

## Regular Meeting

Monday, February 9, 2026 7:30 PM

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

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

### 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 Kroll & Heitmann. This motion, made by Nathan Casey and seconded by Tysen Hissong, Carried.

**Voting Detail:**

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

**Voting Summary:** Yea: 4, Nay: 0, Absent: 2

### II. APPROVAL OF AGENDA

**Action(s):**

Motion to approve the agenda. This motion, made by Tysen Hissong and seconded by Thad Mumm, Carried.

**Voting Detail:**

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

**Voting Summary:** Yea: 4, Nay: 0, Absent: 2

### 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 the associated funds in the amount of \$716,183.68. This motion, made by Nathan Casey and seconded by Thad Mumm, Carried.

**Voting Detail:**

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

**Voting Summary:** Yea: 4, Nay: 0, Absent: 2

**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 - \$716,183.68  
General Fund - \$78,592.37  
Lunch Fund - \$23,491.65  
Building Fund - \$4,138.44  
Payroll - \$609,961.22

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, Past events, Future events. LB 399.

V.A.2. Elementary Principal  
**Discussion:** Attendance, Past events, Testing, SPED Update, Upcoming events.

V.A.3. Activities Director  
**Discussion:**  
Winter sports update, Speech update, SNC Updates, Congrats.

V.A.4. Superintendent  
**Discussion:**  
Meetings, events, Upcoming dates.

**V.B. Board Committee Reports**

**V.C. Discussion Items:**

**Discussion:**  
Classified Staff, Administrative Contracts, ESU Leadership Meeting, Upcoming Meetings, Strategic Plan, Future Positions.

**VI. Action Items:**

VI.A. Discuss, consider, and take necessary action to approve Policies 4041-4048.

**Action(s):**

Discuss, consider, and take necessary action to approve Policies 4041-4048. This motion, made by Thad Mumm 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

VI.B. Discuss, consider, and take necessary action to approve the Negotiated Agreement for 2026-2027.

**Action(s):**

Discuss, consider, and take necessary action to approve the Negotiated Agreement for 2026-2027. 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

**VII. Executive Session if Necessary**

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

**Action(s):**

Motion to enter executive session to protect the public interest on the reason of programming at 8:30 pm. 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 come out of executive session at 9:27 pm. This motion, made by Nathan Casey 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

VIII. **ANNOUNCEMENTS**

VIII.A. Next Regular Board of Education Meeting;  
**Discussion:** Next Board Meeting is February 23,  
2026 at 7:00 am.

IX. **ADJOURNMENT**

**Action(s):**

Motion to adjourn at 9:27 pm. This motion, made  
by Karen Kroll 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

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Board Secretary

Regular Meeting

Monday, January 12, 2026 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

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 Summary: Yea: 6, Nay: 0

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

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 Summary: Yea: 6, Nay: 0

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

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 Summary: Yea: 6, Nay: 0

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

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 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 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 Summary: Yea: 6, Nay: 0

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

I.G.1. Visitors/Presenters:

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 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. 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 Summary: Yea: 6, Nay: 0

IV.B. 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 Summary: Yea: 6, Nay: 0

IV.C. 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 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 Summary: Yea: 6, Nay: 0

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Board Secretary

## February Building Fund Payables

| Check | Payee                              | Reason                       | Amount     |
|-------|------------------------------------|------------------------------|------------|
| 1487  | Activity Fund                      | Lumber for Shed/Bus Barn     | \$1,561.04 |
| 1488  | Hebron Electric & Air Conditioning | SPED Area                    | \$141.40   |
| 1489  | Precision Signs & Graphics, LLC    | Titan Event Center Lettering | \$2,436.00 |
|       |                                    |                              |            |
|       |                                    |                              |            |
|       |                                    |                              | \$4,138.44 |
|       |                                    |                              |            |
|       |                                    |                              |            |

## February Lunch Fund Payables

| Check | Payee                                | Reason                         | Amount             |
|-------|--------------------------------------|--------------------------------|--------------------|
| 10227 | Activity Fund                        | Food                           | \$230.91           |
| 10228 | Cash-Wa Distributing                 | Food/Supplies                  | \$9,652.87         |
| 10229 | Central Market                       | Food                           | \$325.16           |
| 10230 | Dale Bleich DBA Dale's Refrigeration | Cooler Repair                  | \$201.00           |
| 10231 | Hiland Dairy                         | Food                           | \$2,818.09         |
| 10232 | Sysco Lincoln                        | Food/Supplies                  | \$10,263.62        |
|       |                                      |                                |                    |
|       |                                      | Payables                       | \$23,491.65        |
|       |                                      | Payroll & Benefits             | \$15,260.25        |
|       |                                      | <b>Total February Payables</b> | <b>\$38,751.90</b> |
|       |                                      |                                |                    |



# February General Fund Payables

| Check | Payee                                   | Reason                             | Amount     |
|-------|---|------------------------------------|------------|
| 36911 | A Street Auto Parts Southwest           | Transportation Supplies            | \$557.68   |
| 36912 | Aasani Telecom                          | Phone Charges                      | \$90.95    |
| 36913 | Activity Fund                           | Life Ins. Month 1                  | \$1,054.07 |
| 36913 | Activity Fund                           | Classroom/Office Supplies          | \$783.09   |
| 36913 | Activity Fund                           | College Access Grant               | \$555.61   |
| 36913 | Activity Fund                           | Technology Supplies                | \$762.98   |
| 36913 | Activity Fund                           | Principal Supplies                 | \$115.10   |
| 36913 | Activity Fund                           | Windstream Utilities               | \$182.07   |
| 36913 | Activity Fund                           | Black Hills Utilities              | \$6,792.48 |
| 36913 | Activity Fund                           | Maintenance Supplies               | \$1,870.03 |
| 36913 | Activity Fund                           | Transportation Repair              | \$192.03   |
| 36913 | Activity Fund                           | Fuel                               | \$79.67    |
| 36914 | Apptegy                                 | Thrillshare Subscription           | \$7,512.44 |
| 36915 | Bel-wood Buildings Inc.                 | Steel                              | \$48.75    |
| 36916 | Blue Cross/blue Shield                  | Marsh, Casey, Christian Insurance  | \$4,322.68 |
| 36917 | Brody Chemical Company, Inc.            | Ice Melt                           | \$2,038.58 |
| 36918 | C & M Supply, Inc.                      | Fuel                               | \$4,349.18 |
| 36919 | Capital Business Systems Inc.           | Copier Contract                    | \$2,271.53 |
| 36919 | Capital Business Systems Inc.           | Copier Software                    | \$368.58   |
| 36920 | Capital Business Systems, Inc.          | Fax Contract                       | \$66.00    |
| 36921 | Central Market                          | SPED Supplies                      | \$77.02    |
| 36922 | DAS State Acctg-Central Finance         | LAN Services                       | \$1,539.35 |
| 36923 | Diode Technologies                      | Door Lock and Repair               | \$1,050.00 |
| 36924 | E S U #5                                | BD Consult                         | \$2,188.35 |
| 36924 | E S U #5                                | OT Services                        | \$7,031.91 |
| 36924 | E S U #5                                | Psych Services                     | \$5,141.80 |
| 36924 | E S U #5                                | PT Services                        | \$3,633.70 |
| 36924 | E S U #5                                | SPED Program Supervision           | \$1,100.00 |
| 36925 | Egan Supply Co.                         | Custodial Supplies                 | \$3,776.83 |
| 36926 | Farmers Alliance                        | Bond 26-27                         | \$450.00   |
| 36927 | Fiber Platform, LLC                     | WAN Services                       | \$558.62   |
| 36928 | Harris School Solutions                 | Tax Forms                          | \$279.40   |
| 36929 | Hebron Implement                        | Oil                                | \$134.77   |
| 36930 | Hebron Journal Regis                    | Printings                          | \$123.14   |
| 36931 | Hebron Lawn Care, LLC                   | 2026 Fertilizer & Spraying Program | \$8,917.50 |
| 36932 | Hebron Rotary                           | Miller-Half 2026 Dues              | \$100.00   |
| 36933 | JW Pepper                               | Band Music                         | \$37.99    |
| 36933 | JW Pepper                               | Vocal Music                        | \$54.09    |
| 36934 | KSB School Law                          | Legal Fees                         | \$435.50   |
| 36935 | Laaker, Scott                           | Transportation Travel Reimb.       | \$52.65    |
| 36936 | Matheson Tri-Gas Inc                    | IT Supplies                        | \$209.04   |
| 36937 | Midwest Bus Parts Inc.                  | Bus Repairs                        | \$199.45   |
| 36938 | Nebraska Rural Community Schools Assoc. | Legislative Forum Registration     | \$100.00   |

## February General Fund Payables

|       |                               |                        |            |
|-------|-------------------------------|------------------------|------------|
| 36939 | One Source                    | Background Check Fees  | \$5.50     |
| 36940 | Providence Working Canines    | Safety Sweep           | \$504.98   |
| 36941 | Sack Lumber Co                | Maintenance Supplies   | \$7.90     |
| 36942 | Superior Public School        | Curriculum Coordinator | \$3,789.24 |
| 36943 | Thayer County Health Services | Drivers Testing        | \$185.00   |
| 36944 | U.S. Bank 5202                | Classroom Supplies     | \$699.82   |
| 36944 | U.S. Bank 5202                | Everyday Math Books    | \$183.70   |
| 36944 | U.S. Bank 5202                | Lodging Music          | \$476.00   |
| 36944 | U.S. Bank 5202                | SPED Supplies          | \$221.00   |
| 36944 | U.S. Bank 5202                | Nurse Supplies         | \$220.00   |
| 36944 | U.S. Bank 5202                | Software               | \$257.25   |
| 36944 | U.S. Bank 5202                | Maintenance Supplies   | \$185.14   |
| 36944 | U.S. Bank 5202                | Fuel                   | \$208.18   |
| 36945 | VanderSchaaf, Erin R          | UNK Honor Choir Reimb. | \$95.20    |
| 36946 | VEX Robotics, Inc             | Classroom Supplies     | \$173.85   |
| 36947 | Williams Exterminating Inc.   | Pest Control           | \$175.00   |

|  |                                |                            |
|--|--------------------------------|----------------------------|
|  | Payables                       | \$78,592.37                |
|  | Payroll & Benefits             | \$594,700.97               |
|  | <b>Total February Payables</b> | <b><u>\$673,293.34</u></b> |

