

Regular Meeting

Monday, January 12, 2026 7:00 PM

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

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

I. OPENING PROCEDURES

I.A. Call Meeting to Order

I.B. Acknowledge meeting notice and announcement

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

Action(s) :

Motion to nominate Rob Marsh for President. This motion, made by Jeremy Heitmann and seconded by Nathan Casey, Carried.

Voting Detail:

Nathan Casey: Yea
Jeremy Heitmann: Yea
Tysen Hissong: Yea
Karen Kroll: Yea
Rob Marsh: Yea
Thad Mumm: Yea

Voting Summary: Yea: 6, Nay: 0

Motion to cease nominations. This motion, made by Thad Mumm and seconded by Karen Kroll, Carried.

Voting Detail:

Nathan Casey: Yea
Jeremy Heitmann: Yea
Tysen Hissong: Yea
Karen Kroll: Yea
Rob Marsh: Yea
Thad Mumm: Yea

Voting Summary: Yea: 6, Nay: 0

I.E.1.b. Vice President

Action(s) :

Motion to nominate Tysen Hissong for Vice President. This motion, made by Rob Marsh and seconded by Thad Mumm, Carried.

Voting Detail:

Nathan Casey: Yea
Jeremy Heitmann: Yea
Tysen Hissong: Yea
Karen Kroll: Yea
Rob Marsh: Yea
Thad Mumm: Yea

Voting Summary: Yea: 6, Nay: 0

Motion to cease nominations. This motion, made by Jeremy Heitmann and seconded by Thad Mumm, Carried.

Voting Detail:

Nathan Casey: Yea
Jeremy Heitmann: Yea
Tysen Hissong: Yea
Karen Kroll: Yea
Rob Marsh: Yea
Thad Mumm: Yea

Voting Summary: Yea: 6, Nay: 0

I.E.1.c. Secretary/Treasurer

Action(s):

Motion to nominate Nate Casey for Secretary/Treasurer. This motion, made by Thad Mumm and seconded by Karen Kroll, Carried.

Voting Detail:

Nathan Casey: Yea
Jeremy Heitmann: Yea
Tysen Hissong: Yea
Karen Kroll: Yea
Rob Marsh: Yea
Thad Mumm: Yea

Voting Summary: Yea: 6, Nay: 0

Motion to cease nominations. This motion, made by Tysen Hissong and seconded by Jeremy Heitmann, Carried.

Voting Detail:

Nathan Casey: Yea
Jeremy Heitmann: Yea
Tysen Hissong: Yea
Karen Kroll: Yea
Rob Marsh: Yea
Thad Mumm: Yea

Voting Summary: Yea: 6, Nay: 0

I.E.1.d. Recording Secretary

Action(s):

Motion to appoint Sarah Bolte as Recording Secretary. This motion, made by Tysen Hissong and

seconded by Karen Kroll, Carried.

Voting Detail:

Nathan Casey: Yea
Jeremy Heitmann: Yea
Tysen Hissong: Yea
Karen Kroll: Yea
Rob Marsh: Yea
Thad Mumm: Yea

Voting Summary: Yea: 6, Nay: 0

I.E.2. Committee Assignments

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

Discussion: Casey, Kroll, Mumm

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

Discussion: Hissong, Kroll, Marsh

I.E.2.c. Policy Review

Discussion: Hissong, Marsh, Mumm

I.E.2.d. Negotiations & Budget

Discussion: Heitmann, Marsh, Mumm

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

Discussion: Casey, Heitmann, Hissong

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

Discussion: Casey, Heitmann, Kroll

I.E.3. Designations for 2026

Action(s):

Motion to approve designations for 2026. This motion, made by Nathan Casey and seconded by Tysen Hissong, Carried.

Voting Detail:

Nathan Casey: Yea
Jeremy Heitmann: Yea
Tysen Hissong: Yea
Karen Kroll: Yea
Rob Marsh: Yea
Thad Mumm: Yea

Voting Summary: Yea: 6, Nay: 0

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

Action(s) :

Motion to approve the agenda. This motion, made
by Jeremy Heitmann and seconded by Karen Kroll,
Carried.

Voting Detail:

Nathan Casey:	Yea
Jeremy Heitmann:	Yea
Tysen Hissong:	Yea
Karen Kroll:	Yea
Rob Marsh:	Yea
Thad Mumm:	Yea

Voting Summary: Yea: 6, Nay: 0

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

I.G.1. Visitors/Presenters:

Discussion: No visitors present.

II. APPROVAL OF THE CONSENT AGENDA & ACTION ITEMS

II.A. Consent Agenda:

Action(s) :

Discuss, consider and take necessary action to
approve the consent agenda and the associated
funds in the amount of \$718,451.67. This motion,
made by Tysen Hissong and seconded by Jeremy
Heitmann, Carried.

Voting Detail:

Nathan Casey:	Yea
Jeremy Heitmann:	Yea
Tysen Hissong:	Yea
Karen Kroll:	Yea
Rob Marsh:	Yea
Thad Mumm:	Yea

Voting Summary: Yea: 6, Nay: 0

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

Discussion: Attendance, Enrollment, Testing, Past events, Upcoming events.

III.B.2. Elementary Principal

Discussion:

Attendance, Testing, Personal Development, Past events, Enrollment, SPED Update.

III.B.3. Activities Director

Discussion:

Winter sports update, Activities update, SNC Update.

III.B.4. Superintendent

Discussion:

Past and Upcoming Meetings

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.

Action(s):

Discuss, consider, and take necessary action to approve Policy 6005, Graduation Requirements. This motion, made by Thad Mumm and seconded by Tysen Hissong, Carried.

Voting Detail:

Nathan Casey: Yea
Jeremy Heitmann: Yea
Tysen Hissong: Yea
Karen Kroll: Yea
Rob Marsh: Yea
Thad Mumm: Yea

Voting Summary: Yea: 6, Nay: 0

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

Action(s):

Discuss, consider, and take necessary action to approve the hire of a Director of Student Services. This motion, made by Jeremy Heitmann and seconded by Thad Mumm, Carried.

Voting Detail:

Nathan Casey: Yea
Jeremy Heitmann: Yea
Tysen Hissong: Yea
Karen Kroll: Yea

Rob Marsh: Yea

Thad Mumm: Yea

Voting Summary: Yea: 6, Nay: 0

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

Action(s):

Discuss, consider, and take necessary action to approve a one time Early Resignation Notification Incentive for certified personnel only. This motion, made by Jeremy Heitmann and seconded by Tysen Hissong, Carried.

Voting Detail:

Nathan Casey: Yea

Jeremy Heitmann: Yea

Tysen Hissong: Yea

Karen Kroll: Yea

Rob Marsh: Yea

Thad Mumm: Yea

Voting Summary: Yea: 6, Nay: 0

V. Executive Session if Necessary

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

VI. ANNOUNCEMENTS

VI.A. Next Regular Board of Education Meeting;
Discussion: Next meeting is February 9, 2026 at 7:30 pm.

VII. ADJOURNMENT

Action(s):

Motion to adjourn at 9:11 p.m. This motion, made by Tysen Hissong and seconded by Karen Kroll, Carried.

Voting Detail:

Nathan Casey: Yea

Jeremy Heitmann: Yea

Tysen Hissong: Yea

Karen Kroll: Yea

Rob Marsh: Yea

Thad Mumm: Yea

Voting Summary: Yea: 6, Nay: 0

Board Secretary

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