

## **Board of Education Regular Meeting**

Wednesday, February 11, 2026 6:00 PM

Central Office  
25211 S. 68th St  
Firth, NE 68358

Rhonda Burbach: Present  
Jim Devine: Present  
Craig Gana: Present  
Gary Kubicek: Present  
Stephanie Meese: Present  
Aaron Wubbels: Present

### 1. Pledge of Allegiance & Call to Order

President Devine called the meeting to order at 6:10 PM.

### 2. District Mission Statement

### 3. Nebraska Open Meetings Law (Posted in the Room)

### 4. Student Representative Report - Ize Tidball

Jackson Wondercheck, Student Representative, provided an update to the board of education.

### 5. HS STEM - Water Quality Report

Members of Ms. Dornbos' Advanced Chemistry class shared water testing results with the board of education.

### 6. Administrators' Reports

Written reports were submitted in advance and shared with the board of education.

### 7. Public Comment

Travis Buel addressed the board of education regarding the potential bond issue.

### 8. Curriculum Report / Program Review:

#### 8.1. Work-Based Learning Presentation

Colin Kubik and Embrie Bednar (Senior) discussed the benefits of work-based learning.

### 9. Superintendent's Report

### 9.1. Upcoming Dates and Events of Interest to the Board

### 9.2. Celebration of Excellence

### 9.3. Personnel Updates

Motion to approve all certified personnel matters Passed with a motion by Gary Kubicek and a second by Rhonda Burbach.

Rhonda Burbach: Yea, Jim Devine: Yea, Craig Gana: Yea, Gary Kubicek: Yea, Stephanie Meese: Yea, Aaron Wubbels: Yea

### 9.4. Superintendent Goals

Dr. Joel provided an update on his superintendent's goals.

### 9.5. Final Reminder: Upcoming Election Filing Dates

## 10. Consent Agenda

Move that the Board of Education approve the consent agenda as presented. Passed with a motion by Aaron Wubbels and a second by Rhonda Burbach.

Rhonda Burbach: Yea, Jim Devine: Yea, Craig Gana: Yea, Gary Kubicek: Yea, Stephanie Meese: Yea, Aaron Wubbels: Yea

## 11. Policies

### 11.1. Discuss, consider, and take all necessary action to approve the second reading of Policy 3131: Procurement Plan

Motion to approve the second reading of Policy 3131: Procurement Plan Passed with a motion by Stephanie Meese and a second by Craig Gana.

Rhonda Burbach: Yea, Jim Devine: Yea, Craig Gana: Yea, Gary Kubicek: Yea, Stephanie Meese: Yea, Aaron Wubbels: Yea

### 11.2. Discuss, consider, and take all necessary action to approve the second reading of Policy 3132: Internal Controls

Motion to approve the second reading of Policy 3132: Internal Controls Passed with a motion by Gary Kubicek and a second by Stephanie Meese.

Rhonda Burbach: Yea, Jim Devine: Yea, Craig Gana: Yea, Gary Kubicek: Yea, Stephanie Meese: Yea, Aaron Wubbels: Yea

### 11.3. Discuss, consider, and take all necessary action to approve the first reading of Policy 5632: Graduation Requirements

Motion to approve the first reading of Policy 5632: Graduation Requirements Passed with a motion by Gary Kubicek and a second by Rhonda Burbach.

Rhonda Burbach: Yea, Jim Devine: Yea, Craig Gana: Yea, Gary Kubicek: Yea, Stephanie Meese: Yea, Aaron Wubbels: Yea

## 12. NASB Updates

12.1. Update 2025-2026 Board of Education Goal: Throughout the 2025-2026 school year, the Norris School district 160 Board of Education will enhance communication and engagement with all Norris stakeholders, building trust, transparency, and shared ownership of district priorities by highlighting district accomplishments, challenges, and progress of the Norris School District Strategic Plan.

## 12.2. NASB 2026 Election Calendar

## 13. Lancaster Co. / District Development Updates

### 13.1. 68th Street Corridor Project Update

## 14. Approve Certified Staff Negotiated Agreement

Motion to approve the 2026-2027 certified staff negotiated agreement Passed with a motion by Gary Kubicek and a second by Aaron Wubbels.

Rhonda Burbach: Yea, Jim Devine: Yea, Craig Gana: Yea, Gary Kubicek: Yea, Stephanie Meese: Yea, Aaron Wubbels: Yea

## 15. Approve Administrative and Classified Compensation Increases

Motion to approve Administrative and Classified Compensation Increases Passed with a motion by Rhonda Burbach and a second by Gary Kubicek.

Rhonda Burbach: Yea, Jim Devine: Yea, Craig Gana: Yea, Gary Kubicek: Yea, Stephanie Meese: Yea, Aaron Wubbels: Yea

## 16. Approve Superintendent Contract

Approve Dr. Joel's Superintendent Contract salary of \$207,183 for the 2026-2027 with the 2027-2028 and 2028-2029 school year salaries to be determined at a later date and all other contract language shall remain the same. Passed with a motion by Gary Kubicek and a second by Craig Gana.

Rhonda Burbach: Yea, Jim Devine: Yea, Craig Gana: Yea, Gary Kubicek: Yea, Stephanie Meese: Yea, Aaron Wubbels: Yea

## 17. Consider, discuss and take all necessary action to approve the 15 year agreement with LINPEPCO (Pepsi)

Approve 15 year agreement with LINPEPCO at a total value of \$225,000. Passed with a motion by Gary Kubicek and a second by Aaron Wubbels.

Rhonda Burbach: Yea, Jim Devine: Yea, Craig Gana: Yea, Gary Kubicek: Yea, Stephanie Meese: Yea, Aaron Wubbels: Yea

## 18. Buildings, Grounds and Transportation Updates

18.1. Discuss, consider, and take all necessary action to approve OMA03959 in the amount of \$11,834.05

Motion to approve OMA03959 in the amount of \$11,834.05 Passed with a motion by Jim Devine and a second by Gary Kubicek.

Rhonda Burbach: Yea, Jim Devine: Yea, Craig Gana: Yea, Gary Kubicek: Yea, Stephanie Meese: Yea, Aaron Wubbels: Yea

18.2. Discuss, consider, and take all necessary action to approve the H2I Group bid in the amount of \$43,765.00, utilizing depreciation funds

Motion to approve the H2I Group bid in the amount of \$43,765.00, utilizing depreciation funds Passed with a motion by Craig Gana and a second by Stephanie Meese.

Rhonda Burbach: Yea, Jim Devine: Yea, Craig Gana: Yea, Gary Kubicek: Yea, Stephanie Meese: Yea, Aaron Wubbels: Yea

18.3. Discuss, consider, and take all necessary action to approve the Scharff Painting bid in the amount of \$19,800.00, utilizing depreciation funds

Motion to approve the Scharff Painting bid in the amount of \$19,800.00, utilizing depreciation funds Passed with a motion by Craig Gana and a second by Aaron Wubbels.

Rhonda Burbach: Yea, Jim Devine: Yea, Craig Gana: Yea, Gary Kubicek: Yea, Stephanie Meese: Yea, Aaron Wubbels: Yea

## 19. Potential Future Bond Issue

19.1. Discuss, consider, and take all necessary action to adopt a resolution calling a bond election to be held on May 12, 2026, to authorize general obligation bonds for improvements to the high school, middle school, elementary school, and campus grounds in a stated principal amount not to exceed \$34,800,000, which resolution is included with the agenda materials.

Motion to approve the resolution included with the agenda calling a bond election to be held on May 12, 2026. Passed with a motion by Jim Devine and a second by Craig Gana.

Rhonda Burbach: Yea, Jim Devine: Yea, Craig Gana: Yea, Gary Kubicek: Yea, Stephanie Meese: Yea, Aaron Wubbels: Yea

## 20. Board Reports

Vice President Kubicek shared legislative information with the board of education.

## 21. Correspondence Items

## 22. Adjournment

The next regularly scheduled board of education meeting is Wednesday, March 11th, at 6:00 PM.

Motion to adjourn Passed with a motion by Craig Gana and a second by Aaron Wubbels.

Rhonda Burbach: Yea, Jim Devine: Yea, Craig Gana: Yea, Gary Kubicek: Yea, Stephanie Meese: Yea, Aaron Wubbels: Yea

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Chairperson

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Superintendent