

## Board of Education Regular Meeting

Wednesday, January 14, 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 6:06 PM.

### 2. District Mission Statement

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

### 4. Elections

#### 4.1. President

Approve Jim Devine as the 2026 Norris Board of Education President Passed with a motion by Craig Gana and a second by Stephanie Meese.

Jim Devine: Abstain (With Conflict), Rhonda Burbach: Yea, Craig Gana: Yea, Gary Kubicek: Yea, Stephanie Meese: Yea, Aaron Wubbels: Yea

#### 4.2. Vice President

Approve Gary Kubicek as the 2026 Norris Board of Education Vice President Passed with a motion by Aaron Wubbels and a second by Craig Gana.

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

#### 4.3. Treasurer

Approve Rhonda Burbach as the 2026 Norris Board of Education Treasurer Passed with a motion by Jim Devine and a second by Stephanie Meese.

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

#### 4.4. Secretary

Approve Craig Gana as the 2026 Norris Board of Education Secretary Passed with a motion by

Rhonda Burbach and a second by Stephanie Meese.

Craig Gana: Abstain (With Conflict), Rhonda Burbach: Yea, Jim Devine: Yea, Gary Kubicek: Yea, Stephanie Meese: Yea, Aaron Wubbels: Yea

## 5. Approval of Committees, Positions, and Designations

### 5.1. Consider, Discuss and Take Action to Select Legal Counsel

Approve Perry Law as the Legal Counsel for one calendar year. 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

### 5.2. Consider, Discuss and Take Action to Elect Committee Participation

#### 5.2.1. Negotiations

Approve Jim Devine, Gary Kubicek, and Rhonda Burbach to be on the Negotiations Committee Passed with a motion by Jim Devine and a second by Stephanie Meese.

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

#### 5.2.2. Future Planning Committee / Grounds

Approve Aaron Wubbels, Gary Kubicek, and Craig Gana to be on the Grounds / Future Planning Committee Passed with a motion by Rhonda Burbach and a second by Stephanie Meese.

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

#### 5.2.3. Transportation

Approve Craig Gana to be on the Transportation Committee 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

#### 5.2.4. American Civics

Approve Aaron Wubbels, Craig Gana, and Rhonda Burbach to be on the American Civics Committee Passed with a motion by Stephanie Meese and a second by Gary Kubicek.

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

#### 5.2.5. Policy

Approve Rhonda Burbach and Steph Meese to be on the Policy Committee Passed with a motion by Jim Devine and a second by Aaron Wubbels.

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

### 5.3. Consider, Discuss and Take Action to Select Depository Banks

Approve First State Bank, Nebraska Bank, BOK and First National Bank of Omaha as the Depository Banks for the one calendar year 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

#### 5.4. Consider, Discuss and Take Action to Select District Newspaper of Record

Approve the Voice News to be the Newspaper of record for one calendar year. Passed with a motion by Rhonda Burbach and a second by Stephanie Meese.

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

#### 5.5. Approval of Current Board Policies and Regulations

Approve the current Board Policies and Regulations for one calendar year. Passed with a motion by Aaron Wubbels and a second by Stephanie Meese.

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

#### 5.6. Dissemination to each Board Member of Conflict of Interest

#### 6. Student Representative Report - Jackson Wondercheck

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

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

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

#### 8. Public Comment

No public comment.

#### 9. Curriculum Report/ Program Review:

#### 10. Superintendent's Report

##### 10.1. 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.

##### 10.2. Celebration of Excellence

###### 10.2.1. Congratulations Dr. Jones, Nebraska High School Assistant Principal of the Year

###### 10.2.2. Thank You Cory Wahlstrom and Jennifer Schall for leading the Titan Fundraising Committee

##### 10.3. Personnel Updates

Motion to approve all certified personnel matters 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

#### 10.4. Superintendent Evaluation Review and Superintendent Goals

##### 10.4.1. Approve the Superintendent Evaluation Summary

Approve the Superintendent 2025 Evaluation Summary 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

#### 11. Consent Agenda

Motion to approve the consent agenda 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

#### 12. Final Titan Fundraising Committee Update

Dr. Joel provided a final Titan Fundraising Committee update.

#### 13. Policies

13.1. Discuss, consider, and take all necessary action to approve the first reading of Policy 3131: Procurement Plan

Motion to approve the first reading of Policy 3131: Procurement Plan 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

13.2. Discuss, consider, and take all necessary action to approve the first reading of Policy 3132: Internal Controls

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

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

#### 14. Norris School District Annual Report

#### 15. Review and Discuss Potential Long Term Contract with Pepsi

#### 16. Legislative Updates

Dr. Joel provided legislative updates to the board of education.

#### 17. NASB Updates

##### 17.1. ALICAP Annual Report

17.2. Legislative Issues Conference January 25-26

17.3. 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.

18. Lancaster Co. / District Development Updates

19. Buildings, Grounds and Transportation Updates

19.1. Consider, discuss and take all necessary action to approve the concession stand contract with Anden Bruns Construction LLC for a do not exceed amount of \$576,500 to be paid for using fundraising and grant dollars.

Approve the concession stand contract with Anden Bruns Construction LLC for a do not exceed amount of \$576,500 using fundraising and grant dollars. 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

19.2. Discuss, consider, and take all necessary action to approve the Irwin Bleacher bid with a not-to-exceed amount of \$250,000.00, utilizing depreciation funds

Motion to approve the Irwin Bleacher bid at \$213,763.00, 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

19.3. Discuss, consider, and take all necessary action to approve the sale of the K.O. Lee Surface Grinder

Motion to approve the sale of the K.O. Lee Surface Grinder 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

19.4. Discuss, consider, and take all necessary action to approve the sale of the Powermatic Vertical Bandsaw

Motion to approve the sale of the Powermatic Vertical Bandsaw 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

19.5. Discuss, consider, and take all necessary action to approve the purchase of two (2) tilt skillets from IS Restaurant Design Equipment & Supply in the amount of \$44,899.40 using the

school lunch fund

Motion to approve the purchase of two (2) tilt skillets from IS Restaurant Design Equipment & Supply in the amount of \$44,899.40 using the school lunch fund 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

## 20. Potential Future Bond Issue

20.1. Overview from the Community Steering Committee Meeting #2 on December 15, 2025 and Meeting #3 on January 12, 2026.

Dr. Joel and the board of education discussed highlights from the Community Steering Committee Meetings #2 and #3.

20.2. Consider and discuss a Board of Education Workshop date to review feedback from the Community Steering Committee

## 21. Negotiations Update

The Negotiations Committee provided an update to the board of education.

### 21.1. Review Collective Bargaining Process and Timeline

## 22. Board Reports

Vice President Kubicek shared thoughts on the 68th Street Project. Specifically, detour routes.

## 23. Correspondence Items

## 24. Adjournment

The next regularly scheduled Board Meeting is February 11th, 2026 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

Superintendent

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