically renew for twelve (12) months from the ending date set forth in Paragraph I.A above, unless the Board takes action on or before April 15, 2026 to terminate or non-renew the automatic renewal provision.
- B. Non-renewal: Non-renewal shall be in accordance with Board policy and/or state law.

VIII. TERMINATION OF SUPERINTENDENT'S CONTRACT

- A. Expiration of Term: This contract shall expire at the conclusion of the term set out above provided that the Board gives notice in writing that it intends to not renew the Contract on or before April 15, 2026.
- B. Mutual Agreement: This Contract shall be terminated by the mutual agreement of the Superintendent and the Board in writing, signed by both parties, upon such terms and conditions as may be mutually agreed upon.
- C. Disability: If the Superintendent is unable to perform the essential functions of the position of Superintendent of Schools because of illness, accident, or other disability for a period of more than two (2) consecutive

months during this Contract period, the Board may take action to initiate consideration of cancellation of this Contract.

- D. Retirement or Death: This Contract shall be terminated upon the retirement or death of the Superintendent.
- E. No Penalty for Release or Resignation. There shall be no penalty for the Superintendent's release or resignation from this Contract; provided, however, no resignation shall become effective until the expiration of the Contract unless it is accepted by the Board, which shall determine the date that the resignation shall take effect.
- F. Cancellation: The Board may cancel the Contract of the Superintendent only pursuant to the terms of Nebraska law dealing with cancellation of contracts of certificated employees. In the event that the Board cancels this Contract, the Superintendent shall be afforded all the rights to which he may be entitled as set forth in the Board's policies and state law.
- G. Compensation upon Termination: Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the annual salary paid but not earned prior to the date of termination of this Contract shall be refunded by the Superintendent. The superintendent shall be paid for accrued, but unused, vacation time. No other leave shall be compensable.

IX. MISCELLANEOUS

- A. Controlling Law: The parties shall be governed by all applicable Nebraska laws, federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.
- B. Complete Agreement. This Contract constitutes the entire agreement between the parties hereto and cannot be modified or amended except by written agreement duly authorized and executed by the Superintendent and the Board. All existing agreements and contracts, both verbal and written, between the parties hereto regarding the employment of the Superintendent have been superseded by this Contract.
- C. Severability: In the event any one or more of the provisions contained in this Contract shall, for any reason, be held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provisions thereof, and this Contract shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein.

Acceptance: This offer shall expire unless signed and returned to the Board or its authorized representative by April 20, 2026.

Binding Effect: This Contract is binding on all successor Boards of the District and said Contract may not be assigned or transferred in any manner by Superintendent.

EXECUTED this 20th day of April, 2026.

KEARNEY COUNTY SCHOOL DISTRICT 50-0001, a/k/a/ WILCOX-HILDRETH
PUBLIC SCHOOLS

By: _____
President of its Board of Education

By: _____
Superintendent

ADMINISTRATOR'S CONTRACT OF EMPLOYMENT

THIS CONTRACT is made and entered into by and between the BOARD OF EDUCATION (hereinafter the "Board") of WILCOX-HILDRETH SCHOOL DISTRICT 50-0001, NEBRASKA, (hereinafter the "District") and Luke Glenn, (hereinafter the "Administrator").

WITNESSETH:

NOW, THEREFORE, the Board and the Administrator, for an in consideration of the terms hereinafter established, have agreed and do hereby agree, as follows:

I. TERM

1.1 The Board by and on behalf of the District does hereby employ the Administrator, and the Administrator does hereby accept employment as Assistant Principal for the District commencing on or about July 27, 2026 and ending on or about June 30, 2027, and include 11 months of service.

1.2 If the Board desires to consider the amendment of this Contract, the Board shall provide written notification to the Administrator on or before April 15 of each year of this Contract, of its desire to consider the amendment of this Contract. If the Board desires to consider the non-renewal or termination of this Contract at the end of the term of this Contract, the Board shall provide written notice of its intent to consider non-renewal by April 15 of each year of the contract.

II. EMPLOYMENT

2.1 Duties. The Administrator's duties shall be as prescribed for the position by policy, job description, rule, regulation, and the directives of the Board or a superior administrator. The Administrator shall perform these duties in accordance with all directives, standards, and goals established by the Board and the Administrator; state and federal law; district policy; rules; and regulations as they exist or may hereafter be adopted or amended. The Administrator shall faithfully perform all duties; shall devote full time, skill, labor, and attention to his/her position throughout the term of this Contract; and shall perform all acts and services in the best interest of the District. The Administrator shall perform his/her duties for the District with reasonable care, skill, and expertise and in good manner.

2.2 Professional Status. Throughout the term of this Contract, the Administrator shall hold a valid and appropriate certificate issued by the Nebraska Department of Education to act as a principal in the State of Nebraska, and shall register the certificate in the office of the Administrator. The Administrator affirms that he/she is not under contract with another School District covering any part of the term of this Contract.

2.3 Consultation and Other Activities. With the prior approval of the Board, the Administrator may undertake consultative work, speaking engagements, writing, lecturing, or other professional activities for other entities; provided, however, that none of such extra activities interfere with the

efficient operation of the District or otherwise operate to the detriment of the District. Any days used for outside activities for which the Administrator would be compensated will be deducted from the Administrator's contract time or as approved by the Superintendent

2.4 Professional Development. With the Board's prior approval, the Administrator shall continue his/her professional development by attending appropriate professional meetings at the local, state, and national levels. The expense of such attendance shall be paid by the District to an aggregate maximum not to exceed amounts allocated therefore in the budget approved by the Board for the year during the term of this Contract.

2.5 Reassignment. The Administrator cannot be reassigned from his/her position to another position, without the Administrator's express written consent or through amendment of the Administrator's contract pursuant to state law.

III. COMPENSATION

3.1 Salary. The District shall provide the Administrator with an annual salary of **Ninety Thousand One Hundred Dollars (\$90,100)** for the school year 2026-2027. The annual salary shall be paid to the Administrator in installments in accordance with the policy of the Board regarding payment of administrators employed by the District.

3.2 Deductions. This Contract shall conform to the regulation governing deductions from the above-state compensation with reference to withholding tax, social security, and retirement. Other deductions may be withheld as agreed by the Board and Administrator.

3.3 Payment of Professional Dues. The District shall pay the Administrator's reasonable professional dues annually. The Board shall have sole discretion in determining the reasonableness of professional dues.

3.4 Other Benefits.

- A. Health and Disability Insurance. The Administrator shall be entitled to the health insurance coverage and long term disability insurance coverage provided by the teacher negotiated agreement.
- B. Transportation. The Board shall provide the Administrator with out of town transportation required in the performance of his/her official duties. Should unusual circumstances exist which require the Administrator to use the Administrator's own vehicle out of town, the District shall reimburse the Administrator for the use of a personal vehicle at the legal established rate.
- C. Cell Phone: The district will reimburse the Principal at the rate of **\$100** per month for use of their personal cell phone.

IV. Leave

4.1 Sick Leave. The Administrator shall be entitled to ten (10) sick leave days for the first year of employment and 10 additional days after the first year accumulating to 45 days. The Administrator may use such leave for the illness of a member of the immediate family. The immediate family shall include a mother, father, spouse, son, daughter, sister, brother, mother or father of a spouse, or grandparents and grandchildren. There will be no payment for unused sick days upon separation of employment.

4.2 Bereavement Leave. Administrator shall be entitled to five days of bereavement leave per year.

4.3 Personal Leave. Administrator shall be entitled to five days of personal leave.

4.4 Records of Leave. The Administrator shall keep business records of all days of vacation or sick leave actually taken, and shall regularly advise the Board as to any such leave the Administrator has taken.

4.5 Other Leave. The Administrator shall be allowed the usual holidays which the District generally recognizes during the course of each Contract year.

4.6 Upon termination of this Agreement, no amount shall be paid for any unused leave days.

V. REVIEW OF PERFORMANCE

5.1 Time and Basis of Evaluation. The Superintendent shall evaluate and assess in writing the performance of the Administrator at least twice during each year of probationary employment. The first evaluation shall be conducted on or before December 15 of each year of the probationary contract and a second before May 15 of each year of the probationary contract unless otherwise mutually agreed to by the Administrator and the Superintendent so long as an evaluation occurs in each of the two semesters or otherwise complies with Nebraska law.

After the Administrator successfully serves the probationary period or if the Administrator already has served the probationary period, the Administrator shall be evaluated at least once during the school year. This evaluation will be completed prior to April 15 of each school year.

5.2 Evaluation Format and Procedure. The evaluation format and procedure shall generally be in accordance with the Board's policies, and state and federal law.

VI. RENEWAL/NON-RENEWAL

6.1 Automatic Renewal of Contract. This Contract shall automatically renew for one year from the ending date as set forth in Paragraph 1.1 above, unless the Board takes action on or before April 15 to non-renew or terminate the automatic renewal provision.

6.2 Formal Renewal. If the Administrator has received favorable evaluations from the Superintendent, his or her contract shall be formally renewed and the Principal's salary shall increase by terms agreed upon by the Superintendent and approved by the Board of Education.

6.3 Non-renewal. Non-renewal and termination shall be in accordance with Board policy and/or state law.

VII. TERMINATION OF ADMINISTRATOR'S CONTRACT

7.1 Expiration of Term. Provision of this contract shall expire at the conclusion of the term set out above.

7.2 Mutual Agreement. This Contract shall be terminated by the mutual agreement of the Administrator and the Board in writing, signed by both parties, upon such terms and conditions as may be mutually agreed upon.

7.3 Disability. If the Administrator is unable to perform his/her duties by reason of illness, accident, or other disability beyond his/her control, or if such disability is permanent, irreparable, or of such a nature as to make performance of his/her duties impossible, the Board may, in its discretion, cancel or terminate this Contract, whereupon the respective rights, duties, and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Administrator under any insurance coverage furnished by the District.

7.4 Retirement or Death. This Contract shall be terminated upon the retirement or death of the Administrator.

7.5 No Penalty for Release or Resignation. There shall be no penalty for the Administrator's release or resignation from this Contract; provided, however, no resignation shall become effective until the expiration of the Contract unless it is accepted by the Board, which shall determine the date that the resignation shall take effect.

7.6 Cancellation. The Board may cancel the Contract of the Administrator only pursuant to the terms of Nebraska law dealing with cancellation of contracts of certificated employees. In the event that the Board cancels this Contract, the Administrator shall be afforded all the rights to which he may be entitled as set forth in the Board's policies and state law.

7.7 Compensation upon Termination. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the annual salary paid but not earned prior to the date of termination of this Contract shall be refunded by the Administrator. No leave shall be compensable.

VIII. MISCELLANEOUS

8.1 Controlling Law. The parties shall be governed by all applicable Nebraska laws, federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

8.2 Complete Agreement. This Contract constitutes the entire agreement between the parties hereto and cannot be modified or amended except by written agreement duly authorized and executed by the Administrator and the Board. All existing agreements and contracts, both verbal and written, between the parties hereto regarding the employment of the Administrator have been superseded by this Contract.

8.3 Severability. In the event any one or more of the provisions contained in this Contract shall, for any reason, be held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provisions thereof, and this Contract shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein.

8.4 Acceptance. This offer shall expire unless signed and returned to the Administrator's office no later than 4:00 p.m. on Monday, April 20, 2026.

8.5 Binding Effect. This Contract is binding on all successor Boards of the District and said Contract may not be assigned or transferred in any manner by Administrator.

EXECUTED this 20th day of April 2026.

WILCOX-HILDRETH SCHOOL DISTRICT 50-0001

By:
Kirk Nelson, President
of its Board of Education

Attest: _____
Secretary of its Board of Education

Luke Glenn, Administrator

ADMINISTRATOR’S CONTRACT OF EMPLOYMENT

THIS CONTRACT is made and entered into by and between the BOARD OF EDUCATION (hereinafter the “Board”) of WILCOX-HILDRETH SCHOOL DISTRICT 50-0001, NEBRASKA, (hereinafter the “District”) and Joee Muhlbach, (hereinafter the “Administrator”).

WITNESSETH:

NOW, THEREFORE, the Board and the Administrator, for an in consideration of the terms hereinafter established, have agreed and do hereby agree, as follows:

I. TERM

1.1 The Board by and on behalf of the District does hereby employ the Administrator, and the Administrator does hereby accept employment as Principal for the District commencing on or about July 27, 2026 and ending on or about June 30, 2027, and include 11 months of service.

1.2 If the Board desires to consider the amendment of this Contract, the Board shall provide written notification to the Administrator on or before April 15 of each year of this Contract, of its desire to consider the amendment of this Contract. If the Board desires to consider the non-renewal or termination of this Contract at the end of the term of this Contract, the Board shall provide written notice of its intent to consider non-renewal by April 15 of each year of the contract.

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2.1 Duties. The Administrator’s duties shall be as prescribed for the position by policy, job description, rule, regulation, and the directives of the Board or a superior administrator. The Administrator shall perform these duties in accordance with all directives, standards, and goals established by the Board and the Administrator; state and federal law; district policy; rules; and regulations as they exist or may hereafter be adopted or amended. The Administrator shall faithfully perform all duties; shall devote full time, skill, labor, and attention to his/her position throughout the term of this Contract; and shall perform all acts and services in the best interest of the District. The Administrator shall perform his/her duties for the District with reasonable care, skill, and expertise and in good manner.

2.2 Professional Status. Throughout the term of this Contract, the Administrator shall hold a valid and appropriate certificate issued by the Nebraska Department of Education to act as a principal in the State of Nebraska, and shall register the certificate in the office of the Administrator. The Administrator affirms that he/she is not under contract with another School District covering any part of the term of this Contract.

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efficient operation of the District or otherwise operate to the detriment of the District. Any days used for outside activities for which the Administrator would be compensated will be deducted from the Administrator's contract time or as approved by the Superintendent

2.4 Professional Development. With the Board's prior approval, the Administrator shall continue his/her professional development by attending appropriate professional meetings at the local, state, and national levels. The expense of such attendance shall be paid by the District to an aggregate maximum not to exceed amounts allocated therefore in the budget approved by the Board for the year during the term of this Contract.

2.5 Reassignment. The Administrator cannot be reassigned from his/her position to another position, without the Administrator's express written consent or through amendment of the Administrator's contract pursuant to state law.

III. COMPENSATION

3.1 Salary. The District shall provide the Administrator with an annual salary of **One Hundred and Six Thousand Six Hundred and Five Dollars (\$106,605.00)** for the school year 2026-2027. The annual salary shall be paid to the Administrator in installments in accordance with the policy of the Board regarding payment of administrators employed by the District.

3.2 Deductions. This Contract shall conform to the regulation governing deductions from the above-state compensation with reference to withholding tax, social security, and retirement. Other deductions may be withheld as agreed by the Board and Administrator.

3.3 Payment of Professional Dues. The District shall pay the Administrator's reasonable professional dues annually. The Board shall have sole discretion in determining the reasonableness of professional dues.

3.4 Other Benefits.

- A. Health and Disability Insurance. The Administrator shall be entitled to the health insurance coverage and long term disability insurance coverage provided by the teacher negotiated agreement.
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- C. Cell Phone: The district will reimburse the Principal at the rate of **\$100** per month for use of their personal cell phone.

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7.2 Mutual Agreement. This Contract shall be terminated by the mutual agreement of the Administrator and the Board in writing, signed by both parties, upon such terms and conditions as may be mutually agreed upon.

7.3 Disability. If the Administrator is unable to perform his/her duties by reason of illness, accident, or other disability beyond his/her control, or if such disability is permanent, irreparable, or of such a nature as to make performance of his/her duties impossible, the Board may, in its discretion, cancel or terminate this Contract, whereupon the respective rights, duties, and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Administrator under any insurance coverage furnished by the District.

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8.5 Binding Effect. This Contract is binding on all successor Boards of the District and said Contract may not be assigned or transferred in any manner by Administrator.

EXECUTED this 20th day of April 2026.

WILCOX-HILDRETH SCHOOL DISTRICT 50-0001

By:
Kirk Nelson, President
of its Board of Education

Attest: _____
Secretary of its Board of Education

Joee Muhlbach, Administrator

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

April 20, 2026

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

Superintendent's Report:

A. FINANCES

GENERAL FUND:

- ❖ 49.54% of the budget is spent compared to:
 - i. April 2025- 49.42%
 - ii. April 2024- 48.20%
 - iii. April 2023- 48.39%
 - iv. April 2022- 46.42%
 - v. April 2021- 54.9%
 - vi. April 2020- 55.79%
 - vii. April 2019- 50.8%
 - viii. April 2018- 50%
 - ix. April 2017- 44%
 - x. 67% of the year complete

- ❖ The General Fund Cash Balance as of March 31 was \$2,622,360.10 compared to
 - i. April 2025- \$2,566,931.10
 - ii. April 2024- \$1,974,069.07
 - iii. April 2023- \$1,774,965.48
 - iv. April 2022- \$1,484,756.77
 - v. April 2021- \$817,683.27
 - vi. April 2020- \$1,942,516.86
 - vii. April 2019- \$3,137,057
 - viii. April 2018- \$4,009,952
 - ix. April 2017- \$3,274,448
 - x. April 2016- \$2.4 million

- ❖ Through April we have spent \$3,514,018.30 compared to:
 - i. April 2025- \$3,452,272.51
 - ii. April 2024- \$3,602,871.88
 - iii. April 2023- \$3,217,604.61
 - iv. April 2022- \$2,995,451.49
 - v. April 2021- \$3,290,419.42
 - vi. April 2020- \$3,159,22.26
 - vii. April 2019- \$2,793,734
 - viii. April 2018- \$2,673,718
 - ix. April 2017- \$2,569,038
 - x. April 2016- \$2,926,576
 - xi. April 2015- \$2.6 million

- ❖ We are trending to spend about \$6.1 million this fiscal year after year end transfers. Payroll is expected to make up approximately \$4.1 million.

Depreciation Fund Balance on March 31

- ❖ \$1,300,70.49
 - April 2025-\$763,067.39
 - April 2024- \$313,188.59

Nutrition Fund Balance on March 31

- ❖ \$23,944.54
 - April 2025- \$36,299.38
 - April 2024- \$45,624.66

Special Building Fund on March 31

- ❖ \$446,527.71 (Paid off Lease Purchase 1 year early)
 - April 2025- \$1,289,890.52
 - April 2024- \$1,134,736.09