

**Wayne Community Schools  
Board of Education Regular Meeting Minutes  
December 8, 2025**

The regular meeting of the Wayne Board of Education was held at 611 West 7th Street, Wayne, NE, 68787, on Monday, December 8, 2025 at 5:00 PM. Notice of the meeting and place of agenda was posted at Wayne Community Schools, posted in The Wayne Herald, and online: wayneschools.org. A copy of the Nebraska Open Meetings Act was displayed for the public to read.

I. Call the Meeting to Order

The meeting was called to order at 5:00 p.m. in the Jr/Sr High School Library.

I.a. Pledge of Allegiance

I.b. Announce Open Meetings Act Posting and Location - Posted at Wayne Community Schools, Published in the Wayne Herald (12/11/2025), and online: [www.wayneschools.org](http://www.wayneschools.org)

I.c. Action on Absence and Roll Call

I.d. Approval of Agenda - The Board may enter Closed Session to discuss any matter for which Closed Session is lawful and appropriate.

Notice is hereby given that Wayne Community Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the Board meeting to be held on December 8, 2025, at 5:00 p.m. in the Jr/Sr High School Library, Wayne, NE.

Motion to approve agenda, as presented, passed with a motion by Mrs. Jaime Manz and a second by Mrs. Sylvia Ruhl.

Mr. Justin Davis: Yes, Mr. Lynn Junck: Yes, Mrs. Jaime Manz: Yes, Mr. Brent Pick: Yes, Dr. Jodi Pulfer: Yes, Mrs. Sylvia Ruhl: Yes

I.e. Consent Agenda - Discuss, Consider, and Take Necessary Action on Minutes of Previous Meetings and Financial Claims

Motion to approve consent, agenda as presented, passed with a motion by Mr. Brent Pick and a second by Mr. Justin Davis.

Mr. Justin Davis: Yes, Mr. Lynn Junck: Yes, Mrs. Jaime Manz: Yes, Mr. Brent Pick: Yes, Dr. Jodi Pulfer: Yes, Mrs. Sylvia Ruhl: Yes

I.e.I. Approval of Minutes of Previous Meetings

I.e.II. Approval of Financial Reports and Claims

I.f. Personnel

Dr. Lenihan introduced Nicole Rager as the new bookkeeper.

#### I.f.I. Resignation - Discuss, Consider, and Take Necessary Action on Resignation

Motion to approve the resignation of Rob Sweetland, effective at the end of the 2025-26 school year. passed with a motion by Mrs. Sylvia Ruhl and a second by Mrs. Jaime Manz.

Mr. Justin Davis: Yes, Mr. Lynn Junck: Yes, Mrs. Jaime Manz: Yes, Mr. Brent Pick: Yes, Dr. Jodi Pulfer: Yes, Mrs. Sylvia Ruhl: Yes

The Board approved the resignation of Mr. Rob Sweetland at the end of the 2025-26 school year.

#### I.f.II. Resignation - Discuss, Consider, and Take Necessary Action on Resignation

Motion to approve the resignation of Lauren Gilliland, effective at the end of the 2025-26 school year. passed with a motion by Mrs. Sylvia Ruhl and a second by Mr. Justin Davis.

Mr. Justin Davis: Yes, Mr. Lynn Junck: Yes, Mrs. Jaime Manz: Yes, Mr. Brent Pick: Yes, Dr. Jodi Pulfer: Yes, Mrs. Sylvia Ruhl: Yes

The Board approved the resignation of Ms. Lauren Gilliland at the end of the 2025-26 school year.

### II. Communications from the Public (Policy 8346) and Requested Presentations

#### II.a. Dustin Kizzire - Dana F. Cole & Company - Audit Presentation

Doug Kizzire, Dana F. Cole and Company Auditor, joined the meeting via Zoom. He highlighted some points from the 2024-25 audit. The Board will be receiving copies of the audit.

#### II.b. Jr/Sr High School Yearbook - Diana Davis

Mrs. Diana Davis, Yearbook sponsor, along with students, Zouie Lagsub, and Abigail Allvin, presented an overview of the Jr/Sr High School yearbook program. They displayed one of the new cameras they received from the IDEA grant, offered through the Foundation.

### III. Celebration of Success

National FFA Horse Judging, FFA State Qualifiers, Unified Bowling Athletes, All-State Chorus and Band students, and State Cross Country Runners were honored at the December meeting.

### IV. Action Items

#### IV.a. Old Business

##### IV.a.I. Second Reading of Agenda item Management (AIM) Document-Level III Program - Discuss, Consider, and Take Necessary Action on Second Reading of AIM Document-Level III Program

Motion to approve the Second Reading of Agenda item Management (AIM) Document-Level III Program passed with a motion by Mr. Justin Davis and a second by Mrs. Jaime Manz.

Mr. Lynn Junck: No, Mr. Brent Pick: No, Mr. Justin Davis: Yes, Mrs. Jaime Manz: Yes, Dr. Jodi Pulfer: Yes, Mrs. Sylvia Ruhl: Yes

The Board approved the Second Reading of AIM Document - Level III Program.

##### IV.a.II. Second Reading of Agenda Item Management (AIM) Document-Technology Help Desk Position - Discuss, Consider, and Take Necessary Action on AIM Document-Technology Help Desk Position

Motion to approve the Second Reading of Agenda Item Management (AIM) Document-Technology Help Desk Position passed with a motion by Mr. Lynn Junck and a second by Mrs. Sylvia Ruhl.

Mr. Justin Davis: Yes, Mr. Lynn Junck: Yes, Mrs. Jaime Manz: Yes, Mr. Brent Pick: Yes, Dr. Jodi Pulfer: Yes, Mrs. Sylvia Ruhl: Yes

The Board approved the Second Reading of AIM Document - Technology Help Desk Position.

#### IV.b. New Business

##### IV.b.I. Negotiated Agreement with Wayne Education Association (WEA) - Discuss, Consider, and Take Necessary Action on Negotiated Agreement with WEA

Motion to approve the Negotiated Agreement with Wayne Education Association (WEA) for the 2026-27 school year. passed with a motion by Mr. Lynn Junck and a second by Mr. Justin Davis.

Mr. Justin Davis: Yes, Mr. Lynn Junck: Yes, Mrs. Jaime Manz: Yes, Mr. Brent Pick: Yes, Dr. Jodi Pulfer: Yes, Mrs. Sylvia Ruhl: Yes

The Board approved the negotiated agreement for the 2026-27 school year with a \$2,200 increase on base salary, bringing the base to \$43,100. Dr. Lenihan thanked the committee members for their work during this process.

##### IV.b.II. Superintendent Evaluation - Discuss, Consider, and Take Necessary Action on Superintendent Evaluation

Motion to approve the 2025 Superintendent Evaluation passed with a motion by Mrs. Sylvia Ruhl and a second by Mr. Brent Pick.

Mr. Justin Davis: Yes, Mr. Lynn Junck: Yes, Mrs. Jaime Manz: Yes, Mr. Brent Pick: Yes, Dr. Jodi Pulfer: Yes, Mrs. Sylvia Ruhl: Yes

The Board approved the NASB Superintendent Evaluation.

IV.b.III. Superintendent Contract - Discuss, Consider, and Take Necessary Action on Superintendent Contract

Notice is hereby given that Wayne Community Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the Board meeting to be held December 8, 2025, at 5:00 p.m. in the Jr/Sr High School Library, Wayne, NE.

Motion to approve the Superintendent Contract effective July 1, 2026 - June 30, 2029 passed with a motion by Mr. Lynn Junck and a second by Mrs. Sylvia Ruhl.

Mr. Justin Davis: Yes, Mr. Lynn Junck: Yes, Mrs. Jaime Manz: Yes, Mr. Brent Pick: Yes, Dr. Jodi Pulfer: Yes, Mrs. Sylvia Ruhl: Yes

The Board approved the Superintendent Contract for Dr. Lenihan. The contract is a three-year contract with a 3% salary increase.

IV.b.IV. 2024-25 Wayne Community Schools Audit and Financial Statements - Discuss, Consider, and Take Necessary Action on 2024-25 WCS Audit and Financial Statements

Motion to receive the 2024-25 Wayne Community Schools Audit and Financial Statements passed with a motion by Mr. Justin Davis and a second by Mr. Brent Pick.

Mr. Justin Davis: Yes, Mr. Lynn Junck: Yes, Mrs. Jaime Manz: Yes, Mr. Brent Pick: Yes, Dr. Jodi Pulfer: Yes, Mrs. Sylvia Ruhl: Yes

The Board moved to receive the audit and financial statements presented by Dustin Kizzire, of Dana F. Cole & Company.

IV.b.V. State Nebraska Bank Cash Management Agreement - Discuss, Consider, and Take Necessary Action on State Nebraska Bank Cash Management Agreement

Motion to approve the State Nebraska Bank Cash Management Agreement, and authorize the Business Manager to execute all necessary documents to finalize the agreement. passed with a motion by Mrs. Jaime Manz and a second by Mr. Justin Davis.

Mr. Justin Davis: Yes, Mr. Lynn Junck: Yes, Mrs. Jaime Manz: Yes, Mr. Brent Pick: Yes, Dr. Jodi Pulfer: Yes, Mrs. Sylvia Ruhl: Yes

The Board approved the State Nebraska Bank Cash Management Agreement. This agreement will consolidate all cash management services with State Nebraska Bank.

IV.b.VI. Appointment of Bookkeeper - Discuss, Consider, and Take Necessary Action on Appointment of Bookkeeper

Motion to appoint Nicole Rager as Bookkeeper for Wayne Community Schools. passed with a motion by Mrs. Sylvia Ruhl and a second by Mr. Brent Pick.

Mr. Justin Davis: Yes, Mr. Lynn Junck: Yes, Mrs. Jaime Manz: Yes, Mr. Brent Pick: Yes, Dr. Jodi Pulfer: Yes, Mrs. Sylvia Ruhl: Yes

The Board approved Nicole Rager as Bookkeeper.

IV.b.VII. First Reading of Agenda Item Management (AIM) Document: Pk-8 Art Teacher - Discuss, Consider, and Take Necessary Action on AIM Document: Pk-8 Art Teacher

Motion to approve the First Reading of Agenda Item Management (AIM) Document passed with a motion by Mr. Lynn Junck and a second by Mrs. Jaime Manz.

Mr. Justin Davis: Yes, Mr. Lynn Junck: Yes, Mrs. Jaime Manz: Yes, Mr. Brent Pick: Yes, Dr. Jodi Pulfer: Yes, Mrs. Sylvia Ruhl: Yes

The Board approved the First Reading of AIM Document: Pk-8 Art Teacher.

IV.b.VIII. Increase of Lunch Prices - Discuss, Consider, and Take Necessary Action on Increase of Lunch Prices

Motion to approve to increase the lunch prices to \$3.50 per lunch, effective January 6, 2026. passed with a motion by Mr. Lynn Junck and a second by Mrs. Sylvia Ruhl.

Mr. Justin Davis: Yes, Mr. Lynn Junck: Yes, Mrs. Jaime Manz: Yes, Mr. Brent Pick: Yes, Dr. Jodi Pulfer: Yes, Mrs. Sylvia Ruhl: Yes

The Board approved the increase of lunch prices to \$3.50 for students PK-12, effective January 6, 2026. Adult lunch prices will remain at \$5.00.

V. Administration and Board Committee Reports:

V.a. Administration - Written reports were provided by Administration. Copies of their reports are available at the District Office upon request.

V.a.I. Superintendent

V.a.I.1. Enrollment Report

Dr. Lenihan presented the number of students currently enrolled in Wayne Community Schools.

V.a.I.2. First Draft: 2026-27 School Calendar

Dr. Lenihan presented the first draft of the 2026-27 school calendar.

V.a.I.3. PowerSchool

Dr. Lenihan discussed talking with JMC, a different Student Information System. He will keep the Board informed of any decisions.

#### V.a.II. Special Education Director

Mrs. Bear stated 70 families are being helped with Christmas gifts. She also discussed the State Assessment results.

#### V.a.III. High School Principal

Mr. Plager stated that the master schedule and course offerings are being worked out.

#### V.a.IV. Junior High Principal/Activities Director

Mr. Wragge stated that the winter sports season has begun. The Elkhorn Valley Bank Great Northeast Nebraska Shootout will be December 29-31.

#### V.a.V. Elementary Principal

Mr. Diediker stated that winter MAP testing for all students in the Elementary is going on.

#### V.a.VI. Early Learning Center Principal

The ELC hosted the Wayne Early Learning Center Balloons on Broadway Thanksgiving Parade for Jr/Sr High School students. Mrs. Maas thanked Mrs. Anderson and Mrs. Harpham for the idea.

#### V.b. Board Committees

V.b.I. Foundation and Community Relations - Justin Davis, Jaime Manz, Sylvia Ruhl, Mark Lenihan, Misty Bear, Rusty Parker

Dr. Lenihan showed the report given by Mr. Rusty Parker.

V.b.II. Curriculum and Committee on American Civics - Jaime Manz, Jodi Pulfer, Sylvia Ruhl, Mark Lenihan, Andi Diediker, Russ Plager

Dr. Lenihan discussed the possible future staffing needs with the Board.

V.b.III. Facility/Safety/Finance - Justin Davis, Lynn Junck, Brent Pick, Mark Lenihan, Russ Plager, Dave Wragge, Darian Stoltenberg, Jordan Widner

Mr. Jordan Widner stated finishing work will continue at the ELC over Christmas break.

V.b.IV. Policy/Title IX - Jaime Manz, Brent Pick, Jodi Pulfer, Mark Lenihan, Misty Bear, Courtney Maas

There will be updated policies on the January agenda.

V.b.V. Negotiations - Justin Davis, Lynn Junck, Jodi Pulfer, Mark Lenihan

No report.

V.b.VI. Legislative - Lynn Junck, Brent Pick, Sylvia Ruhl, Mark Lenihan

Nebraska State Legislator, Glen Meyer, will be holding a Town Hall Meeting, December 17, 2025.

VI. Boardsmanship

VI.a. Board Review of Policies 5418-5602

VII. Future Agenda Item

\*Second Reading of AIM Document Pk-8 Art Teacher

\*Board Officer Election

\*Appoint Secretary

\*Appoint Treasurer

\*Newspaper, Bank, and Legal Counsel Appointment

\*Review and Adopt Board Code of Conduct

\*Review Conflict of Interest Policies (8260 & 8271)

\*ESU Contract Intentions

\*2026-27 School Calendar

\*2026 Legislative Issues Conference: January 25-26, Lincoln

VIII. Adjournment

Motion to Adjourn Meeting passed with a motion by Mrs. Jaime Manz and a second by Mr. Lynn Junck.

Mr. Justin Davis: Yes, Mr. Lynn Junck: Yes, Mrs. Jaime Manz: Yes, Mr. Brent Pick: Yes, Dr. Jodi Pulfer: Yes, Mrs. Sylvia Ruhl: Yes

The meeting was adjourned at 7:09 p.m. The next regular Board Meeting will be Monday, January 12, 2026, in the Jr/Sr High School Library.

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Deb Daum, Secretary