

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

The regular meeting of the Wayne Board of Education was held at 611 West 7th Street, Wayne, NE, 68787, on Monday, March 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 March meeting of the Wayne Community School District Board of Education is called to order on Monday, March 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 (3/3/26), 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

The meeting was called to order at 5:00 p.m. in the Jr/Sr High School Library.

I.a. Approval of Agenda

Motion to approve agenda, and move the District 83 agenda item to after the Legislative Committee update portion of the agenda passed with a motion by Mr. Lynn Junck 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

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 Mrs. Sylvia Ruhl 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

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 Derek Jueden 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 accepted the resignation of Mr. Derek Jueden, at the end of the 2025-26 school year.

I.c.II. PK-5 Counselor Position — Discuss, Consider, and Take Necessary Action on K-5 Counselor Position

Motion to approve the contract for Kecia Schenk as PK-5th grade School Counselor for the 2026-27 school year, passed with a motion by Dr. Jodi Pulfer 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 hiring of Ms. Kecia Schenk as PK-5 Counselor for the 2026-27 school year.

I.c.III. Pk-6 Music Position — Discuss, Consider, and Take Necessary Action on Pk-6 Music Position

Motion to approve the contract for Alana Posvar as Pk-6th grade Music Teacher for the 2026-27 school year, passed with a motion by Mr. Lynn Junck 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 Mrs. Alana Posvar, for PK-6 Music for the 2026-27 school year.

I.c.IV. PK-2 EL Position - Discuss, Consider, and Take Necessary Action on PK-2 EL Position

Motion to approve the contract for Caitlin Smith as Pk-2nd Grade English Language Teacher 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 Board approved the hiring of Mrs. Caitlin Smith for PK-2 EL for the 2026-27 school year.

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

II.a. Early Childhood Education Class - Mrs. Surber

Mrs. Surber, Early Childhood Education teacher, and students, Haley Kramer, and Mallory Redden, discussed the coursework of the class. The class acquires hands-on experience by working at the Early Learning Center, daycare facilities, and home daycare in the area.

III. Celebration of Success

FCCLA STAR Participants, Outstanding Academic students, and Courage and Leadership students were honored in March.

IV. Action Items

IV.a. Old Business

IV.b. New Business

IV.b.I. Annual Review of the School Resource Officer Program — Discuss, Consider, and Review the Annual Review of the SRO Program

Dr. Lenihan and the Administration commented on the positive impact the School Resource Officer has with the students. This is an annual review and no action was taken.

IV.b.II. 2026-27 Director's Salaries — Discuss, Consider, and Take Necessary Action on 2026-27 Director's Salaries

Motion to approve the 2026-27 Director's salaries, as presented passed with a motion by Mr. Lynn Junck 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 a 4% increase to the Director's salary for the 2026-27 school year.

IV.b.III. Summer Concrete Repair - Discuss, Consider, and Take Action on Summer Concrete Repair

Motion to approve the quote from Jorgensen Concrete & Construction in the amount of \$ 29,725 for concrete additions and repairs. 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 Jorgensen Concrete & Construction for \$29,725 for concrete additions and repairs. Work will be done over the summer.

IV.b.IV. 2026-27 Memorandum of Understanding from Heartland Counseling Services — Discuss, Consider, and Take Necessary Action on 2026-27 MOU from Heartland Counseling Services

Motion to approve the 2026-27 Memorandum of Understanding from Heartland Counseling Services 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 MOU with Heartland Counseling Services.

IV.b.V. District 83 Update

Motion to enter Closed Session passed with a motion by Mr. Brent Pick 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

Motion to allow the Board President and Superintendent authority to negotiate terms for settlement on District 83 property 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 entered into Closed Session at 6:08 p.m. The Board exited Closed Session at 6:24 p.m. No action was taken during Closed Session. Motion was presented following Closed Session.

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. TeamMates

Dr. Lenihan discussed the need for volunteers in the TeamMates program. He showed the number of mentees and mentors and discussed the goals for this year.

V.a.I.2. 26-27 State Aid Certification

Dr. Lenihan discussed the certification for state aid.

V.a.II. Special Education Director

Mrs. Misty Bear stated work has begun on the 2026-27 case loads.

V.a.III. High School Principal

Mr. Russ Plager noted that freshman orientation had a great turnout.

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

Dr. Lenihan gave Mr. Wragge's report in his absence. The winter sports season was very successful. 7th Grade orientation will be March 23.

V.a.V. Elementary Principal

Mr. Andi Diediker noted the Elementary and Early Learning Center participated in the Souper Bowl of Caring and collected items and money for local charities.

V.a.VI. Early Learning Center Principal

Mrs. Courtney Maas discussed Read Across America Week. Students logged the number of minutes they spent reading for the week. Each day also had a theme for students to participate in.

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 stated organization of the Alumni Tournament has started. 2026-27 IDEA grant applications are due by March 27.

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

No report.

V.b.III. Facility/Safety/Finance - Justin Davis, Lynn Junck, Brent Pick, Mark Lenihan, Russ Plager, Dave Wragge, Darian Stoltenberg, Jordan Widner

Dr. Lenihan showed the Board the projection of staffing costs

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

Dr. Lenihan stated new policies will be on the April Board agenda.

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 highlighted legislative issues.

VI. Boardsmanship

VI.a. Board Review of Policies 1200-1470

VII. Future Agenda Items

*First Reading of 2026-27 Pre-K ELC Handbook

*First Reading of 2026-27 Kids Club Handbook

*District Policy Updates

*Classified Staff Salary Schedule

*Early Graduation Numbers

*Accept Graduation List

*Set Last Day of School

*District Enrollment Numbers

*Board Review of Policies 2000-2440

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 6:25 p.m. The next regular Board Meeting will be Monday, April 13, 2026, in the Jr/Sr High School Library.

Deb Daum, Secretary