

**Wayne Community Schools
Board of Education Regular Meeting Minutes
February 9, 2026**

The regular meeting of the Wayne Board of Education was held at 611 West 7th Street, Wayne, NE, 68787, on Monday, February 9, 2026 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

A. The February meeting of the Wayne Community School District Board of Education is called to order on Monday, February 9, 2026, at 5:00 p.m.

B. Wayne Community Schools mission is committed to the success of all students and the development of lifelong learners, and our vision is "Learning for Life, Every Student, Every Day."

C. The meeting was posted at Wayne Community Schools, published in the Wayne Herald (2/3/2026), and online: www.wayneschools.org

D. Anyone desiring to view the Open Meetings Act may do so. The document is available for public inspection and is located on the north wall of the Library. Wayne Community Schools may go into closed session to discuss certain agenda items to protect the public interest or to prevent needless injury to the reputation of an individual, if such individual has not requested a public hearing.

E. Board Member Roll Call

F. Motion to approve the absence of any Board Member

G. Please stand for the Pledge of Allegiance

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

Motion to approve agenda, as presented, passed with a motion by Dr. Jodi Pulfer 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.b. 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. Justin Davis and a second by Dr. Jodi Pulfer.

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.b.I. Approval of Minutes of Previous Meetings

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

I.c. Personnel

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

Motion to approve the resignation of Kim Anderson, effective at the end of the 2025-26 school year passed with a motion by Dr. Jodi Pulfer 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 resignation of Mrs. Kim Anderson at the end of the 2025-26 school year.

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

Motion to approve the resignation of Christiana Koeppe, 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 Mrs. Christiana Koeppe at the end of the 2025-26 school year.

I.c.III. Resignation — Discuss, Consider, and Take Necessary Action on Resignation

Motion to approve the resignation of Paige Milliken, effective at the end of the 2025-26 school year 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 resignation of Ms. Paige Milliken at the end of the 2025-26 school year.

I.c.IV. Level III Special Education Teacher Position — Discuss, Consider, and Take Necessary Action on Level III Special Education Teacher Position

Motion to approve the contract for Sonya Carlson for Level III Self-Contained classroom for the 2026-27 school year passed with a motion by Dr. Jodi Pulfer and a second by Mrs. Sylvia Ruhl.

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 hiring Sonya Carlson as the Level III Self-Contained classroom teacher.

I.c.V. 7-8 Physical Education Teacher Position — Discuss, Consider, and Take Necessary Action on the 7-8 Physical Education Teacher Position

Motion to approve the contract for Aaron Rudloff as Physical Education Teacher for the 2026-27 school year passed with a motion by Dr. Jodi Pulfer 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 hiring of Aaron Rudloff for 7-8 PE.

I.c.VI. Elementary School Teacher Position— Discuss, Consider, and Take Necessary Action on the Elementary School Teacher Position

Motion to approve the contract for Chris Clinchard as 5th Grade Teacher for the 2026-27 school year passed with a motion by Mrs. Sylvia Ruhl and a second by Dr. Jodi Pulfer.

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 hiring of Chris Clinchard for Elementary teacher.

I.c.VII. Early Learning Center Teacher Position— Discuss, Consider, and Take Necessary Action on the Early Learning Center Teacher Position

Motion to approve the contract for Audrey Loberg as 1st Grade Teacher for the 2026-27 school year passed with a motion by Mrs. Sylvia Ruhl and a second by Dr. Jodi Pulfer.

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 hiring of Audrey Loberg for First Grade teacher.

I.c.VIII. Pk-8 Art Teacher — Discuss, Consider, and Take Necessary Action on Pk-6 Art Teacher

Motion to approve the contract for Ryan Surber for the Pk-8th grade Art teacher for the 2026-27 school year passed with a motion by Mr. Justin Davis and a second by Dr. Jodi Pulfer.

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 hired Ryan Surber as Pk-8 Art teacher.

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

II.a. Spring Sprints - Jacob Daum, Nichelle Daum, Maggie Gubbels

Jacob Daum, Nichelle Daum, and Maggie Gubbels gave the Board a presentation on Spring Sprints. They discussed the history, the events that take place, and future ideas.

III. Celebration of Success

Hard work and determination was honored at the February meeting.

IV. Action Items

IV.a. Old Business

IV.b. New Business

IV.b.I. 2026-27 Administrator Renewal Agreements - Discuss, Consider, and Take Necessary Action on 2026-27 Administrator Renewal Agreements

Motion to approve the 2026-27 Administrator Renewal Agreements with a 4% increase, as presented passed with a motion by Dr. Jodi Pulfer and a second by Mr. Justin Davis. 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 2026-27 Administrator Renewal Agreements. The agreements show a 4% total package increase.

IV.b.II. Elementary Roof Bid — Discuss, Consider, and Take Necessary Action on Elementary Roof Bid

Motion to approve the quote from Alcove Roofing in the amount of \$64,285 for the Elementary Roof project passed with a motion by Mr. Brent Pick 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 Board approved the quote from Alcove Roofing for the replacement of the Elementary roof.

IV.b.III. 2026-27 Nebraska Association of School Boards Dues — Discuss, Consider, and Take Necessary Action on 2026-27 NASB Dues

Motion to approve the annual NASB dues for \$5,781 passed with a motion by Mrs. Sylvia Ruhl and a second by Dr. Jodi Pulfer.

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 annual membership dues to NASB (Nebraska Association of School Boards).

IV.b.IV. Facilities Master Plan with Carlson West Povandra Architects — Discuss, Consider, and Take Necessary Action on Facilities Master Plan with CWP Architects

Motion to approve the Master Planning Agreement with CWP Architects as presented 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 Facilities Master Plan with Carlson West Povandra Architects.

IV.b.V. 2026-27 ESU 1 Contract - Discuss, Consider, and Take Necessary Action on the 2026-27 ESU 1 Contract

Motion to approve the 2026-27 ESU 1 Service Contract as presented. passed with a motion by Mrs. Sylvia Ruhl and a second by Dr. Jodi Pulfer.

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 2026-27 Service Contract with ESU 1.

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 and Census Data

Dr. Lenihan presented information to the Board on school enrollment and city census.

V.a.I.2. Principal Appraisals

Dr. Lenihan noted the Principal Appraisals are finished.

V.a.I.3. Teacher Renewal Agreements

Dr. Lenihan stated Teacher Renewal Agreements will be sent out by February 19 and are due back on March 16.

V.a.I.4. Nebraska Teacher Vacancy Survey Results

Dr. Lenihan showed a report that shows the areas in need of Nebraska teachers.

V.a.II. Special Education Director

Mrs. Misty Bear discussed the number of students in the EL program. She thanked the Wayne Legacy Fund for their grant of \$4000, which will be used to help pay for services for students that are not covered through Medicaid or insurance.

V.a.III. High School Principal

Mr. Plager reported that Freshman Orientation will be February 16.

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

Dr. Lenihan reported that six wrestlers of the girls' team have made it to the state tournament. Wayne has a boys champion in bowling.

V.a.V. Elementary Principal

Mr. Diediker noted that Donuts with Grownups will be this week. The Elementary has finished up their Parent/Teacher Conferences.

V.a.VI. Early Learning Center Principal

Mrs. Maas said the annual Kindergarten Penguin Parade was a great success.

V.b. Board Committees

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

Mr. Rusty Parker gave the Board the End of Year Financial report.

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

Dr. Lenihan stated a public hearing will be in August.

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 said summer maintenance projects are being lined up.

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

No report.

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

Dr. Lenihan discussed issues in the Legislature right now.

VI. Boardsmanship

VI.a. Board Review of Policies 1000-1120

VII. Future Agenda Items

*2026-27 ESU 1 Service Contract

*Board Review of Policies 1200-1470

*Budget & Finance Workshop — March 24: West Point

*Amplified Finance Workshop - April 8: Kearney

Future Agenda Items include: Staffing for 2026-27 school year.

VIII. Adjournment

Motion to Adjourn Meeting passed with a motion by Dr. Jodi Pulfer 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 meeting was adjourned at 6:42 p.m. The next regular Board Meeting will be Monday, March 9, 2026.

Deb Daum, Secretary