

c. Nominate and elect a Secretary

Moved by Annette Weise, seconded by Brian Scherling,

To Move to elect Brian Quackenbush to serve as Tri County Board of Education Secretary.

Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes,

Brian Scherling: yes, Annette Weise: yes

yes: 5, no: 0, Absent: 1

d. Appoint a Treasurer

Moved by Dustin Gronemeyer, seconded by Tom Koch,

To appoint Hilary Conway as Tri County Public School District's treasurer.

Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes,

Brian Scherling: yes, Annette Weise: yes

yes: 5, no: 0, Absent: 1

2. Designation of Tri County Board of Education Legal Counsel, Depository Banks, Title IX Coordinator, Compliance Coordinator, and Federal/State Program Representative.

a. Designate KSB School Law as the legal counsel for Tri County Public Schools

Moved by Dustin Gronemeyer, seconded by Brian Scherling,

To designate KSB School Law as the legal counsel for Tri County Public Schools.

Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes,

Brian Scherling: yes, Annette Weise: yes

yes: 5, no: 0, Absent: 1

b. Designate First Tri County Bank and First State Bank Nebraska in DeWitt as the official depository banks for Tri County Public Schools.

Moved by Tom Koch, seconded by Dustin Gronemeyer,

To designate First Tri County Bank and First State Bank Nebraska in DeWitt as the official depository banks for Tri County Public Schools.

Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes,

Brian Scherling: yes, Annette Weise: yes

yes: 5, no: 0, Absent: 1

c. Designate Mr. Ryan Clark, Secondary Principal as the Title IX Coordinator for Tri County Public Schools

Moved by Brian Quackenbush, seconded by Brian Scherling,

To designate Mr. Ryan Clark, Secondary Principal as the Title IX Coordinator for Tri County Public Schools.

Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes,

Brian Scherling: yes, Annette Weise: yes

yes: 5, no: 0, Absent: 1

d. Designate the Superintendent of Schools as the Compliance Coordinator for Tri County Public Schools

Moved by Dustin Gronemeyer, seconded by Tom Koch,

To designate the superintendent of schools as the compliance coordinator for Tri County Public Schools.

Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes, Brian Scherling: yes, Annette Weise: yes
yes: 5, no: 0, Absent: 1

e. Designate the Superintendent of Schools as the official district representative for all state and federal programs for 2026 with direction to make application for any and all state and federal programs as may benefit the district

Moved by Brian Scherling, seconded by Dustin Gronemeyer,

To designate the Superintendent of Schools as the official district representative for all state and federal programs for 2026 with direction to make application for any and all state and federal programs as may benefit the district.

Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes, Brian Scherling: yes, Annette Weise: yes
yes: 5, no: 0, Absent: 1

3. Organizational Meeting of the Board of Education - Appointments by Board President

- Negotiations - Brian Quackenbush, Tom Koch, Brian Scherling
- American Civics - Annette Weise, Dustin Gronemeyer, Brian Scherling
- Building & Grounds - Derek Damrow, Tom Koch, Brian Quackenbush
- School Foundation - Annette Weise

Moved by Dustin Gronemeyer, seconded by Brian Quackenbush,

To Move to approve the committees as appointed.

Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes, Brian Scherling: yes, Annette Weise: yes
yes: 5, no: 0, Absent: 1

Moved by Dustin Gronemeyer, seconded by Brian Quackenbush,

To Organizational Meeting of the Board of Education - Appointments by Board President

Negotiations - Brian Quackenbush, Tom Koch, Brian Scherling American Civics - Annette Weise, Dustin Gronemeyer, Brian Scherling Building & Grounds - Derek Damrow, Tom Koch, Brian Quackenbush School Foundation - Annette Weise.

Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes, Brian Scherling: yes, Annette Weise: yes
yes: 5, no: 0, Absent: 1

3. Recognition of Visitors/Communications from the Public

1. Public Comment

4. Reports and / or Guest Speakers

1. Superintendent's Report

- Board Committees
 - Negotiations (Koch, Scherling, Quackenbush)
 - American Civics (Damrow, Gronemeyer, Weise)
 - Building & Grounds (Damrow, Koch, Quackenbush)
 - Safety (Scherling, Gronemeyer)
- Celebrations & Upcoming Considerations
- Budget Update

2. Elementary Principal's Report
3. Secondary Principal's Report
4. Athletic / Activities Director Report
5. Approve Action Items as presented:
 - Minutes of the previous Regular Meeting,
 - Claims for Disbursement, and
 - Financial Statements.

Moved by Dustin Gronemeyer, seconded by Tom Koch,
To approve action items as presented.
Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes, Brian Scherling: yes, Annette Weise: yes
yes: 5, no: 0, Absent: 1

6. **New Business:**

1. Discuss, consider and take any necessary action regarding a Resolution to authorize the issuance of General Obligation School Building Bonds, in an amount NOT TO EXCEED \$17,995,000 for the purpose of paying the costs of constructing additions, renovations and improvements to the District's existing school buildings, property and facilities.

Moved by Brian Quackenbush, seconded by Tom Koch,
To approve the Resolution to authorize the issuance of General Obligation School Building Bonds, in an amount NOT TO EXCEED \$17,995,000 for the purpose of paying the costs of constructing additions, renovations and improvements to the District's existing school buildings, property and facilities as presented.
Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes, Brian Scherling: yes, Annette Weise: yes
yes: 5, no: 0, Absent: 1

2. Discuss, consider and take any necessary action regarding a petition for land transfer

Moved by Dustin Gronemeyer, seconded by Brian Quackenbush,
To to enter into closed session at 8:23 to discuss a petition for land transfer for the purpose of protecting the public interest of the District.
Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes, Brian Scherling: yes, Annette Weise: yes
yes: 5, no: 0, Absent: 1

Moved by Tom Koch, seconded by Brian Scherling,
To to end closed session at 8:35.
Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes, Brian Scherling: yes, Annette Weise: yes
yes: 5, no: 0, Absent: 1

Moved by Annette Weise, seconded by Tom Koch,
To to approve the petition for land transfer as presented.
Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes, Brian Scherling: yes, Annette Weise: yes

yes: 5, no: 0, Absent: 1

3. Discuss, consider and take any necessary action on approving the Negotiated Agreement with the Tri County Education Association for the 2026-2027 school year.

Moved by Dustin Gronemeyer, seconded by Brian Quackenbush,

To Move to approve the negotiated agreement with the TCEA for the 2026-2027 school year.

Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes, Brian Scherling: yes, Annette Weise: yes

yes: 5, no: 0, Absent: 1

The Board and TCEA negotiations committees have met and agreed to terms for settlement.

Those are:

1. Increase base salary \$950, from \$40,000 to \$40,950.
2. Add the BC/BS Alternate Network Option to the health insurance plan.
 - a. This requires the standard Network Blue PPO deductible to increase from \$1,050 to \$1,200. However, doing so reduces premium costs equal to adding \$179 to base.
 - b. For employees able to choose an Alternative Network (Premier Select or Blueprint Health), the premiums drop from \$1,200 to \$0 for PPO, and from \$3,800 to \$2,500 for HDHP.
3. Change certain reimbursement rates to percentages of base teacher salary rather than flat rates:
 - a. Change ticket-taker pay from \$30 for HS and \$25 for JH to 0.08% and 0.07% of base.
 - b. Change class-coverage pay from \$25 to 0.07% of base.
 - c. Change sick-leave buy-back \$65 to 0.17% of base.
 - d. Change ≤ 10 PTO buy-back from \$25 to 0.07% of base.
 - e. Change > 10 buy-back from \$75 to 0.25% of base.
 - f. Change concessions pay from \$25 to 0.07% of base.
4. Add new columns for extra-duty pay for High School assistant coaches: 1% increase after five years of coaching, an additional 1% increase after another five years of coaching.
5. Add new columns for extra-duty pay for Jr. High head and assistant coaches: 0.5% increase after five years of coaching, an additional 0.5% increase after another five years of coaching.
6. Increase Golf and Cross County assistant coach pay from 4% to 6% of base.
7. Add Cheer to the extra-duty salary schedule.

4. Discuss, consider and take any necessary action regarding the employment of Ms. Ava King as a full-time teacher beginning in school year 2026-2027.

Moved by Dustin Gronemeyer, seconded by Tom Koch,

To approve the teaching employment contract for Ms. Ava King as a full time teacher beginning in school year 2026-2027 as presented.

Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes, Brian Scherling: yes, Annette Weise: yes

yes: 5, no: 0, Absent: 1

5. Discuss, consider and take any necessary action regarding the resignations of Mr. Matthew Dunker and Mrs. Julia Hicks as teachers at the end of the 2025-2026 school year.

Moved by Tom Koch, seconded by Dustin Gronemeyer,

To to accept the resignation of Mr. Matthew Dunker and Mrs. Julia Hicks as teachers at the end of the 2025-2026 school year.

Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes, Brian Scherling: yes, Annette Weise: yes

yes: 5, no: 0, Absent: 1

6. Discuss, consider and take any necessary action regarding policy review and updates.

Moved by Tom Koch, seconded by Dustin Gronemeyer,

To approve the review and update to policies as presented: For review, 4032 Professional Growth; For review and edit, 4028 Substitute Teachers, 4029 Salary Schedule for Certificated Employees, 4034 Staff Handbook, 4037 Reduction in Force, 4038 Classified Staff Defined, 4039 Employment of Classified Staff, 4040 Employment Terms for Classified Staff, 4041 Staff Dress and Appearance, 4099 Temporary, Voluntary, Early Separation Program.

Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes, Brian Scherling: yes, Annette Weise: yes

yes: 5, no: 0, Absent: 1

7. Discuss, consider and take any necessary action on the Facility Project.

8. Discuss, consider and take any necessary action regarding adding boys golf as an extracurricular program.

Board discussion occurred on the action item; public comment was received.

7. Adjournment

Moved by Tom Koch, seconded by Dustin Gronemeyer,

To To adjourn the regular meeting 8:55.

Motion Carried.

Derrick Damrow: Absent, Dustin Gronemeyer: yes, Tom Koch: yes, Brian Quackenbush: yes, Brian Scherling: yes, Annette Weise: yes

yes: 5, no: 0, Absent: 1

Brian Quackenbush, Secretary
Tri County Board of Education