

**BOARD OF EDUCATION AGENDA
THAYER CENTRAL COMMUNITY SCHOOL
THAYER COUNTY, NEBRASKA
DISTRICT #85-0070**



Regular Meeting: Monday, January 12, 2026 at 7:00 PM
At the High School Media Center, 930 Eads Avenue, Hebron, NE 68370

I. OPENING PROCEDURES

I.A. Call Meeting to Order

I.B. Acknowledge meeting notice and announcement

This meeting has been preceded by advance notice and is hereby declared to be in open session. A copy of the Open Meetings Act is posted in the meeting room.

Nebraska Open Meetings Act:

http://nitc.nebraska.gov/documents/statutes/NebraskaOpenMeetingsAct_current.pdf

I.C. Excuse Absent Board Members

I.D. Board Member Conflict of Interest Statement

I.E. Organizational Meeting of the Board of Education

I.E.1. Election of Officers

I.E.1.a. President

I.E.1.b. Vice President

I.E.1.c. Secretary/Treasurer

I.E.1.d. Recording Secretary

I.E.2. Committee Assignments

I.E.2.a. Curriculum/Patriotism & Americanism

I.E.2.b. Personnel & Community Relations

I.E.2.c. Policy Review

I.E.2.d. Negotiations & Budget

I.E.2.e. Facilities, Equipment, Technology & Transportation

I.E.2.f. Safety, Health & Wellness

I.E.3. Designations for 2026

I.E.3.a. Meeting Time - 7:00 on the 2nd Monday of the Month

I.E.3.b. Newspaper of Record - Hebron Journal Register

I.E.3.c. District Attorney - KSB Legal Services

I.E.3.d. Funds Depository - Thayer Co. Bank

I.E.3.e. Funds Auditor - Dana Cole & Associates

I.E.3.f. State Organizations - NASB & NRCSA

I.E.3.g. Title IX, VI, & 504 Coordinator/Compliance - Superintendent

I.E.3.h. Acting Signatory - Superintendent

I.E.3.i. Non-Activity Fund Checks - 3 Officers, Superintendent, Business Manager

I.E.3.j. Activity Fund Checks - Superintendent, Principals, Business Manager

I.F. Approve Agenda

I.G. Recognition of Visitors/ Presenters — Communications from the Public:

The Board of Education encourages citizens to take advantage of the opportunity to address the Board at its regular meetings. Such opportunities

will ordinarily be limited to the, "Communications from the Public" section of the meeting. When there are several persons who wish to address the Board at a meeting, the Board President shall have the authority to limit the amount of time provided to each speaker. Persons wishing to address the Board of Education must sign in with the Board Secretary. **In compliance with Nebraska statute 84-1412 the Open Meetings Act is posted within the meeting room.**

I.G.1. Visitors/Presenters:

II. **APPROVAL OF THE CONSENT AGENDA & ACTION ITEMS**

II.A. **Consent Agenda:**

II.A.1. Minutes of previous month's meetings, special meetings, hearings, and work sessions.

II.A.2. Fund Accounts Total - \$718,451.67

General Fund - \$137,446.76

Lunch Fund - \$13,796.06

Building Fund - \$7,756.89

Payroll - \$559,451.96

II.A.3. Financial Reports

II.A.4. Correspondence to the Board and Accommodations

III. **REPORTS, AND DISCUSSION ITEMS**

III.A. Board Committee Reports

III.B. **Administrative Reports**

III.B.1. Jr Sr High School Principal

III.B.2. Elementary Principal

III.B.3. Activities Director

III.B.4. Superintendent

III.C. Discussion Items:

Negotiations Update

February Meeting

Committee Meeting with ESU

AD Position

Strategic Plan

IV. **Action Items:**

IV.A. Discuss, consider, and take necessary action to approve Policy 6005, Graduation Requirements.

IV.B. Discuss, consider, and take necessary action to approve the hire of a Director of Student Services.

IV.C. Discuss, consider, and take necessary action to approve a one time Early Resignation Notification Incentive for certified personnel only.

V. **Executive Session if Necessary**

Executive/Closed Session may be necessary during this meeting for either: 1) Protection of the public interest; or, 2) The prevention of needless injury to the reputation of an individual, and if the individual has not requested a public meeting.

V.A. Stated reason for entering into Executive Session:

The prevention of needless injury to the reputation of an individual

VI. **ANNOUNCEMENTS**

VI.A. Next Regular Board of Education Meeting;

VII. **ADJOURNMENT**

Regular Meeting

Monday, December 8, 2025 7:00 PM

High School Media Center, 930 Eads Avenue, Hebron, NE 68370

Present: Nathan Casey, Jeremy Heitmann, Tysen Hissong, Karen Kroll, Rob Marsh, Thad Mumm.

I. OPENING PROCEDURES

I.A. Call Meeting to Order

I.B. Acknowledge meeting notice and announcement

I.C. Excuse Absent Board Members

Action(s): Excuse absent board member Tysen Hissong. This motion, made by Jeremy Heitmann and seconded by Karen Kroll, Carried.

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

II. APPROVAL OF AGENDA

Action(s): Motion to approve agenda. This motion, made by Nathan Casey and seconded by Karen Kroll, Carried.

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

III. Recognition of Visitors/ Presenters — Communications from the Public:

III.A. Visitors/Presenters:

IV. APPROVAL OF THE CONSENT AGENDA & ACTION ITEMS

Action(s): Approve the consent agenda and associated financials in the amount of \$680,667.26. This motion, made by Nathan Casey and seconded by Thad Mumm, Carried.

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

IV.A. Consent Agenda:

IV.A.1. Minutes of previous month's meetings, special meetings, hearings, and work sessions.

IV.A.2. Fund Accounts Total - \$680,667.26

General - \$82,535.56

Lunch - \$14,961.98

Building - \$9,702.00

Depreciation - \$8,481.43

Payroll - \$564,986.29

IV.A.3. Financial Reports

IV.A.4. Correspondence to the Board and Accommodations

V. REPORTS, AND DISCUSSION ITEMS

V.A. Administrative Reports

V.A.1. Jr Sr High School Principal

Discussion:

Attendance, Testing, Events.

V.A.2. Elementary Principal

Discussion: Attendance, Events, Testing, Personal Development, SPED Update.

V.A.3. Activities Director

Discussion: Winter sports update, One Act, Fall Sports Awards, SNC Meeting update.

V.A.4. Superintendent

Discussion: Events, Committee Meetings, Nebraska Education Profile.

V.B. Board Committee Reports

V.C. Discussion Items:

Discussion: NRCSA Newsletter, Negotiations, SPED Numbers, Nurse Assistance.

VI. Action Items:

VI.A. Action(s): Discuss, consider, and take necessary action to approve Policies 4031, 4032, 4034, 4037, 4038, 4039. This motion, made by Thad Mumm and seconded by Jeremy Heitmann, Carried.

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

VII. Executive Session if Necessary

VII.A. Stated reason for entering into Executive Session:

Action(s): Motion to go into executive session for the protection of public interest on the topic of Programming at 8:18 pm. This motion, made by Jeremy Heitmann and seconded by Thad Mumm, Carried.

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

Motion to come out of executive session at 9:08 pm. This motion, made by Thad Mumm and seconded by Karen Kroll, Carried.

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

VIII. ANNOUNCEMENTS

VIII.A. Next Regular Board of Education Meeting;

IX. ADJOURNMENT

Action(s): Motion to adjourn at 9:09 pm. This motion, made by Thad Mumm and seconded by Jeremy Heitmann, Carried.

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

Board Secretary

January General Fund Payables

Check	Payee	Reason	Amount
36878	A Street Auto Parts Southwest	Transportation Supplies	\$548.61
36879	Aasani Telecom	Phone Charges	\$89.90
36880	Activity Fund	All State Music Expenses	\$449.15
36880	Activity Fund	Black Hills Utilities	\$7,766.31
36880	Activity Fund	Counselor Conference	\$11.00
36880	Activity Fund	District Supplies	\$1,793.44
36880	Activity Fund	Field Trip	\$217.00
36880	Activity Fund	Fuel	\$220.18
36880	Activity Fund	Maintenance Supplies	\$135.98
36880	Activity Fund	Superintendent Conference	\$177.43
36880	Activity Fund	Technology Supplies	\$927.64
36880	Activity Fund	Windstream Utilities	\$353.76
36881	Blue Cross/blue Shield	Marsh, Casey, Christian Insurance	\$4,322.68
36882	C & M Supply, Inc.	Fuel	\$4,693.59
36883	Capital Business Systems Inc.	Copier Contract	\$2,590.25
36883	Capital Business Systems Inc.	Copier Software	\$184.29
36884	Capital Business Systems, Inc.	Fax Contract	\$66.00
36885	Central Nebraska Refrigeration	Ice Machine Repair	\$1,007.33
36886	City Of Hebron	Utilities	\$292.92
36886	City Of Hebron	Trash	\$810.00
36887	Curriculum Leadership Institute	Consulting Services	\$2,800.00
36888	Dana F. Cole & Company, LLP	Audit Services	\$3,268.24
36889	Diode Technologies	Door Fobs	\$226.58
36889	Diode Technologies	Door Lock and Repair	\$3,803.19
36890	E S U #5	Mental Health 2nd Semester	\$16,000.00
36890	E S U #5	BD Consult	\$2,188.35
36890	E S U #5	E-Books Library	\$187.50
36890	E S U #5	OT Asst Services	\$1,638.06
36890	E S U #5	OT Services	\$5,393.85
36890	E S U #5	Psych Services	\$5,141.80
36890	E S U #5	PT Services	\$4,338.60
36890	E S U #5	SPED Program Supervision	\$1,100.00
36890	E S U #5	Tech Mileage 1st Semester	\$2,117.50
36890	E S U #5	Technology Services 2nd Semester	\$31,670.50
36891	Earl's Window Service	Window Cleaning	\$770.00
36892	ESU 3	ASD Workshop	\$25.00
36893	Fiber Platform, LLC	WAN Services	\$558.62
36894	First Bank of Nebraska	HVAC Interest	\$12,420.00
36895	Hebron Journal Regis	Printings	\$153.04
36896	Hebron Lawn Care, LLC	Winter Fertilizer, Aeration	\$3,165.00
36897	JW Pepper	Vocal Music	\$235.23

36898	KSB School Law	Legal Fees	\$536.00
36899	Laaker, Scott	Transportation Travel Reimb.	\$58.08
36900	Matheson Tri-Gas Inc	IT Supplies	\$200.95
36901	Nebraska Rural Community Schools Assoc.	Spring Conference Registration	\$250.00
36902	One Source	Background Check Fees	\$26.00
36903	River Road Repair, LLC	Transportation Repair	\$118.75
36904	Sack Lumber Co	Maintenance Supplies	\$68.02
36905	Security Services	Fire Alarm Inspections	\$836.00
36905	Security Services	Fire Alarm Monitoring	\$968.00
36906	Sparq Data Solutions	Sparq Meeting/Negotiations Subscription	\$4,500.00
36907	Superior Public School	Curriculum Coordinator	\$3,789.24
36908	Thayer County Health Services	Dec 25 Speech Services	\$1,787.50
36908	Thayer County Health Services	Drivers Testing	\$203.07
36909	True Value Hardware	Maintenance Supplies	\$71.63
36910	Williams Exterminating Inc.	Pest Control	\$175.00
		Payables	\$137,446.76
		Payroll & Benefits	\$547,247.17
		Total January Payables	\$684,693.93

January Lunch Fund Payables

Check	Payee	Reason	Amount
10224	Cash-Wa Distributing	Food/Supplies	\$8,840.67
10225	Hiland Dairy	Food	\$1,685.93
10226	Sysco Lincoln	Food/Supplies	\$3,269.46
		Payables	\$13,796.06
		Payroll & Benefits	\$12,204.79
		Total January Payables	\$26,000.85

January Building Fund Payables

Check	Payee	Reason	Amount
1484	Activity Fund	Doors	\$4,454.32
1485	BDL LLC	Cement	\$1,181.82
1486	Hebron Electric & Air Conditioning	Lighting	\$2,120.75
		Total Payables	\$7,756.89