

## **Board of Education Regular Meeting**

Wednesday, November 12, 2025 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 6:01 PM.

### 2. District Mission Statement

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

### 4. Student Representative Report - Cooper Rice

Cooper Rice, Student Representative, provided an update to the board of education.

### 5. Administrators' Reports (Written Reports)

Written reports were submitted in advance.

### 6. Public Comment

No public comment.

### 7. Curriculum Report / Program Review:

#### 7.1. Quarterly Strategic Plan Update

Dr. Joel, Mrs. Morrison, and Mr. Molloy provided a strategic plan update to the board of education.

#### 7.2. Financial Literacy Review

Brian Johannes and Kris Morrison shared the financial literacy report with the board of education, which fulfilled the requirement of State Statute 79-3004.

### 8. Superintendent's Report

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

Dr. Joel presented a list of upcoming dates of interest for the Board of Education's awareness and planning.

## 8.2. Celebration of Excellence

## 8.3. Personnel Updates

Mr. Molloy provided a personnel update to the board of education.

## 8.4. Superintendent Goals

## 8.5. Superintendent Evaluation Timeline

## 9. Consent Agenda

Move that the Board of Education approve the consent agenda as presented. 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

## 10. Titan Fundraising Committee Update

Cory Wahlstrom and Jennifer Schall, on behalf of the Titan Fundraising Committee, provided a fundraising update to the board of education.

## 11. Policies

11.1. 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 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

## 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.

## 13. Lancaster Co. / District Development Updates

13.1. Update on Preliminary 68th Street Project (Spring 2027 - Fall 2027)

14. Buildings, Grounds and Transportation Updates

14.1. HVAC Condition Assessment: Helm Presentation

Helm shared the HVAC Condition Assessment with the board of education.

14.2. Discuss, consider, and take all necessary action to approve the resolution finalizing Norris School District's participation in the Lower Platte South NRD Hazard Mitigation Plan

Motion to approve the resolution finalizing Norris School District's participation in the Lower Platte South NRD Hazard Mitigation Plan Passed with a motion by Rhonda Burbach and a second by Aaron Wubbels.

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

14.3. Approve the Titan Activity Complex Concession, Restroom, and Crows Nest Facility to be paid for by Fundraising Dollars

15. Negotiations

15.1. Review Collective Bargaining Timeline and Progress

16. Potential Future Bond Issue

16.1. Update from JEO and Hausmann Construction Presentation on Potential Bond Issue Cost of Critical Needs

Matt Miller (Hausmann) and Bryan Solko (JEO) summarized the pre-bond preliminary itemized pricing.

16.2. Discussion of a Draft Potential Bond Issue Communication and Stakeholder Engagement Plan

Tobin Buchanan, Northland Securities, discussed potential bond issue communication and stakeholder engagement.

17. Board Reports

18. Correspondence Items

19. Adjournment

Meeting adjourned at 7:36 PM

The next regularly scheduled board meeting is Wednesday, December 10th at 6:00 PM.

Motion to adjourn Passed with a motion by Craig Gana and a second by Gary Kubicek.

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

---

Chairperson

---

Superintendent