



Regular Board of Education Meeting

Tuesday, January 21, 2025 at 5:30 PM

Educational Service Unit 7, Oak Room
2657 44th Ave
Columbus, NE 68601-8537

1. Call the Meeting to Order

Speaker(s): Board President or Designee

Rationale:

LEADERSHIP • SERVICE • SUPPORT

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public on ESU 7 website www.esu7.org and posted at location of meeting. Notice of this meeting was also given in advance to all members of the Board of Education of Educational Service Unit 7. Availability of the agenda and purpose of the hearing was communicated in the advance notice of the meeting and in the notice to the members of this hearing. All proceedings of the Board of Education of Educational Service Unit 7 were taken while the convened hearing was open to the attendance of the public.

1.1. Notification of Open Meetings Law

Speaker(s): Board President or Designee

Rationale:

This meeting has been preceded by reasonable advance notice and is hereby declared to be in open session. A copy of the Open Meetings Act is posted in the meeting room.

1.2. Roll Call

Speaker(s): Board President or Designee

1.3. Absent Board Members

Speaker(s): Board President or Designee

Rationale:

Board member Richard Stephens will be absent. He notified the Administrator prior to the meeting.

Administrator Recommendation: Discuss, consider and take all necessary action to approve Board member absences.

Recommended Motion(s):

Discuss, consider and take all necessary action to approve Board member absences as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

1.4. Pledge of Allegiance

Speaker(s): Board President or Designee

2. Approval of Agenda

Speaker(s): Board President or Designee

Rationale:

The sequence of agenda topics is subject to change at the discretion of the Board.

Administrator Recommendation: Discuss, consider and take all necessary action to approve the agenda as presented.

Recommended Motion(s):

Discuss, consider and take all necessary action to approve the agenda as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

3. Welcome Visitors

Speaker(s): Board President or Designee

4. Public Comment

Speaker(s): Board President or Designee

Rationale: The Board has the discretion to limit the amount of time set aside for public participation.

Citizens wishing to address the Board on a certain agenda item must complete the Request to be Heard Document prior to the start of the board meeting. Citizens wishing to present petitions to the Board may do so at this time. However, the Board will only receive the petitions and not act upon them or their contents.

5. Virtual Conferencing for February 2025

Rationale: Nebraska Revised Statute § 84-1411 authorizes virtual meetings for educational service units if the requirements of subdivision (2)(b) are met. The board will determine if next month's board meeting should allow for a virtual conferencing option.

The Board voted to have a virtual conferencing option for the February 2025 board meeting.

6. Board Code of Ethics and Oath of Office

Speaker(s): Board President or Designee

Rationale: Annually, Board Members participate in the Oath of Office and sign their Code of Ethics.

I, _____, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservations, or for purpose or evasions; and that I will faithfully and impartially perform the duties of the office of member of the Board of Educational Service Unit No. 7, according to law, to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence; and that during such time that I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence. So help me God.

7. Election of Board Officers

Speaker(s): Board President or Designee

7.1. Election of Board President

Speaker(s): Board President or Designee

Rationale:

Administrator Recommendation: Discuss, consider and take all necessary action to elect _____ as President of the Board of Education.

Recommended Motion(s):

Discuss, consider and take all necessary action to elect _____ as President of the Board of Education Passed with a motion by Board Member #1 and a second by Board Member #2.

7.2. Election of Vice President of the Board of Education

Speaker(s): Board President or Designee

Rationale:

Administrator Recommendation: Discuss, consider and take all necessary action to elect _____ as Vice President of Board of Education.

Recommended Motion(s):

Discuss, consider and take all necessary action to elect _____ as Vice President of Board of Education Passed with a motion by Board Member #1 and a second by Board Member #2.

7.3. Election of Secretary of Board of Education

Speaker(s): Board President or Designee

Rationale:

Administrator Recommendation: Discuss, consider and take all necessary action to elect _____ as Secretary of Board of Education.

Recommended Motion(s):

Discuss, consider and take all necessary action to elect _____ as Secretary of Board of Education Passed with a motion by Board Member #1 and a second by Board Member #2.

8. Committees and Positions

Speaker(s): Board President or Designee

8.1. Select Treasurer to the Board of Education

Speaker(s): Board President or Designee

Rationale:

Administrator Recommendation: Discuss, consider and take all necessary action to appoint _____ as Treasurer to the Board of Education.

Recommended Motion(s):

Discuss, consider and take all necessary action to appoint _____ as Treasurer to the Board of Education Passed with a motion by Board Member #1 and a second by Board Member #2.

8.2. Select Recording Secretary to the Board of Education

Speaker(s): Board President or Designee

Rationale:

Administrator Recommendation: Discuss, consider and take all necessary action to appoint _____ as Recording Secretary to the Board of Education.

Recommended Motion(s):

Discuss, consider and take all necessary action to appoint _____ as Recording Secretary to the Board of Education Passed with a motion by Board Member #1 and a second by Board Member #2.

8.3. Select members of Board Committees

Speaker(s): Board President or Designee

Rationale: Members of the Board will choose Committees to partake in.

2024 Members:

Negotiations:

- Richard Stephens (Chair)
- Richard Luebbe
- Don Graff
- Bob Arp

Budget:

- Gary Wieseler (Chair)
- Jack Young
- Dawn Lindsley

Handbook:

- Dawn Lindsley (Chair)

- Joyce Baumert
- Bob Arp

Evaluation

- Marni Danhauer (Chair)
- Joyce Baumert
- Amy Blaser

Buildings and Grounds:

- Bob Arp (Chair)
- Doug Pauley
- Jack Young
- Joyce Baumert

9. Dissemination of Conflict of Interest Forms

Speaker(s): Board President or Designee

Rationale: Annually, Conflict of Interest and Code of Ethics forms will be disseminated to the Board for signature.

10. Consent Agenda

Speaker(s): Board President or Designee

Rationale:

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

If any Board member wishes to discuss an item, it must be removed from the consent agenda at which time the remaining items will be acted upon.

Consent Agenda Includes:

- Minutes from the previous meeting(s)
- Presentation of the bills
- Policy review with no recommended changes
- Other routine agenda items

Administrator Recommendation: Discuss, consider and take all necessary action to approve the consent agenda as presented.

Recommended Motion(s):

Discuss, consider and take all necessary action to approve the consent agenda as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

10.1. Minutes

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

10.2. Presentation of Bills #79115 through #79254 totaling \$912,660.26

Speaker(s): Board President or Designee

Rationale:

The summary of bills for the current month total:\$912,660.26 - Bills #79115 through #79254

General Activity Fund total: No activity this month.

<u>Check #</u>	<u>Amount</u>	<u>Vendor</u>	<u>Description</u>
78974	\$25,353.92	Amazon	Technology servers/Grant supplies
78978	\$21,261.60	BD Construction	Bridges project
79005	\$7,102.56	Gene Steffy Ford	Repairs on Zip Drive (Tech van)
79017	\$5,839.00	Lakeview Comm Schools	Carl Perkins flow through expenses
79031	\$130,036.50	Rutt's Heating & Air	HVAC remodel 6th payment
79038	\$6,281.26	State of NE DAS State Accounting	Network service charges
79100	\$34,059.10	Renaissance Learning Inc.	

This is a consent item.

10.3. Reading of Article I, Section 1, F Unit Calendar

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

10.4. Reading of Article I, Section 3, B Filling Vacancies

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

10.5. Reading of Article I, Section 3, E Oath of Office

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

10.6. Reading of Article I, Section 3, F Code of Ethics for Board Members

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

10.7. Reading of Article I, Section 4, A Officer Positions

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

10.8. Reading of Article I, Section 4, B President

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

10.9. Reading of Article I, Section 4, C Vice President

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

10.10. Reading of Article I, Section 4, D Secretary

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

10.11. Reading of Article I, Section 4, E Treasurer

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

10.12. Reading of Article I, Section 4, F Recording Secretary

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

10.13. Reading of Article I, Section 5, A Committees

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

10.14. Reading of Article I, Section 5, C Temporary Committees

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

10.15. Reading of Article I, Section 5, D Committee Operations

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

10.16. Annual SPARQ Data Solution Dues

Speaker(s): Board President or Designee

Rationale: The amount for the 2025-2026 SPARQ dues is: \$2600.

This is a consent item.

10.17. Excess Lodging and Meals

Rationale: Excess Lodging and Meals:

- The Board had excess travel to report:
 - AESA Annual Conference in Orlando, Florida (December 4-6, 2024)
 - Bob Arp - \$1,788.18
 - Don Graff - \$1,718.10
 - Joyce Baumert - \$1,656.75
- The Professional Development Department had excess travel to report:
 - AESA Annual Conference in Orlando, Florida (December 4-6, 2024)
 - Marci Ostmeyer - \$1,200.70
- The School Psychology Department had excess travel to report:
 - Advancing School Mental Health in Orlando, Florida (December 5-7, 2024)
 - Brandy Rose - \$360.60

- Haley Kunze - \$360.60
- Hayley Murphy - \$360.60

11. January 2025 Board Spotlight - Professional Development
Rationale: Professional Development and CTE Coordinator Brandy Thompson, will present the January Board Spotlight regarding Professional Development and Career & Technical Education.

12. Treasurer's Report

Speaker(s): Board President or Designee

Rationale: Review the breakdown of the Treasurer's Report.

Administrator Recommendation: Discuss, consider and take all necessary action to accept the Treasurer's Report as presented.

Recommended Motion(s):

Discuss, consider and take all necessary action to accept the Treasurer's Report as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

13. Contract for Chief Administrator Marci Ostmeyer

Rationale: Chief Administrator Marci Ostmeyer's contract term will begin July 1, 2025 and expire June 30, 2027.

Recommendation: Discuss, consider and take any action necessary to approve the contract for Chief Administrator Marci Ostmeyer as presented.

Recommended Motion(s):

Discuss, consider and take any action necessary to approve the contract for Chief Administrator Marci Ostmeyer as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

14. Potential Contract for 2025-2026 Professional Development Director

Rationale:

Recommendation: Discuss, consider and take any action necessary to approve the contract for the 2025-2026 Professional Development Director as presented.

Recommended Motion(s):

Discuss, consider and take any action necessary to approve the contract for the 2025-2026 Professional Development Director as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

15. Reading of Article II, Section 6, A Notice to Public

Speaker(s): Board President or Designee

Rationale:

Review Article II, Section 6, A Notice to Public of the ESU 7 Policy Manual.

Administrator Recommendations: Discuss, consider and take all necessary action to approve Article II, Section 6, A Notice to Public as presented.

Recommended Motion(s):

Discuss, consider and take all necessary action to approve Article II, Section 6, A Notice to Public as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

16. Reading of Article V, Section 1, A Policy of Non-Discrimination

Speaker(s): Board President or Designee

Rationale:

Review Article V, Section 1, A Policy of Non-Discrimination of the ESU 7 Policy Manual.

Administrator Recommendations: Discuss, consider and take all necessary action to approve of Article V, Section 1, A Policy of Non-Discrimination as presented.

Recommended Motion(s):

Discuss, consider and take all necessary action to approve of Article V, Section 1, A Policy of Non-Discrimination as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

17. Designations

Speaker(s): Board President or Designee

17.1. Designate depository bank(s)

Speaker(s): Board President or Designee

Rationale: Authorized Depositories, Bonds, Disbursement of Funds requires the ESU 7 Board to annually authorize depositories for ESU 7 Funds. The checking accounts are currently at First National Bank, Columbus. The Board authorizes the Administrator and Board Treasurer to contact banks in the ESU area to invest money at the best rate.

Administrator Recommendation: Discuss, consider and take all necessary action to authorize First National Bank, Columbus as the depository bank, as presented.

Recommended Motion(s):

Discuss, consider and take all necessary action to authorize First National Bank, Columbus as the depository bank, as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

17.2. Designate Newspapers of Record

Speaker(s): Board President or Designee

Rationale: The Columbus Telegram is a newspaper of general circulation in all counties in the ESU 7 Area. Legal Notices as required will be reported in the Columbus Telegram.

Administrator Recommendation: Discuss, consider and take all necessary action to designate the Columbus Telegram as the ESU 7 newspaper of record.

Recommended Motion(s):

Discuss, consider and take all necessary action to designate the Columbus Telegram as the ESU 7 newspaper of record Passed with a motion by Board Member #1 and a second by Board Member #2.

18. ESU 7 2025-2026 General Unit Calendar

Speaker(s): Board President or Designee

Rationale:

Administrator Recommendation: Discuss, consider, and take all necessary action to approve the ESU 7 2025-2026 General Unit Calendar as presented.

Recommended Motion(s):

Discuss, consider, and take all necessary action to approve the ESU 7 2025-2026 General Unit Calendar as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

19. Mileage Reimbursement Rate

Speaker(s): Board President or designee

Rationale: The IRS Mileage rate for 2025 - 2026 is \$0.70 per mile.

Article III, Section 4, D: Coffee Act Policy (Reimbursable Expenses)

Reimbursement of Expenses. The ESU will pay the registration costs, tuition costs, fees or charges for attendance by Board members at such approved functions. The ESU will pay mileage at the rate allowed by law (that is, the rate established by the Department of Administrative Services) or actual travel expense if travel is authorized by commercial or charter means. The ESU will pay meals and lodging at a rate not exceeding the applicable federal rate unless a fully itemized claim is submitted substantiating the costs actually incurred in excess of such rate and such additional expenses are expressly approved by the Board.

For employees and volunteers, the ESU will pay costs and make reimbursements in the same manner as provided above for Board member attendance, unless otherwise established by policy, Board action, contract, or negotiated agreement.

Administrator Recommendation: Discuss, consider and take any action necessary for ESU 7 to approve the IRS Mileage rate for 2025 - 2026, which is \$0.70 per mile.

Recommended Motion(s):

Administrator Recommendation: Discuss, consider and take any action necessary for ESU 7 to approve the IRS Mileage rate for 2025 - 2026, which is \$0.70 per mile Passed with a motion by Board Member #1 and a second by Board Member #2.

20. Coordinating Agency for ESU 7 Special Education Cooperative

Speaker(s): Board President or designee

Rationale: ESU 7 continues to serve as the coordinating agency for the ESU 7 Special Education Cooperative for 2025-2026.

Administrator Recommendation: Discuss, consider and take all necessary action for ESU 7 to continue to serve as the coordinating agency for the ESU 7 Special Education Cooperative for 2025-2026

Recommended Motion(s):

Discuss, consider and take all necessary action for ESU 7 to continue to serve as the coordinating agency for the ESU 7 Special Education Cooperative for 2025-2026 Passed with a motion by Board Member #1 and a second by Board Member #2.

21. Administrator's Report General

Speaker(s): Administrator or Designee

Rationale:

- ESUCC Update
- Professional Development and Production/Print Shop Report - Director Ostmeyer
- Special Education Report - Director Clay
- Technology Report - Director Ellsworth
 - Upcoming ESU 7 Events
 - Board Recognition Dinner (April 22, 2025)
 - Upcoming Events
 - NASB Legislative Issues Conference in Lincoln, NE (January 26-27, 2025)
 - NASB Board President Retreat in Kearney, NE (February 16-17, 2025)
 - NRCSA Legislative Forum in Lincoln, NE (February 20, 2025)
 - NASB Finance Workshops
 - Kearney, NE (March 4, 2025)
 - Crete, NE (March 11, 2025)
 - Norfolk, NE (April 9, 2025)
 - NRCSA Spring Conference in Kearney, NE (March 20-21, 2025)
 - NASB Amplified Finance Workshop in Kearney, NE (March 27, 2025)
 - NASB Open Meetings Law Workshops
 - Gering, NE (March 25, 2025)
 - Kearney, NE (March 26, 2025)
 - Norfolk, NE (March 31, 2025)
 - Lincoln, NE (April 1, 2025)

21.1. Goal Update

Speaker(s): Administrator or Designee

Rationale:

- **Goal 1:** By July 2025, the ESU 7 board will have advertised for a Chief Administrator, completed the initial process, sent a contract, hired a Chief Administrator, made the announcement, and begun the onboarding process.
 - **Update:** Advertised, completed the initial process, sent a contract, hired & made the announcement.
- **Goal 2:** By July 2025, the ESU 7 board will attend at least two professional/personal learning events annually.
 - **Update:** 3 have attended one, 4 have attended two, and 2 have attended three.
- **Goal 3:** By July 2025, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
 - **Completed:**
 - Clarkson - 10.9.2024
 - Fullerton - 11.11 2024

Boone Central - 1.13.2025

Upcoming:

Osceola - 2.10.2025

East Butler - 2.12.2025

- **Goal 4:** By July 2025, the ESU 7 board will continue to use operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district.

21.2. Services Update

Speaker(s): Administrator or Designee

Rationale:

- SIMPL Update

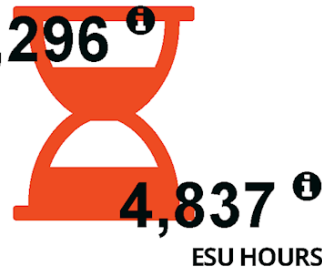
SIMPL 2024 - 2025
Service Implementation Model Process and Log

ESU 07



SERVICE PARTICIPANTS

7,296 ⁱ



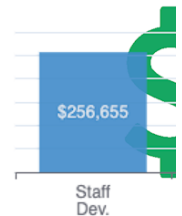
AQuESTT
for Nebraska

Percentage of ESU service offerings from the master catalog supporting AQuESTT.

8% 8% 28% 12% 12% 16% 16%



This visual represents how the ESU services align with AQuESTT Tenets.
(see more real-time data about the AQuESTT implementation)



**DOLLARS
EFFICIENT**

-
- Update on Regional PD Day in 2025

21.3. Facilities Update

Speaker(s): Administrator or Designee

Rationale: The Administrator will provide a facilities update during this item.

21.4. Personnel

Speaker(s): Administrator or designee

Rationale: Learning Academy Paraprofessional - Jade Podliska, start date January 2, 2025

21.5. Legislative Update

Speaker(s): Administrator or Designee

Rationale: During this item, the Administrator will provide a Legislative Update to members of the Board.

22. Committee Reports

Speaker(s): Committee Chair

22.1. Negotiations Committee Report

Speaker(s): Negotiations Committee Chair

Rationale: Reports of activities and discussions from the Negotiations Committee will take place during this item.

23. Conference Report

Speaker(s): Conference Attendees

Rationale: Conference Attendees will report on their learnings.

24. Adjournment

Speaker(s): Board President or Designee

Created by: Morgan Morsett, Secretary to the ESU 7 Board of Directors

NEBRASKA OPEN MEETINGS ACT

84-1407. Act, how cited. Sections 84-1407 to 84-1414 shall be known and may be cited as the Open Meetings Act.

84-1408. Declaration of intent; meetings open to public. It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret. Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

84-1409. Terms, defined. For purposes of the Open Meetings Act, unless the context otherwise requires:

(1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and

(b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders, and (iii) the Judicial Resources Commission or subcommittees or subgroups of the commission;

(2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and

(3) Virtual conferencing means conducting or participating in a meeting electronically or telephonically with interaction among the participants subject to subsection (2) of section 84-1412.

84-1410. Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.

(1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as:

(a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;

(b) Discussion regarding deployment of security personnel or devices;

(c) Investigative proceedings regarding allegations of criminal misconduct;

(d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;

(e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or

(f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

(2) The vote to hold a closed session shall be taken in open session. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The public body holding such a closed session shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken. For purposes of this section, formal action shall mean a collective decision or a collective commitment or promise to make a decision on any question, motion, proposal, resolution, order, or ordinance or formation of a position or policy but shall not include negotiating guidance given by members of the public body to legal counsel or other negotiators in closed sessions authorized under subdivision (1)(a) of this section.

(3) Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

(4) Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting, and no public body shall designate itself a subcommittee of the whole body for the purpose of circumventing the Open Meetings Act. No closed session, informal meeting, chance meeting, social gathering, email, fax, or other electronic communication shall be used for the purpose of circumventing the requirements of the act.

(5) The act does not apply to chance meetings or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened, if there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; videoconferencing or telephone conferencing authorized; emergency meeting without notice; appearance before public body.

(1) Until January 1, 2025:

(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committee, such notice shall be published in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website.

(ii) In the case of the governing body of a city of the second class or village or such body's advisory committee or the governing body of a rural or suburban fire protection district, such notice shall be published by:

(A) Publication in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website; or

(B) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted in the same three places for each meeting.

(iii) In the case of a public body not described in subdivision (1)(b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

(iv) In case of refusal, neglect, or inability of the newspaper to timely publish the notice, the public body shall (A) post such notice on its website, if available, and (B) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(c) In addition to a method of notice required by subdivision (1)(b)(i) or (ii) of this section, such notice may also be provided by any other appropriate method designated by such public body or such advisory committee.

(d) Each public body shall record the methods and dates of such notice in its minutes.

(e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a

meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2) Beginning January 1, 2025:

(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (2)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committee, such notice shall be given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

(B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper.

(ii) In the case of the governing body of a city of the second class or village, any advisory committee of such governing body, or the governing body of a rural or suburban fire protection district, such notice shall be given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper;

(B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

(C)(III) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted by the public body in the same three places for each meeting.

(iii) In the case of a public body not described in subdivision (2)(b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

(iv) In case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (A) post such notice on its website, if available, (B) submit a post on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (C) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(3)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (3)(b) of this section are met:

(i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;

(ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;

(iii) The governing body of a public power district having a chartered territory of more than one county in this state;

(iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

(vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority; and

(xiii) A natural resources district.

(b) The requirements for holding a meeting by means of virtual conferencing are as follows:

(i) Reasonable advance publicized notice is given as provided in subsections (1) and (2) of this section, including providing access to a dial-in number or link to the virtual conference;

(ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used;

(iii) At least one copy of all documents being considered at the meeting is available at any physical site open to the public where individuals may attend the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act; and

(iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of (A) an organization created under the Interlocal Cooperation Act that sells electricity or natural gas, (B) an organization created under the Municipal Cooperative Financing Act, (C) a governing body of a risk management pool and any advisory committee of such governing body, or (D) any advisory committee of any state entity created in response to the Opioid Prevention and Treatment Act, such the organization, governing body, or committee may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing.

(4) Virtual conferencing, emails, faxes, or other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(5) The secretary or other designee of each public body shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to them of the time and place of each meeting and the subjects to be discussed at that meeting.

(6) When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by virtual conferencing. The provisions of subsection (5) of this section shall be complied with in conducting emergency meetings. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public by no later than the end of the next regular business day.

(7) A public body may allow a member of the public or any other witness to appear before the public body by means of virtual conferencing.

(8)(a) Notwithstanding subsections (3) and (6) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsections (1) and (2) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (5) of this section shall be complied with in conducting such meetings.

(c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsection (5) of section 84-1413.

(9) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (3)(a) of this section may hold a meeting by virtual conferencing if:

(a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body;

(b) No action is taken by the public body at the virtual meeting; and

(c) The public body complies with subdivisions (3)(b)(i) and (ii) of this section.

84-1412. Meetings of public body; rights of public; public body; powers and duties.

(1) Subject to the Open Meetings Act, the public has the right to attend and the right to speak at meetings of public bodies, and all or any part of a meeting of a public body, except for closed sessions called pursuant to section 84-1410, may be videotaped, televised, photographed, broadcast, or recorded by any person in attendance by means of a tape recorder, a camera, video equipment, or any other means of pictorial or sonic reproduction or in writing.

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings, including meetings held by virtual conferencing. A body may not be required to allow citizens to speak at each meeting, but it may not forbid public participation at all meetings.

(3) No public body shall require members of the public to identify themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body shall require any member of the public desiring to address the body to identify himself or herself, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

(4) No public body shall, for the purpose of circumventing the Open Meetings Act, hold a meeting in a place known by the body to be too small to accommodate the anticipated audience.

(5) No public body shall be deemed in violation of this section if it holds its meeting in its traditional meeting place which is located in this state.

(6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if:

(a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;

(b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;

(c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an instate location to members, the public, or the press, if requested twenty-four hours in advance;

(d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;

(e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and

(f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

(7) Each public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at a meeting.

(8) Public bodies shall make available at the meeting or the instate location for virtual conferencing as required by subdivision (6)(c) of this section, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting, either in paper or electronic form. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

84-1413. Meetings; minutes; roll call vote; secret ballot; when.

(1) Each public body shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed.

(2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public.

(3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.

(4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours.

(5) Minutes shall be written or kept as an electronic record and shall be available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing or keeping the minutes is absent due to a serious illness or emergency.

(6) Beginning July 31, 2022, the governing body of a natural resources district, the city council of a city of the metropolitan class, the city council of a city of the primary class, the city council of a city of the first class, the county board of a county with a population greater than twenty-five thousand inhabitants, and the school board of a school district shall make available on such entity's public website the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the website at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the website at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public website for at least six months.

84-1414. Unlawful action by public body; declared void or voidable by district court; when; duty to enforce open meeting laws; citizen's suit; procedure; violations; penalties.

(1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action.

(2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.

(3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section.

(4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.

Operative 4/17/24


Nebraska Council
of School Administrators
455 South 11th Street, Suite A
Lincoln, NE 68508
(402) 476-8055
ncsa.org


PERRY, GUTHERY, HAASE & GESSFORD, P.C., L.L.O.
ATTORNEY AT LAW

PERRY, GUTHERY, HAASE & GESSFORD, P.C., L.L.O.
233 South 13th Street, Suite 1400,
Lincoln, NE 68508
(402) 476-9200
perrylawfirm.com

Article I, Section 3, E Oath of Office

Board members before taking office shall take and sign the following oath or affirmation:

I, _____, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservations, or for purpose or evasions; and that I will faithfully and impartially perform the duties of the office of member of the Board of Educational Service Unit No. 7, according to law, to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence; and that during such time that I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence. So help me God.

Legal Reference:	§ 11-101 to § 11-101.03
Date of Adoption:	January 15, 2018

Article I, Section 3, F Code of Ethics for Board Members

Board members of ESU 7, like all public officers in the State, “stand in a fiduciary relationship to the people whom they have been elected or appointed to serve. As fiduciaries and trustees of the public wealth they are under an inescapable obligation to serve the public with the highest fidelity. In discharging the duties of their office they are required to display such intelligence and skill as they are capable of, to be diligent and conscientious, to exercise their discretion not arbitrarily but reasonably, and above all to display good faith, honesty and integrity. They must be impervious to corrupting influences and they must transact their business frankly and openly in the light of public scrutiny so that the public may know and be able to judge them and their work fairly. These obligations are assumed by them as a matter of law upon their entering public office.”

To assure that the entire Board acts in accordance with the foregoing legal responsibilities and to ensure the effective functioning of the Board, each Board member will sign a Board-approved Code of Ethics for ESU 7 Board Members (attached). The Code of Ethics is to be signed upon assumption of office and at each annual meeting.

Legal Reference:	<i>Nebraska Legislature on behalf of the State of Nebraska v. C. David Hergert</i> , 271 Neb. 976, 1011 (2006)
Date of Adoption:	January 15, 2018

Code of Ethics for ESU 7 Board Members

Members of the Board of ESU 7 are expected to abide by the following Code of Ethics in performance of their duties as a Board member and will be requested to acknowledge their intent to do so:

- Follow Laws:** I will uphold and enforce the constitutions, laws, rules and regulations of the state and federal governments, the state and federal agencies, binding court orders pertaining to educational service units, and the policies and regulations of ESU 7. Desired changes shall be brought about only through legal and ethical procedures.
- Non-Discrimination:** I will not make decisions which affect personnel, students, parents, the public, or otherwise on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, or on the basis of constitutionally protected speech.

3. **Welfare of Students:** I will make decisions in terms of the educational welfare of students served by ESU 7 and will seek to develop and maintain services and programs that meet the individual needs of students served by the ESU regardless of their sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, social standing, or personal feelings not associated with the best interests of ESU 7 and the students.

4. **Role of the Board:** I will confine my action as a member of the Board to policy making, planning, and evaluation of the Administrator. I will carry out my responsibility, not to administer ESU 7 or its services and programs, but, together with my fellow board members, to see that they are well run. I will refer all complaints which I may receive to the Administrator and will act on the complaints at public meetings only after failure of an administrative solution. I will support decisions made by the Board, even if it is not the one I would have made, although I will reserve my independent right to seek a change using appropriate procedures. I will recognize that authority rests with the Board as a whole and will make no personal promises nor take any private action that may compromise the Board.

5. **Meetings of the Board:** I will attend all meetings of the Board except when I am unable to attend for excusable reasons, will be prepared to be an active participant at such meetings, and will follow appropriate rules of order at such meetings. I will fulfill my responsibilities on any committees and any officer positions to which I may be elected, assigned or appointed. I will not attempt to circumvent the open meetings laws by participating in meetings with a quorum of other members of the Board to make decisions on ESU 7 matters. I will not seek closed session meetings or participate in closed session meetings except as permitted by law.

6. **Independent Judgment:** I will refuse to surrender my independent judgment to special interest or partisan political groups.

7. **Confidentiality:** I will hold confidential all matters pertaining to ESU 7 which, if disclosed, would needlessly injure individuals, the Board, or ESU 7. I will not ask for legally confidential information about staff or students when not required to fulfill my duties as a Board member. When such information is made available to me in my role as a Board member, I will maintain the confidentiality of such information.

8. **Conflicts:** I will not use my position as a Board member for personal gain or for the gain of family or friends. Where I have a personal conflict of interest which affects or may be reasonably seen by others as affecting my ability to make a fair and impartial decision on a

matter before the Board, I will follow the law and Board policy to avoid the conflict from affecting the decision of the entire Board.

9. **Personnel Matters:** I will vote to appoint the best qualified personnel available after consideration of the recommendation of the administration. I will support and protect personnel in the proper performance of their duties but likewise will hold staff accountable, on matters which reach the Board, to the standards and expectations of the Board and the administration.

10. **Role Model.** I understand that my personal actions may reflect on ESU 7 and the schools and communities served by ESU 7 due to my position as a Board member. I will in all respects serve as a proper role model and engage in conduct which is reflective of a good citizen in the communities served by ESU 7.

Agreed to by the members of the Board of Educational Service Unit 7 on this ___ day of _____, 20__.

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____



Special Board of Education Meeting - Chief Administrator Interviews

Educational Service Unit 7, Oak Room

2657 44th Ave

Columbus, NE 68601-8537

Monday, December 16, 2024 at 8:30 AM

Posted Locations:

- Columbus Telegram Newspaper
 - Columbus Telegram Website
- ESU 7 North Building Front Door

Posted Date: 12/10/2024

Attendance Taken at 8:37 AM.

Bob Arp: Present

Joyce Baumert: Present

Amy Blaser: Absent

Marni Danhauer: Present

Karen Gomez: Present

Don Graff: Present

Dawn Lindsley: Present

Richard Luebbe: Present

Doug Pauley: Present

Richard Stephens: Absent

Gary Wieseler: Present

Jack Young: Present

Present: 10, Absent: 2.

1. Call the Meeting to Order

LEADERSHIP • SERVICE • SUPPORT

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public on ESU 7 website www.esu7.org and posted at location of meeting. Notice of this meeting was also given in advance to all members of the Board of Education of Educational Service Unit 7. Availability of the agenda and purpose of the hearing was communicated in the advance notice of the meeting and in the notice to the members of this hearing. All proceedings of the Board of Education of Educational Service Unit 7 were taken while the convened hearing was open to the attendance of the public.

Board President Doug Pauley called the meeting to order at 8:37 am

1.1. Notification of Open Meetings Law

This meeting has been preceded by reasonable advance notice and is hereby declared to be in open session. A copy of the Open Meetings Act is posted in the meeting room.

1.2. Roll Call

1.3. Absent Board Members

Board members Amy Blaser and Richard Stephens will be absent. The Administrator was notified prior to the meeting.

Administrator Recommendation: Discuss, consider and take all necessary action to approve Board member absences.

Board members Amy Blaser and Richard Stephens were both absent and gave prior notification to the Chief Administrator.

Motion to approve absence: Board Member Marni Danhauer

Second to approve absence: Board Member Jack Young

All present members said yea.

1.4. Pledge of Allegiance

2. Public Comment

The Board has the discretion to limit the amount of time set aside for public participation.

Citizens wishing to address the Board on a certain agenda item must complete the Request to be Heard Document prior to the start of the board meeting. Citizens wishing to present petitions to the Board may do so at this time. However, the Board will only receive the petitions and not act upon them or their contents.

3. Search Discussion

The Board will review and discuss the agenda and procedures for the day.

Shari Becker reviewed with the board the agenda for the day regarding the 5 candidates being interviewed. Board members asked clarifying questions. Questions were reviewed and decided upon who would ask questions to the candidates.

4. Chief Administrator Interviews

The Board will conduct interviews for the Chief Administrator position. The candidates will also be interviewed by three other stakeholder groups: Superintendents, ESU 7 Directors, and ESU 7 Staff.

The Board, Superintendent group, Staff group and Directors interviewed each Chief Administrator finalist.

5. **Discussion of Chief Administrator Candidates**

Shari Becker, NASB Director of Search Services, will support the board through discussion of candidates.

The Board discussed the strengths they each listed for the candidates interviewed.

5.1. Review of Stakeholder Feedback

Feedback from the three stakeholder groups will be shared with the board through a sheet listing the strengths of each candidate.

The Board reviewed the strengths from each of the interview groups and had further discussion.

6. Enter Closed Session

To prevent needless injury to the reputation of individuals and for negotiations discussion as it relates to the position.

The board went into executive session at 3:55 p.m.

Motion to enter closed session: Doug Pauley

Second to enter closed session: Bob Arp

All present members said yea.

7. Adjourn Closed Session

Adjourn closed session at 5:13 p.m.

Motion made to adjourn: Don Graff

Second made to adjourn: Joyce Baumert

All present members voted yea. Bob had left the meeting.

8. **Candidate Selection**

Discuss and take any necessary action to approve negotiations with a candidate - this may include a motion for the Board President to negotiate with a candidate.

The board discussed making an offer to their top selection and following up with their second candidate if the first candidate declined.

8.1. Negotiations with Chief Administrator Candidate ____

The board will discuss and take action to approve negotiations with the selected Chief Administrator candidate ____.

Motion made by Don Graff for the Board President to negotiate with candidate #2 for the Chief Administrator Position.

Second made by Marni Danhauer.

The vote was 8 yea and Dawn Lindsley voted nay.

Bob Arp was absent.

8.2. Negotiations with Chief Administrator Candidate ____ (if needed)

The board will discuss and take action to approve negotiations with the selected Chief Administrator candidate ____ (if needed).

Doug Pauley made the motion to negotiate with Candidate #5 as an alternate Chief Administrator.

Dick Luebbe second the motion.
All voted Yea. Bob Arp was absent.

9. Adjournment

Meeting adjourned at 5:23 p.m.



Regular Board of Education Meeting

Monday, January 22, 2024 at 5:30 PM

Educational Service Unit 7, Oak Room
2657 44th Ave
Columbus, NE 68601-8537

1. Call the Meeting to Order

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale:

LEADERSHIP • SERVICE • SUPPORT

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public on ESU 7 website www.esu7.org and posted at location of meeting. Notice of this meeting was also given in advance to all members of the Board of Education of Educational Service Unit 7. Availability of the agenda and purpose of the hearing was communicated in the advance notice of the meeting and in the notice to the members of this hearing. All proceedings of the Board of Education of Educational Service Unit 7 were taken while the convened hearing was open to the attendance of the public.

1.1. Notification of Open Meetings Law

Speaker(s): Board President or Designee

Agenda Item Type: Procedural Item

Rationale:

This meeting has been preceded by reasonable advance notice and is hereby declared to be in open session. A copy of the Open Meetings Act is posted in the meeting room.

1.2. Roll Call

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

1.3. Absent Board Members

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale:

Administrator Recommendation: Discuss, consider and take action to approve the Board member absences.

Recommended Motion(s):

Approval of Board Member absences as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

1.4. Pledge of Allegiance

Speaker(s): Board President or Designee

Agenda Item Type: Procedural Item

2. Approval of Agenda

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale:

The sequence of agenda topics is subject to change at the discretion of the Board.

Administrator Recommendation: Discuss, consider and take any necessary action to approve agenda as presented.

Recommended Motion(s):

Agenda as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

3. Welcome Visitors

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

4. Public Comment

Speaker(s): Board President or Designee

Agenda Item Type: Procedural Item

Rationale: The Board has the discretion to limit the amount of time set aside for public participation.

Citizens wishing to address the Board on a certain agenda item must complete the

Request to be Heard Document prior to the start of the board meeting. Citizens wishing to present petitions to the Board may do so at this time. However, the Board will only receive the petitions and not act upon them or their contents.

5. District 7 Board Application

Speaker(s): Board President or designee

Agenda Item Type: Agenda Item

Rationale: An Application has been received for the board vacancy in District 7. NEB. REV. STAT. § Section 79-1217(2) states that the appointee will serve "for the balance of the unexpired term" of the board spot that has been vacated. Applications were submitted by:

- Karen Gomez, resides in the Columbus Public Schools district region.

Administrator Recommendation: Discuss, consider, and vote to approve the resolution appointing Karen Gomez to the Educational Service Unit No. 7 Board position based on a vacancy for a term ending on December 31, 2026.

Recommended Motion(s):

Discuss, consider, and vote to approve the resolution appointing Karen Gomez to the Educational Service Unit No. 7 Board position based on a vacancy for a term ending on December 31, 2026 Passed with a motion by Board Member #1 and a second by Board Member #2.

6. Board Code of Ethics and Oath of Office

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale: Annually, Board Members participate in the Oath of Office and sign their Code of Ethics.

I, _____, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservations, or for purpose or evasions; and that I will faithfully and impartially perform the duties of the office of member of the Board of Educational Service Unit No. 7, according to law, to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence; and that during such time that I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence. So help me God.

7. Election of Board Officers

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

7.1. Election of Board President

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale:

Administrator Recommendation: Discuss, consider and take any necessary action to elect _____ as President of Board of Education.

Recommended Motion(s):

Discuss, consider and take any necessary action to elect _____ as President of Board of Education Passed with a motion by Board Member #1 and a second by Board Member #2.

7.2. Election of Vice President of the Board of Education

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale:

Administrator Recommendation: Discuss, consider and take any necessary action to elect _____ as Vice President of Board of Education.

Recommended Motion(s):

Discuss, consider and take any necessary action to elect _____ as Vice President of Board of Education Passed with a motion by Board Member #1 and a second by Board Member #2.

7.3. Election of Secretary of Board of Education

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale:

Administrator Recommendation: Discuss, consider and take any necessary action to elect _____ as Secretary of Board of Education.

Recommended Motion(s):

Discuss, consider and take any necessary action to elect _____ as Secretary of Board of Education Passed with a motion by Board Member #1 and a second by Board Member #2.

8. Committees and Positions

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

8.1. Select Treasurer to the Board of Education

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale:

Administrator Recommendation: Discuss, consider and take any necessary action to appoint _____ as Treasurer to the Board of Education.

Recommended Motion(s):

Discuss, consider and take any necessary action to appoint _____ as Treasurer to the Board of Education Passed with a motion by Board Member #1 and a second by Board Member #2.

8.2. Select Recording Secretary to the Board of Education

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale:

Administrator Recommendation: Discuss, consider and take any necessary action to appoint _____ as Recording Secretary to the Board of Education.

Recommended Motion(s):

Discuss, consider and take any necessary action to appoint _____ as Recording Secretary to the Board of Education Passed with a motion by Board Member #1 and a second by Board Member #2.

8.3. Select members of Board Committees

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale: Members of the Board will choose which committees to participate in.

2023 Members

Negotiations:

- Jennifer Miller (Chair)
- Richard Luebbe
- Richard Stephens

Budget:

- Gary Wieseler (Chair)
- Jack Young
- Dawn Lindsley

Handbook:

- Dawn Lindsley (Chair)
- Joyce Baumert
- Bob Arp

Evaluation:

- Marni Danhauer (Chair)
- Joyce Baumert
- Jennifer Miller

Buildings and Grounds:

- Bob Arp (Chair)
- Doug Pauley
- Jack Young
- Joyce Baumert
- Jennifer Miller

Administrator Recommendations:

- Discuss, consider and take any necessary action to approve the 2024 Negotiations Committee members as presented.
- Discuss, consider and take any necessary action to approve the 2024 Handbook Committee members as presented.
- Discuss, consider and take any necessary action to approve the 2024 Budget Committee members as presented.
- Discuss, consider and take any necessary action to approve the 2024 Evaluation Committee members as presented.
- Discuss, consider and take any necessary action to approve the 2024 Buildings and Grounds Committee members as presented.

Recommended Motion(s):

Discuss, consider and take any necessary action to approve the 2024 Negotiations Committee members as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

Discuss, consider and take any necessary action to approve the 2024 Handbook Committee members as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

Discuss, consider and take any necessary action to approve the 2024 Budget Committee members as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

Discuss, consider and take any necessary action to approve the 2024 Evaluation Committee members as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

Discuss, consider and take any necessary action to approve the 2024 Buildings and Grounds Committee members as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

9. Dissemination of Conflict of Interest Forms

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale: Annually, Conflict of Interest and Code of Ethics forms will be disseminated to the Board for signature.

10. Consent Agenda

Speaker(s): Board President or Designee

Agenda Item Type: Consent Agenda

Rationale:

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

If any Board member wishes to discuss an item, it must be removed from the consent agenda at which time the remaining items will be acted upon.

Consent Agenda Includes:

- Minutes from the previous meeting(s)
- Presentation of the bills
- Policy review with no recommended changes
- Other routine agenda items

Administrator Recommendation: Discuss, consider and take any action necessary to approve the consent agenda as presented.

Recommended Motion(s):

Discuss, consider and take any action necessary to approve the consent agenda as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

10.1. Minutes

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.2. Presentation of Bills #77351 through #77495 totaling \$887,318.97

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

The summary of bills for the current month total:\$887,318.97 - Bills #77351 through #77495

Inservice bills total: \$75

	Amount	Vendor	Description
77362	\$15,778.39	Capital One	Tech/SPED/Grants travel and supplies/Board travel
77373	\$14,008.15	Dell Technologies	Technology School Equipment flow through
77380	\$8,049.01	ESU 1	Regional Transition Contract service

77390	\$10,335.00	Heartland Communications	Safety speakers throughout buildings
77407	\$8,685.00	Miotees Custom T-shirts	Latino Summit t-shirts
77428	\$5,352.60	State of NE DAS State Accounting	Network service charges

This is a consent item.

10.3. Reading of Article I, Section 1, F Unit Calendar

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.4. Reading of Article I, Section 3, B Filling Vacancies

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.5. Reading of Article I, Section 3, E Oath of Office

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.6. Reading of Article I, Section 3, F Code of Ethics for Board Members

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.7. Reading of Article I, Section 4, A Officer Positions

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.8. Reading of Article I, Section 4, B President

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.9. Reading of Article I, Section 4, C Vice President

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.10. Reading of Article I, Section 4, D Secretary

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.11. Reading of Article I, Section 4, E Treasurer

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.12. Reading of Article I, Section 4, F Recording Secretary

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.13. Reading of Article I, Section 5, A Committees

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.14. Reading of Article I, Section 5, C Temporary Committees

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.15. Reading of Article I, Section 5, D Committee Operations

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.16. Annual SPARQ Data Solution Dues

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale: The amount for the 2024-2025 SPARQ dues is: \$2,600.00.

This is a consent item.

10.17. Excess Lodging and Meals

Speaker(s): Board President or designee

Agenda Item Type: Consent Item

Rationale: Excess Lodging and Meals:

- The Board had excess travel to report:
 - AESA Annual Conference in Anaheim, California (November 29 - December 1, 2023)
 - Doug Pauley - \$294.99
 - Bob Arp - \$243.98
 - Marni Danhauer - \$307.74

This is a consent item.

11. January 2024 Board Spotlight - Learning Academy

Speaker(s): Board President or designee

Agenda Item Type: Information Item

Rationale: Student Services Principal, Cara Neesen, will present the January Board Spotlight regarding the Learning Academy.

12. Treasurer's Report

Speaker(s): Board President or Designee

Agenda Item Type: Action Item

Rationale: Review the breakdown of the Treasurer's Report.

Administrator Recommendation: Discuss, consider and take any action necessary to approve the Treasurer's Report as presented.

Recommended Motion(s):

Discuss, consider and take any action necessary to approve the Treasurer's Report as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

13. Virtual Conferencing for February 2024

Speaker(s): Board President or designee

Agenda Item Type: Agenda Item

Rationale: Nebraska Revised Statute § 84-1411 authorizes virtual meetings for educational service units if the requirements of subdivision (2)(b) are met. The board will determine if next month's board meeting should allow for a virtual conferencing option.

The Board voted to have a virtual conferencing option for the February 2024 board meeting.

14. Designations

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

14.1. Designate depository bank(s)

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale: Authorized Depositories, Bonds, Disbursement of Funds requires the ESU 7 Board to annually authorize depositories for ESU 7 Funds. The checking accounts are currently at First National Bank, Columbus. The Board authorizes the Administrator and Board Treasurer to contact banks in the ESU area to invest money at the best rate.

Administrator Recommendation: Discuss, consider and take any necessary action to authorize First National Bank, Columbus as the depository bank, as presented.

Recommended Motion(s):

Discuss, consider and take any necessary action to authorize First National Bank, Columbus as the depository bank, as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

14.2. Designate Newspapers of Record

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale: The Columbus Telegram is a newspaper of general circulation in all counties in the ESU 7 Area. Legal Notices as required will be reported in the Columbus Telegram.

Administrator Recommendation: Discuss, consider and take any action necessary to designate the Columbus Telegram as the ESU 7 newspaper of record.

Recommended Motion(s):

Discuss, consider and take any action necessary to designate the Columbus Telegram as the ESU 7 newspaper of record Passed with a motion by Board Member #1 and a second by Board Member #2.

15. Mileage Reimbursement Rate

Speaker(s): Board President or designee

Agenda Item Type: Agenda Item

Rationale: The IRS mileage reimbursement rate for January 1, 2024 - June 30, 2024 is \$0.67 per mile.

Article III, Section 4, D Coffee Act Policy (Reimbursable Expenses)

Reimbursement of Expenses. The ESU will pay the registration costs, tuition costs, fees or charges for attendance by Board members at such approved functions. The ESU will pay mileage at the rate allowed by law (that is, the rate established by the Department of Administrative Services) or actual travel expense if travel is authorized by commercial or charter means. The ESU will pay for meals

and lodging at a rate not exceeding the applicable federal rate unless a fully itemized claim is submitted substantiating the costs actually incurred in excess of such rate and such additional expenses are expressly approved by the Board.

For employees and volunteers, the ESU will pay costs and make reimbursements in the same manner as provided above for Board member attendance, unless otherwise established by policy, Board action, contract, or negotiated agreement.

Administrator Recommendation: Discuss, consider and take any necessary action to approve the IRS mileage reimbursement rate of \$0.67 per mile for January 1, 2024-June 30, 2024 as presented.

Recommended Motion(s):

Discuss, consider and take any necessary action to approve the IRS mileage reimbursement rate of \$0.67 per mile for January 1, 2024-June 30, 2024 as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

16. ESU 7 2024-2025 General Unit Calendar

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale: Administrator Recommendation: Discuss, Consider and take any necessary action to approve the ESU 7 2024-2025 General Unit Calendar as presented.

Recommended Motion(s):

Discuss, Consider and take any necessary action to approve the ESU 7 2024-2025 General Unit Calendar as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

17. Coordinating Agency for ESU 7 Special Education Cooperative

Speaker(s): Board President or designee

Agenda Item Type: Agenda Item

Rationale: ESU 7 continues to serve as the coordinating agency for the ESU 7 Special Education Cooperative for 2024-2025.

Administrator Recommendation: Discuss, consider and take any action necessary for ESU 7 to continue to serve as the coordinating agency for the ESU 7 Special Education Cooperative for 2024-2025.

Recommended Motion(s):

Discuss, consider and take any action necessary for ESU 7 to continue to serve as the coordinating agency for the ESU 7 Special Education Cooperative for 2024-2025 Passed with a motion by Board Member #1 and a second by Board Member #2.

18. Administrator's Report General

Speaker(s): Administrator or Designee

Agenda Item Type: Agenda Item

Rationale:

- Professional Development and Production/Print Shop Report - Director Ostmeier
- Special Education Report - Director Clay
 - Richard Hight Presentation
- Technology Report - Director Ellsworth

- Nebraska Cybersecurity Network Update
- 2024 Elections - These are the districts up for election in 2024:
 - Gary Wieseler - District 2
 - Richard Luebbe - District 4
 - Bob Arp - District 6
 - Doug Pauley - District 8
 - Marni Danhauer - District 10
 - Dawn Lindsley - District 12
- Upcoming Events
 - NRCSA Legislative Forum in Lincoln, NE (February 20, 2024)
 - NASB Amplified Finance/Budget & Finance Workshop in Lincoln, NE (March 5, 2024)
 - NRCSA Spring Conference in Kearney, NE (March 14-15, 2024)
 - NASB Amplified Finance/Budget & Finance Workshop in North Platte, NE (March 19, 2024)
 - NASB Amplified Finance Workshop in Gering, NE (March 20, 2024)
- Future 2024 Events
 - NASB Area Membership Meeting in Fremont, NE (September 18, 2024)
 - NASA/NASB Labor Relations Conference in Lincoln, NE (October 2-3, 2024)
 - NASA/NASB State Education Conference in Omaha, NE (November 20-22, 2024)

18.1. Goal Update

Speaker(s): Administrator or Designee

Agenda Item Type: Agenda Item

Rationale: Goals - Attached for your Review

- Goal 1: 100% Complete
- Goal 2: 75% Complete
- Goal 3: 79% Complete
 - School District Board Meetings Completed:
 - David City - 10/10/2022
 - Osceola - 10/10/2022
 - East Butler - 10/12/2022
 - Boone Central - 11/14/2022
 - High Plains - 1/9/2023
 - Fullerton - 2/13/2023
 - Clarkson - 3/15/2023
 - Central City - 3/15/2023
 - Cross County - 5/8/2023
 - Palmer - 9/11/2023
 - Howells-Dodge - 10/11/2023
 - Columbus Public - 11/13/23
 - Humphrey - 11/13/23
 - Lakeview - 12/11/23

- Leigh - 1/17/24
 - Confirmed for February:
 - St. Edward - February 12, 2024 at 7:00pm
 - Administrator Polk
 - Board: Richard Stephens
 - Schuyler - February 12, 2024 at 6:30pm
 - Director Tami Clay
 - Board: Doug Pauley, Gary Wieseler, or Joyce Baumert
- Goal 4: 100% Complete

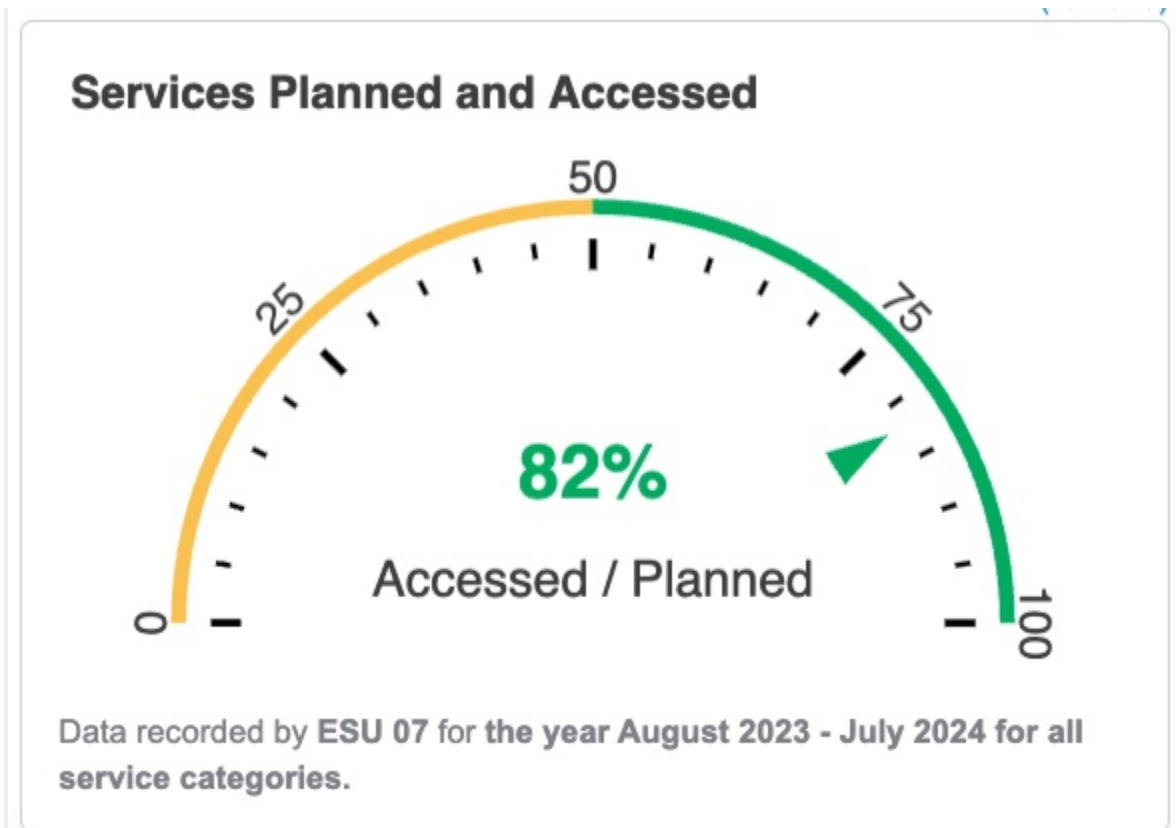
18.2. Services Update

Speaker(s): Administrator or Designee

Agenda Item Type: Agenda Item

Rationale:

- SIMPL Update



- Update on the Boardsmanship Event - Discuss June 2024 Board Meeting Time
 - June 17, 2024 from 5:00pm-8:30pm
- Update on Regional PD Day in 2025
 - January 3, 2025 from 8:00am-4:00pm

Items inside this item include visit updates, quarterly report, director reports, etc.

Administrator Recommendation: Discuss, consider and take any action necessary to change the June 17, 2024 board meeting time to begin at 3:30pm.

Recommended Motion(s):

Discuss, consider and take any action necessary to change the June 17, 2024 board meeting time to begin at 3:30pm Passed with a motion by Board Member #1 and a second by Board Member #2.

18.3. Facilities Update

Speaker(s): Administrator or Designee

Agenda Item Type: Agenda Item

Rationale: The Administrator will provide a facilities update during this item.

- Challenges with the HVAC system on January 16, 2024.

18.4. Legislative Update

Speaker(s): Administrator or Designee

Agenda Item Type: Agenda Item

Rationale: During this item, the Administrator will provide a Legislative Update to members of the Board.

19. Committee Reports

Speaker(s): Committee Chair

Agenda Item Type: Agenda Item

19.1. Buildings and Grounds Committee Report

Speaker(s): Buildings and Grounds Committee Chair

Agenda Item Type: Agenda Item

Rationale: The Buildings and Grounds Committee Chairperson will provide an update. The Buildings and Grounds Committee will be working on the planning.

Committee Recommendation:

19.2. Negotiations Committee Report

Speaker(s): Negotiations Committee Chair

Agenda Item Type: Agenda Item

Rationale: The Negotiations Committee Chairperson will provide an update.

Committee Recommendation:

20. Conference Report

Speaker(s): Conference Attendees

Agenda Item Type: Agenda Item

Rationale: Conference Attendees will report on their learnings.

- 2024 NASB Legislative Issues Conference
 - Administrator Polk
 - Jennifer Miller

o Dawn Lindsley

21. Adjournment

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Created by: Morgan Morsett, Secretary to the ESU 7 Board of Directors

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00079115	C	01/20/2025	14974	ALLO COMMUNICATIONS	177.00
10	00079116	C	01/20/2025	10391	AMAZON CAPITAL SERVICES *	1,404.86
10	00079117	C	01/20/2025	16160	AMY BLASER	121.27
10	00079118	C	01/20/2025	16233	ANN KAVANAUGH	200.00
10	00079119	C	01/20/2025	388	APPLIED CONNECTIVE TECHNOLOGIES	515.00
10	00079120	C	01/20/2025	110010	BETH KABES	271.91
10	00079121	C	01/20/2025	6700	BROOKE KAVAN	148.46
10	00079122	C	01/20/2025	21115	BUTLER CO CLERK	726.12
10	00079123	C	01/20/2025	280	CHRISTINA KILGORE	155.15
10	00079124	C	01/20/2025	30550	CITY OF COLUMBUS WATER & SANIT	386.32
10	00079125	C	01/20/2025	30790	COLFAX CO. CLERK	433.90
10	00079126	C	01/20/2025	31029	COLUMBUS PUBLIC SCHOOLS LUNCH FUND	2,618.70
10	00079127	C	01/20/2025	15792	COLUMN SOFTWARE PBC	13.63
10	00079128	C	01/20/2025	4812	CUBBY'S, INC.	339.38
10	00079129	C	01/20/2025	11711	DAWN LINDSLEY	607.36
10	00079130	C	01/20/2025	16179	DON GRAFF	731.98
10	00079131	C	01/20/2025	4456	DOUG PAULEY	289.24
10	00079132	C	01/20/2025	50825	ED SERVICE UNIT 7-PAYROLL	740,725.87
10	00079133	C	01/20/2025	14613	ELYSE BELINA	597.64
10	00079134	C	01/20/2025	50734	ESU 8	72.20
10	00079135	C	01/20/2025	50652	ESUCC	325.00
10	00079136	C	01/20/2025	7226	FIREGUARD	719.20
10	00079137	C	01/20/2025	60056	FNBO	49.35
10	00079138	C	01/20/2025	13684	FLEETCOR TECHNOLOGIES INC	22.12
10	00079139	C	01/20/2025	15920	FNBO CREDIT CARD	31,646.22
10	00079140	C	01/20/2025	7510	GARY WIESELER	679.92
10	00079141	C	01/20/2025	12645	HILTON OMAHA	2,137.00
10	00079142	C	01/20/2025	80543	HOMETOWN LEASING	477.45
10	00079143	C	01/20/2025	80880	HY-VEE	1,484.34
10	00079144	C	01/20/2025	90088	INDOFF INCORPORATED	431.82
10	00079145	C	01/20/2025	30027	JENNIFER CALAHAN	400.00
10	00079146	C	01/20/2025	4618	JENNIFER L. MILLER	201.54
10	00079147	C	01/20/2025	190486	JENNIFER SNYDER	400.00
10	00079148	C	01/20/2025	15300	JOANNA TERRAZAS	100.00
10	00079149	C	01/20/2025	16187	KAREN GOMEZ	118.32
10	00079150	C	01/20/2025	12424	KASEYA US, LLC	1,927.10
10	00079151	C	01/20/2025	160636	LARIANNE POLK	675.36
10	00079152	C	01/20/2025	120223	LEIGH COMMUNITY SCHOOLS	140.00
10	00079153	C	01/20/2025	40545	LISA DURANSKI	674.69
10	00079154	C	01/20/2025	120550	LOUP POWER DISTRICT	4,366.49
10	00079155	C	01/20/2025	130070	MAILBOX, THE	62.58
10	00079156	C	01/20/2025	5410	MARK BRADY	96.15
10	00079157	C	01/20/2025	130378	MENARDS	346.20
10	00079158	C	01/20/2025	130547	MNJ TECHNOLOGIES	472.50
10	00079159	C	01/20/2025	140066	NE ASSOC OF SCHOOL BOARDS	150.00
10	00079160	C	01/20/2025	14630	NASB - SPARQ DATA SOLUTIONS	2,600.00
10	00079161	C	01/20/2025	140351	NCSA	240.00
10	00079162	C	01/20/2025	140570	NEBRASKA TECHNOLOGY & TELECOM.	161.40
10	00079163	C	01/20/2025	140525	NRCSA	220.00
10	00079164	C	01/20/2025	12122	One Source The Background Check Company	58.00
10	00079165	C	01/20/2025	150330	OSCEOLA PUBLIC SCHOOLS	150.00
10	00079166	C	01/20/2025	80130	PEARSON ASSESSMENT	190.00
10	00079167	C	01/20/2025	160095	PERRY,GUTHERY, HAASE& GESSFORD P.C.,L.L.	1,007.50
10	00079168	C	01/20/2025	160450	PIZZA RANCH	131.97
10	00079169	C	01/20/2025	160493	PLATTE COUNTY ELEC COMM	1,215.76
10	00079170	C	01/20/2025	1260	RICHARD LUEBBE	44.09
10	00079171	C	01/20/2025	11703	ROBERT ARP	1,150.53
10	00079172	C	01/20/2025	20250	RUTT'S HEATING & AIR	24,775.50
10	00079173	C	01/20/2025	9164	RVW INC.	40,812.30
10	00079173	CV	01/10/2025	9164	RVW INC.	-40,812.30
10	00079174	C	01/20/2025	981	SARAH WACHA	432.82
10	00079175	C	01/20/2025	760	SERVICEMASTER BY SHEVLIN	1,577.00

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00079176	C	01/20/2025	9989	SHAYNE MCGUIRE	800.00
10	00079177	C	01/20/2025	190818	STANTON COUNTY CLERK	32.10
10	00079178	C	01/20/2025	190850	STATE OF NEBRASKA DAS STATE ACCTG.	5,857.40
10	00079179	C	01/20/2025	191085	SUPER SAVER	819.27
10	00079180	C	01/20/2025	14796	THE PLAYSCHOOL	112.50
10	00079181	C	01/20/2025	200606	U & I SANITATION	112.50
10	00079182	C	01/20/2025	10320	VERIZON WIRELESS	866.79
10	00079183	C	01/20/2025	230049	CAPITAL ONE-WALMART (SPED)	241.29
10	00079184	C	01/20/2025	230051	WALMART CAPITAL ONE - MIG	5.94
10	00079185	C	01/20/2025	13420	WOODRIVER ENERGY LLC	1,343.43
10	00079186	A	01/20/2025	13897	ADILENE PEREZ	499.82
10	00079187	A	01/20/2025	120155	AMY J SLAMA	618.18
10	00079188	A	01/20/2025	40709	ANN DUBAS	150.08
10	00079189	A	01/20/2025	13501	BARBARA BROCKHAUS	100.00
10	00079190	A	01/20/2025	990	BRANDY ROSE	394.29
10	00079191	A	01/20/2025	14605	BRANDY THOMPSON	597.48
10	00079192	A	01/20/2025	14621	CALVIN FREY	760.45
10	00079193	A	01/20/2025	5967	CASSANDRA RUTH	327.63
10	00079194	A	01/20/2025	9512	CASSIE KRINGS	488.43
10	00079195	A	01/20/2025	13510	CHRISTINA HANCOCK	602.00
10	00079196	A	01/20/2025	230304	CINDY WIESER	100.00
10	00079197	A	01/20/2025	70017	CYNTHIA ALARCON	79.73
10	00079198	A	01/20/2025	180474	DARLENE RODRIGUEZ	745.71
10	00079199	A	01/20/2025	14001	DEVON GRONENTHAL	205.02
10	00079200	A	01/20/2025	14060	DYLAN SOUTHARD	258.62
10	00079201	A	01/20/2025	60033	ELISSA HEIBEL	89.79
10	00079202	A	01/20/2025	9822	ELIZABETH LAWRENCE	100.00
10	00079203	A	01/20/2025	14575	ERNIE VALENTINE	83.74
10	00079204	A	01/20/2025	7560	ESI HOSTED SERVICES	180.39
10	00079205	A	01/20/2025	7099	HALEY KUNZE	629.25
10	00079206	A	01/20/2025	12513	HARRIET NALUMANSI	100.00
10	00079207	A	01/20/2025	11460	HAYLEY MURPHY	896.89
10	00079208	A	01/20/2025	15970	INGRID RODRIGUEZ	508.40
10	00079209	A	01/20/2025	15709	IRIS MEDINA GONZALEZ	568.16
10	00079210	A	01/20/2025	4294	JACK YOUNG	142.61
10	00079211	A	01/20/2025	10375	RONELLE JACKSON	1,575.00
10	00079212	A	01/20/2025	8559	JACLYN TERNUS	154.10
10	00079213	A	01/20/2025	8559	JACLYN TERNUS	100.00
10	00079214	A	01/20/2025	14745	JAEDYN MORRIS	846.21
10	00079215	A	01/20/2025	15954	JENNA MATTOX	351.42
10	00079216	A	01/20/2025	11223	JILL WIELGUS	416.74
10	00079217	A	01/20/2025	8540	JOLYNN KAHLANDT	523.27
10	00079218	A	01/20/2025	11932	JOSH ARIAS	1,009.69
10	00079219	A	01/20/2025	4600	JOYCE A. BAUMERT	624.71
10	00079220	A	01/20/2025	6459	KAISE RECEK	239.86
10	00079221	A	01/20/2025	14478	KASSANDRA CORNWELL	470.34
10	00079222	A	01/20/2025	11983	KENDRA GUSTAFSON	112.98
10	00079223	A	01/20/2025	13480	LETISHIA KLEINSCHMIT	631.14
10	00079224	A	01/20/2025	15261	LEXIA LEARNING SYSTEMS, LLC	207.00
10	00079225	A	01/20/2025	190385	LINDA SHEFCYK	100.00
10	00079226	A	01/20/2025	13986	LYNNE WEBSTER	857.60
10	00079227	A	01/20/2025	15601	MARCI HAIGHT	184.90
10	00079228	A	01/20/2025	2267	MARCIA OSTMEYER	262.94
10	00079229	A	01/20/2025	11797	MARIA RODRIGUEZ	1,330.62
10	00079230	A	01/20/2025	14699	MARIAH BELLER	871.00
10	00079231	A	01/20/2025	7501	MARNI DANHAUER	784.44
10	00079232	A	01/20/2025	11479	MEGAN WELCH	416.07
10	00079233	A	01/20/2025	14656	MERIDITH RIHA	50.92
10	00079234	A	01/20/2025	12246	MERRIDIE KAUP	469.00
10	00079235	A	01/20/2025	16152	MICHELLE OLSON	248.97
10	00079236	A	01/20/2025	11304	MINDY REED	5.90
10	00079237	A	01/20/2025	8788	NATHALIE VARGAS	213.73

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00079238	A	01/20/2025	15962	NICOLE CHILES	673.35
10	00079239	A	01/20/2025	13498	RACHEL BUETTNER	432.79
10	00079240	A	01/20/2025	190888	RICHARD STEPHENS	960.17
10	00079241	A	01/20/2025	130708	SHARON M BROWN	763.13
10	00079242	A	01/20/2025	8524	SHAYNA CEPEL	338.69
10	00079243	A	01/20/2025	10740	SHELLI EICKMEIER	582.90
10	00079244	A	01/20/2025	15725	SONYA SUKUP	142.04
10	00079245	A	01/20/2025	12165	STEPHANIE FOREMAN	195.26
10	00079246	A	01/20/2025	13447	SUSAN OLMER	21.04
10	00079247	A	01/20/2025	13536	TERI OPFER	850.90
10	00079248	A	01/20/2025	70018	VANESSA GASCON-GUARCAS	269.34
10	00079249	A	01/20/2025	230361	WENDY WOLFE	233.16
10	00079250	A	01/20/2025	230361	WENDY WOLFE	100.00
10	00079251	A	01/20/2025	10545	YARIBEY RODRIGUEZ	1,139.84
10	00079252	C	01/20/2025	10103	B-D CONSTRUCTION	24,030.00
10	00079253	C	01/20/2025	9164	RVW INC.	16,782.30
10	00079254	C	01/20/2025	15920	FNBO CREDIT CARD	75.00

Total Bank: 10 \$912,660.26

Total Computer Checks:	\$924,484.73
Total Manual Checks:	\$0.00
Total ACH Checks:	\$28,987.83
Total Other Checks:	\$0.00
Total Electronic Checks:	\$0.00
Total Computer Voids:	-\$40,812.30
Total Manual Voids:	\$0.00
Total ACH Voids:	\$0.00
Total Other Voids:	\$0.00
Total Electronic Voids:	\$0.00
Grand Total:	\$912,660.26
Number of Checks:	141

Batch Year	Batch	Amount
25	000134	92,005.03
25	000140	28,486.29
25	000147	10,555.77
25	000151	740,725.87
25	000153	40,812.30
25	000155	75.00

Article I, Section 1, F Unit Calendar

It shall be the responsibility of the Administrator to develop the ESU calendar for recommendation, approval, and adoption by the Board annually. The Educational Service Unit 7 Board of Education by the May meeting, will adopt a Unit calendar for the following year.

The Board may amend the official ESU calendar when the Board considers the change to be in the best interest of the ESU's service plan.

Legal Reference:	§
Date of Revision:	May 18, 2020 February 20, 2023
Date(s) of Review:	January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 3, B Filling Vacancies

Whenever a vacancy occurs on the Board, the remaining members of the Board shall appoint an individual residing within the election district for which the vacancy exists who meets the qualifications for the office to fill such vacancy for the balance of the unexpired term.

A “vacancy” may occur when, unless excused by a majority of the remaining members of the Board, a member is absent from the geographical boundaries of ESU 7 for a continuous period of sixty days at one time or from more than two consecutive regular meetings of the Board.

In all cases, the Board member must notify the Administrator or Board President, prior to the Board Meeting, with the reason for absence in order to be considered for an excused absence.

Legal Reference:	§ 79-1217(2)
Date of Adoption:	January 15, 2018
Date(s) of Review:	January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 3, E Oath of Office

Board members before taking office shall take and sign the following oath or affirmation:

I, _____, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservations, or for purpose or evasions; and that I will faithfully and impartially perform the duties of the office of member of the Board of Educational Service Unit No. 7, according to law, to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence; and that during such time that I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence. So help me God.

Legal Reference:	§ 11-101 to § 11-101.03
Date of Adoption:	January 15, 2018
Date of Review:	January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 3, F Code of Ethics for Board Members

Board members of ESU 7, like all public officers in the State, “stand in a fiduciary relationship to the people whom they have been elected or appointed to serve. As fiduciaries and trustees of the public wealth they are under an inescapable obligation to serve the public with the highest fidelity. In discharging the duties of their office they are required to display such intelligence and skill as they are capable of, to be diligent and conscientious, to exercise their discretion not arbitrarily but reasonably, and above all to display good faith, honesty and integrity. They must be impervious to corrupting influences and they must transact their business frankly and openly in the light of public scrutiny so that the public may know and be able to judge them and their work fairly. These obligations are assumed by them as a matter of law upon their entering public office.”

To assure that the entire Board acts in accordance with the foregoing legal responsibilities and to ensure the effective functioning of the Board, each Board member will sign a Board-approved Code of Ethics for ESU 7 Board Members (attached). The Code of Ethics is to be signed upon assumption of office and at each annual meeting.

Legal Reference:	<i>Nebraska Legislature on behalf of the State of Nebraska v. C. David Hergert, 271 Neb. 976, 1011 (2006)</i>
Date of Adoption:	January 15, 2018
Date(s) of Revision:	February 20, 2023
Date(s) of Review	January 18, 2021 January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Code of Ethics for ESU 7 Board Members

Members of the Board of ESU 7 are expected to abide by the following Code of Ethics in performance of their duties as a Board member and will be requested to acknowledge their intent to do so:

1. **Follow Laws:** I will uphold and enforce the constitutions, laws, rules and regulations of the state and federal governments, the state and federal agencies, binding court orders

pertaining to educational service units, and the policies and regulations of ESU 7. Desired changes shall be brought about only through legal and ethical procedures.

2. **Non-Discrimination:** I will not make decisions which affect personnel, students, parents, the public, or otherwise on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, or on the basis of constitutionally protected speech.

3. **Welfare of Students:** I will make decisions in terms of the educational welfare of students served by ESU 7 and will seek to develop and maintain services and programs that meet the individual needs of students served by the ESU regardless of their sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, social standing, or personal feelings not associated with the best interests of ESU 7 and the students.

4. **Role of the Board:** I will confine my action as a member of the Board to policy making, planning, and evaluation of the Administrator. I will carry out my responsibility, not to administer ESU 7 or its services and programs, but, together with my fellow board members, to see that they are well run. I will refer all complaints which I may receive to the Administrator and will act on the complaints at public meetings only after failure of an administrative solution. I will support decisions made by the Board, even if it is not the one I would have made, although I will reserve my independent right to seek a change using appropriate procedures. I will recognize that authority rests with the Board as a whole and will make no personal promises nor take any private action that may compromise the Board.

5. **Meetings of the Board:** I will attend all meetings of the Board except when I am unable to attend for excusable reasons, will be prepared to be an active participant at such meetings, and will follow appropriate rules of order at such meetings. I will fulfill my responsibilities on any committees and any officer positions to which I may be elected, assigned or appointed. I will not attempt to circumvent the open meetings laws by participating in meetings with a quorum of other members of the Board to make decisions on ESU 7 matters. I will not seek closed session meetings or participate in closed session meetings except as permitted by law.

6. **Independent Judgment:** I will refuse to surrender my independent judgment to special interest or partisan political groups.

7. **Confidentiality:** I will hold confidential all matters pertaining to ESU 7 which, if disclosed, would needlessly injure individuals, the Board, or ESU 7. I will not ask for legally confidential information about staff or students when not required to fulfill my duties as a Board member. When such information is made available to me in my role as a Board member, I will maintain the confidentiality of such information.

8. **Conflicts:** I will not use my position as a Board member for personal gain or for the gain of family or friends. Where I have a personal conflict of interest which affects or may be reasonably seen by others as affecting my ability to make a fair and impartial decision on a matter before the Board, I will follow the law and Board policy to avoid the conflict from affecting the decision of the entire Board.

9. **Personnel Matters:** I will vote to appoint the best qualified personnel available after consideration of the recommendation of the administration. I will support and protect personnel in the proper performance of their duties but likewise will hold staff accountable, on matters which reach the Board, to the standards and expectations of the Board and the administration.

10. **Role Model.** I understand that my personal actions may reflect on ESU 7 and the schools and communities served by ESU 7 due to my position as a Board member. I will in all respects serve as a proper role model and engage in conduct which is reflective of a good citizen in the communities served by ESU 7.

Agreed to by the members of the Board of Educational Service Unit 7 on this ___ day of _____, 20__.

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Section 4 - Board Officers

Article I, Section 4, A Officer Positions

Annually, the Board shall elect one of its members as president, one as vice president, and one as secretary in the January meeting. The Board shall employ a secretary and a treasurer who shall be paid a salary to be fixed by the board.

Legal Reference:	§ 79-1218
Date of Adoption:	December 18, 2017
Date(s) of Review:	January 18, 2021 January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 4, B President

The duties and responsibilities of the President include the following:

1. Call meetings of the Board.
2. Preside at all meetings of the Board.
3. Appoint board members to committees.
4. Serve as an ex-officio member of all committees, unless such would create a violation of the open meetings law.
5. Send correspondence connected to the position of President.
6. Vote on any issue that may come before the Board.
7. Sign warrants upon the treasury for claims allowed by the Board.
8. Perform such other duties as required by law or by action of the Board.

Legal Reference:	§ 79-1218; § 79-1221
Date of Adoption:	December 18, 2017
Date(s) of Review:	January 18, 2021 January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 4, C Vice President

The Vice President is to assume all duties and responsibilities of the President when the President is absent.

Legal Reference:	§ 79-1218; § 79-1221
Date of Adoption:	December 18, 2017
Date(s) of Review:	January 18, 2021 January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 4, D Secretary

The duties and responsibilities of the Secretary include the following:

1. Assure that accurate records of all Board meetings are prepared and maintained.
2. Assure that all Board members are notified of all meetings of the Board.
3. Assure that required reports to county, state, and federal officials are prepared and submitted on a timely basis.
4. Be responsible for correspondence for and in the name of ESU 7 as authorized by the Board.
5. Sign all orders on the treasury for the payment of authorized claims.
6. Act as custodian of all documents, title papers, and records of the Board.
7. Assure that all legal notices are published.

Legal Reference:	§ 79-1218; § 79-1221
Date of Adoption:	December 18, 2017
Date(s) of Review:	January 18, 2021 January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 4, E Treasurer

The Board shall employ a Treasurer who shall be paid a salary to be fixed by the Board. The duties and responsibilities of the Treasurer include the following:

1. Be the custodian of all funds of the Board.
2. Attend all meetings of the Board.
3. Prepare and submit to the Board a written monthly report of the state of ESU 7 finances.
4. Pay out money of the Board only upon a warrant signed by the President, or in the President's absence, by the Vice President, and countersigned by the secretary.
5. Assure that funds are placed in depositories approved by the Board and secured as required by law.
6. Assure that accurate accounts of all receipts and disbursements are kept.
7. Assure that accurate reports on the state of finances and other financial reports and statements as required by state and federal statute and board policy are prepared and submitted to the appropriate authority on a timely basis.

The treasurer shall give bond or evidence of equivalent insurance coverage, payable to the Board, in such sum as the Board shall determine conditioned for the faithful performance of the duties as treasurer of the Board and for the safekeeping and proper disbursement of all funds of the Board collected or received by the treasurer. Such bond shall be signed by a corporate surety company or insurance company authorized to do business within this state. Such bond or insurance coverage may be enlarged at any time the Board deems such enlargement necessary or advisable. The cost of such bond or insurance coverage shall be paid out of funds of the Board.

Legal Reference:	§ 79-1218; § 79-1221
Date of Adoption:	December 18, 2017
Date(s) of Review:	January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 4, F Recording Secretary

The Board may employ a recording secretary who shall be paid compensation to be fixed by the Board. The duties of the recording secretary will include:

1. Notify members of the Board of all regular and special meetings.
2. Publish legal notices.
3. Keep accurate records of all Board meetings.
4. Act as custodian of all documents and records of the meeting of the Board.
5. Perform other duties as directed by the Board.

Legal Reference:	
Date of Adoption:	December 18, 2017
Date(s) of Review:	January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Section 5 - Board Committees

Article I, Section 5, A Committees

Committees may be created by the President of the Board or by a majority vote of the Board.

Unless otherwise specifically provided, at the time of appointment, all Committees are hereby intended to be and shall operate as a “subcommittee” within the definition of Neb. Rev. Stat. § 84-1409(1)(b). As such, no meeting of any Committee may include a quorum of the Board. In addition, no Committee may hold hearings, make policy, or take formal action on behalf of the Board.

Legal Reference:	§ 84-1409
Date of Adoption:	February 19, 2018
Date(s) of Review:	January 18, 2021 January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 5, C Temporary Committees

Temporary committees may be established by the Board as deemed necessary for specific identified purposes.

Legal Reference:	
Date of Adoption:	February 19, 2018
Date(s) of Review:	January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 5, D Committee Operations

No member or Committee of the Board, or staff member of the Unit, shall have the power to act for the Board, or to imply an action on the part of the Board without specific approval authorized by the Board with record of such action recorded in the official minutes.

The Board or Administrator may refer business to a Committee; however, unless otherwise specifically provided, such Committee shall have no power or authority to hold hearings, make policy, or to make any determination or take or effect any formal action on behalf of the Board or the District. The role of a Committee is to gather and serve as an informational avenue only and to guide, make recommendations, and report directly to the Administrator on any referred business, regardless of who appointed same.

All Board members will be informed of meetings of Committees. Committee reports shall be brought to the Board in written form whenever possible.

Legal Reference:	
Date of Adoption:	February 19, 2018
Date(s) of Review:	January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025



INVOICE

Sparq Data Solutions

INVOICE #: S-3702
DATE: 12/15/2024

1301 Stockwell St
Suite 100
Lincoln, NE 68502

BILL TO: ESU 7
2657 44th Avenue
Columbus, NE 68601

SHIP TO: ESU 7
2657 44th Avenue
Columbus, NE 68601

PAYMENT TERMS	DUE DATE
Due on receipt	01/14/2025

QTY	UNIT	MEMO	UNIT PRICE	AMOUNT
1	Each	Sparq Meeting Subscription effective April 1, 2025 - March 31, 2026	\$2,600.00	\$2,600.00
			Subtotal	\$2,600.00
			Total	\$2,600.00

2310-643

Career & Technical Education Board Spotlight

December 16, 2024

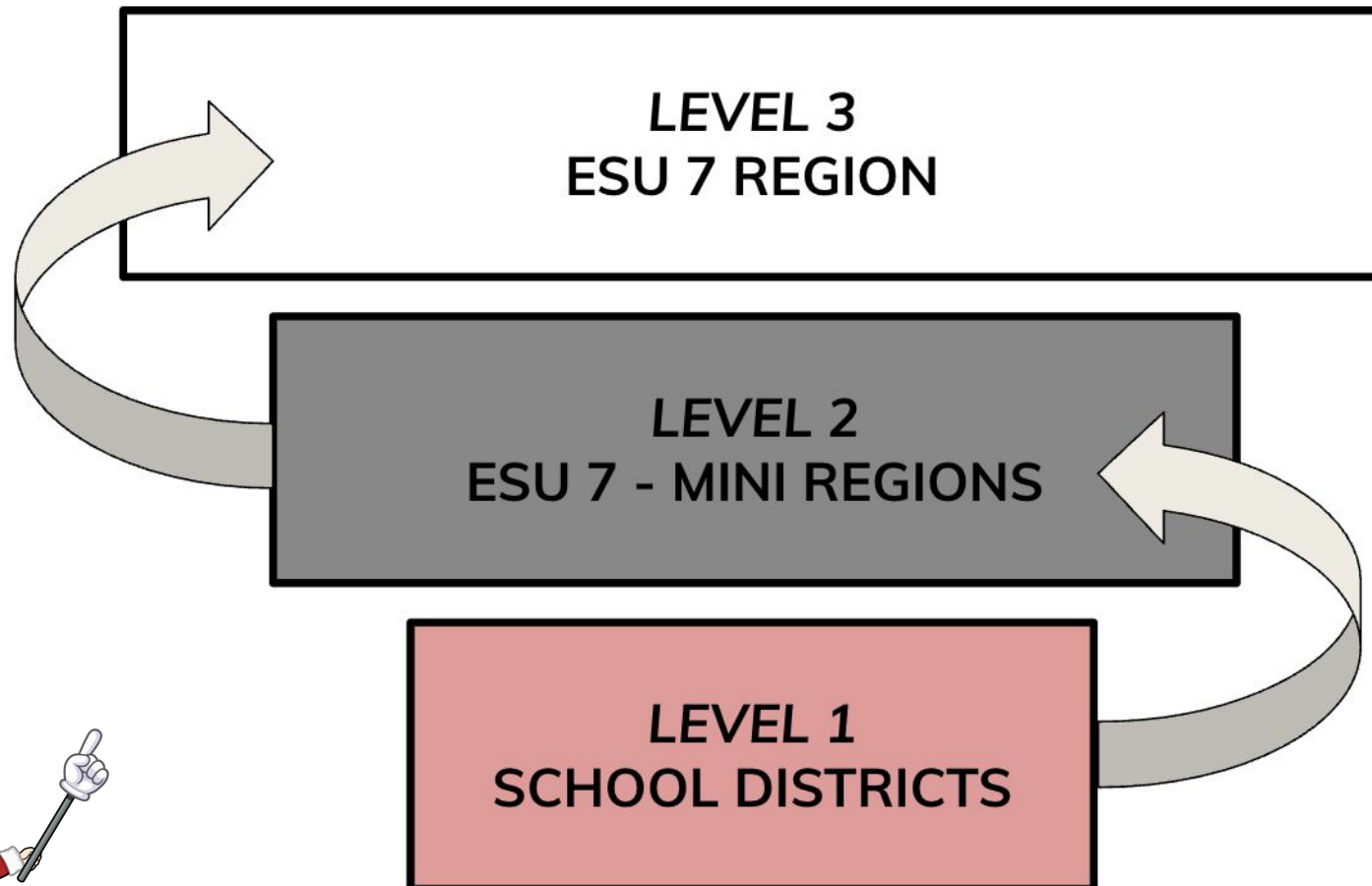
A little about me...

Brandy Thompson
ESU 7 Career Academy Coordinator (2nd year)

Schuyler High School Alum
University of Nebraska-Lincoln
25th Year in Education
Taught Physical Education (7 years)
Doane University
Administrative Experience (16 years)
Mom of 2

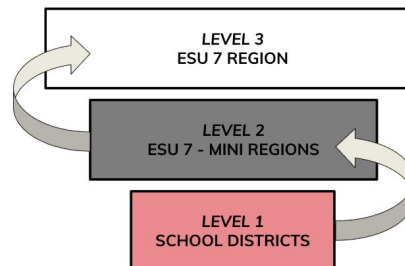


Mini-Region Approach



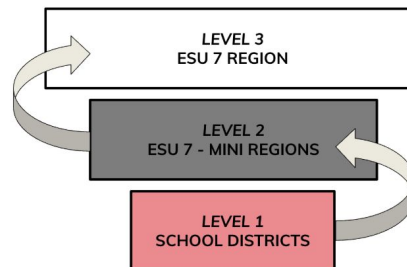
Level 1 = School Districts

Activities / Tasks	Description
Mission, Vision, & Communication Goals	CTE Specific to each Department and the overall CTE Program. Goals to assist in making sure programs are marketing their work to stakeholders.
Telling Your Story	Activity used to identify exactly what districts want to market about their programming and to whom.
CTE Specific Data Digs	Data used is CTE specific in all steps.



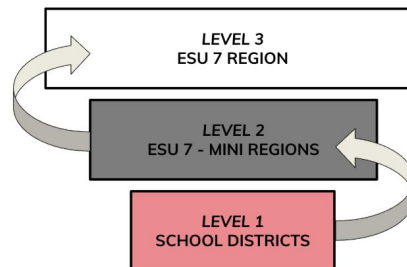
Level 1 = School Districts

Activities / Tasks	Description
5-yr. CTE Action Plan	Actionable items for growth of program, and alignment to reVISION workbook.
Program Alignment	Alignment to NDE CTE programs of study and updating course codes for appropriate state reporting purposes.
CTE Needs & Wants Assessment	Document to focus districts on intentional growth of programming to pre-determine and/or identifying needs to for Perkins funds, CTE State Aid Grant funds, or local general funds.



Level 1 = School Districts

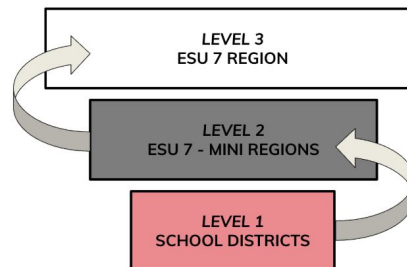
Activities / Tasks	Description
Surveys	Course Interest Surveys Post Graduate Surveys School Improvement Surveys
Work-Based Learning Development	Development of work-based learning action plans for growth, accountability, and business/industry partnerships.
Counselor Supports	Meet regularly with Counselors new to ESU 7 and the area of CTE.



Level 2 = *Mini-Regions*

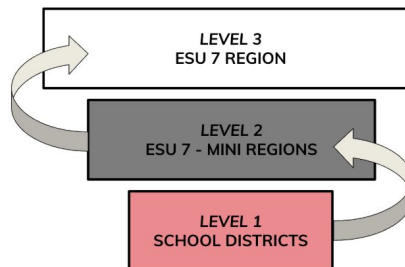
Possibilities for Mini-Region supports may include:

- College and/or Career Fairs
- Perkins Network Grants
- Course Opportunities for Students
 - ◆ In Person & via Distance Learning
- Teacher Shortage/Hiring Issues
- Work-Based Learning Partnerships
- Other pieces as needed per Mini-Region



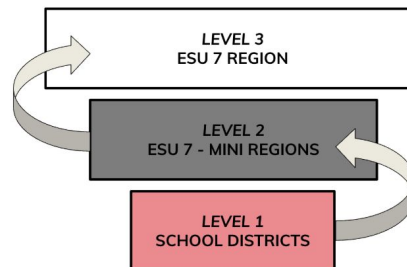
Level 3 = ESU 7 Region

Activities / Tasks	Description
ESU 7 Career & Technical Ed. Webpage	Website created to be an ongoing one-stop shop for all things CTE for those districts served through ESU 7.
Network Meetings	CTE content area specific meetings hosted by ESU 7 during the year to provide opportunities for learning and collaborating amongst CTE educators. Content Areas: Ag. BMIT, Counselors, FCS, Health Sciences, & STS



Level 3 = ESU 7 Region

Activities / Tasks	Description
NNNC Professional Dev. Opportunities (Northeast Nebraska Network Consortium)	NNNC CTE Collaboration Day "COLD" Conference
Perkins Coordination	Perkins - Intent to Participate reVISION - NDE requirement reVISION reFRESH - NDE requirement Annual Budget - Manage Consortium Funds RFP Process through ESU 7 Perkins Advisory Committee
Quarterly Meetings w/ NDE CTE Leaders	Meetings serve as a way to develop a strong partnership with state CTE leadership and to keep ESU 7 abreast of new information coming from NDE about CTE in Nebraska and across the country.





CONTRACT OF EMPLOYMENT WITH ADMINISTRATOR OF
EDUCATIONAL SERVICE UNIT 7
COLUMBUS, NEBRASKA

THIS CONTRACT OF EMPLOYMENT is made by and between the Board of Educational Service Unit 7 (ESU 7), hereinafter referred to as "the Board", and Marci Ostmeyer hereinafter referred to as "the Administrator".

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 21st day of January, 2025 the Board hereby agrees to employ the Administrator, and the Administrator hereby agrees to accept such employment subject to the following terms and conditions:

Section 1. Term of Contract. The Administrator shall be employed for a period of two (2) years, beginning on the 1st day of July 2025, and expiring on the 30th day of June 2027, excluding Saturdays, Sundays and legal holidays. A "contract year" for purposes of this Contract shall be from July 1 to June 30. A provision for an annual extension of the contract is provided as follows:

Administrator's Notice of Intent to Extend. The administrator shall, between December 1 and December 31 of each contract year, give the President of the Board an "Administrator's Notice of Intent to Extend," which is a written notice that the Administrator intends to extend the Contract which allows the Board of Education to renew this contract for a new period, up to three years, and make adjustments on the annual total compensation each year of the contract as stated in Section 2 of this contract. In the event a Administrator's Notice of Intent to Extend is not given within the specified time, the Contract may not be extended.

Board Action on Notice of Intent to Extend. In the event the Board has received an Administrator's Notice of Intent to Extend, the Board shall have until, on, or before February 16th of each year to give a Notice of Intent to Not Extend. In the event the Board does not give a Notice of Intent to Not Extend, or of a notice of possible non-renewal or cancellation, the Contract shall be extended for an additional term of at least one (1) contract year.

Notice of Non-Renewal. The failure to extend does not automatically affect a non-renewal of the Contract. The deadline to give a notice of non-renewal is, by law, April 15th.

At the time of each contract renewal and/or amendment, the Administrator shall be responsible for taking all necessary steps to insure that ESU 7 has complied with the Superintendent Pay Transparency Act.

Section 2. Total Compensation:

Salary. The annual salary for the 2025-2026 contract year shall be: \$185,000.00. The annual salary for the second and any subsequent year of this contract will be set by the Board no later than the regular meeting of the board for the month of March (unless alternate date is determined by mutual agreement of Board and Administrator). Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of other professional staff employees of the Educational Service Unit. The Board retains the right to adjust the Administrator's annual salary upward during the term of this Contract, as an amendment hereto, without such adjustment constituting a new contract or extending the length of this Contract. The Administrator's salary shall not be reduced during the term of this Contract.

In consideration of this annual salary, the Administrator agrees to perform faithfully, duties of the Administrator in and for the Educational Service Unit as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board thereunder.

Fringe Benefits. The Administrator may elect to receive health insurance benefits consisting of full single health/dental insurance in a premium contribution by Educational Service Unit 7 to the health/dental insurance carrier selected by Educational Service Unit 7, in an amount not to exceed \$10,738.56; LTD Premium reimbursement: \$721.50, Life Insurance: \$66.00.

Leave Benefits. For the purpose of this section, the term "working days" shall not include any Saturday, Sunday, legal holiday, or break as indicated on Educational Service Unit Board approved calendar. Paid leave is available to the Administrator when the following specific conditions are met: (1) the Administrator is currently employed by ESU 7 and (2) the paid leave day is taken on a day Administrator would otherwise be expected to be at work. The Administrator shall report earned leave and usage to the Board no less than two (2) times annually.

(a) Vacation Leave: The Administrator shall earn 20 working days of paid vacation leave per ESU 7 policy 3.15.02 to be used in a manner and at times selected by the Administrator.

(b) Sick Leave: The Administrator shall be entitled to 12 annual sick leave days during each year of this contract accumulating to 55 days.

(c) Personal Leave: The Administrator may receive up to 3 personal days each Contract year per Board Policy 3.05. Personal leave days may be used at the Administrator's sole discretion, provided that the Administrator makes reasonable efforts not to use them when such use would interfere with the Administrator's ability to attend the Board's meetings.

Meetings and Dues: The Administrator shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Administrator's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by ESU 7 consistent with Board policies. In addition, ESU 7 shall pay the Administrator's annual dues to the following organizations: Nebraska Council of School Administrators (NCSA) and American Association of School Administrators (AASA). The Board may pay dues for other professional organizations suitable for the Administrator position upon the Administrator's request.

Transportation. The reasonable and necessary expenses of transportation required in the performance of Administrator's official duties shall be reimbursed at the rate set by the Board for ESU 7 travel.

Indemnification. ESU 7 shall, to the extent permitted by law, defend, hold harmless, and indemnify the Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator in the Administrator's individual capacity or the Administrator's official capacity as an agent or employee of ESU 7, provided that the incident arose while the Administrator was acting (or, in good faith, reasonably believed that the Administrator was acting) within the scope of the Administrator's employment with ESU 7 and ESU 7 is not in an adverse position in the legal proceedings. This provision shall not apply to criminal proceedings against the Administrator and shall not obligate ESU 7 beyond any applicable insurance coverage ESU 7 has available.

Section 3. Professional Status. The Administrator hereby affirms that the Administrator is not under contract with another school board or educational service unit covering any part of or all of the same terms provided in this Contract. The Administrator further affirms that throughout the term of this Contract she will hold a valid and appropriate certificate to act as an Educational Service Unit Administrator in the State of Nebraska.

Section 4. Administrator's Duties. The Administrator agrees to perform faithfully the duties of the position as prescribed by the laws and regulations of the State of Nebraska; the policies, rules and regulations promulgated by the Board; the Administrator Job Description; and the directives of the Board.

Section 5. Board - Administrator Relationship. The Board shall have primary responsibility for formulating (in collaboration with the Administrator) and adopting Board policy. The Administrator shall be the chief administrative officer for the Educational Service Unit, and shall have primary responsibility for implementation of Board policy. The Administrator shall be responsible for development of regulations and rules consistent with Board policy and shall communicate with the board about these regulations and rules. In the absence of Board policy on matters which require prompt action, the Administrator shall have the authority to act using the Administrator's professional judgment and consistent with legal requirements; provided that the Administrator shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, not to interfere with or usurp the duties or responsibility of the other party. The Board, individually and collectively, will promptly refer all criticisms, complaints, and suggestions called to its attention to the Administrator for action, study and/or recommendation, as appropriate.

Section 6. Evaluation of the Administrator. The Administrator shall be evaluated once during each contract year, unless the Board deems additional evaluations appropriate as per ARTICLE 1, SECTION 6C DUTY AND FUNCTION OF THE ADMINISTRATOR. The Administrator shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Administrator's personnel file. The Administrator shall notify the President of the Board to remind the Board of the need to evaluate.

Section 7. Contract Termination. Throughout the term of this Contract the Administrator may be discharged if she materially breaches any provision of this Contract, or performs any act which substantially inhibits her ability to discharge her duties as Administrator, including, but not limited to: (a) upon cancellation, termination, revocation, or suspension of the Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate by the State Board of Education; (b) breach of any of the material provisions of this Contract; (c) for any of the reasons set forth in this employment contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) physical or mental incapacity; or (i) conviction of a felony. The procedures for cancellation during the term of the contract shall be in accordance with the applicable Nebraska Revised Statutes.

Section 8. Compensation upon Termination and Credit for Accrued Vacation. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract shall be refunded by the Administrator. Upon termination or expiration of this Contract, the Administrator shall be entitled to compensation for all unused accrued vacation leave at the current salary.

Section 9. No Penalty for Release or Resignation. There shall be no penalty for release or resignation by the Administrator from this Contract; provided no resignation shall become effective until expiration of the Contract unless accepted by the Board and the Board shall fix the time at which the resignation shall take effect.

Section 10. Disability. Should the Administrator be unable to perform her duties by reason of illness, accident or other disability beyond her control, and such disability shall continue for more than six (6) continuous months, or if such disability is permanent, irreparable, or of such a nature as to make performance of her duties impossible, the Board may in its discretion terminate this Contract, whereupon the respective rights, duties, and obligations of the parties hereunder shall terminate.

Section 11. Deductions. This Contract shall conform to the statutes and regulations governing deductions from compensation. ESU 7 shall withhold other deductions as the Administrator and Board may agree.

Section 11. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

Section 12. Amendments to be in Writing. This Contract may be modified or amended only by a writing duly authorized and executed by the Administrator and the Board.

Section 13. Severability. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.


IN WITNESS WHEREOF, the parties have executed this Contract on the date indicated below.

Executed by the Board this 21st day of January, 2025.

President, Educational Service Unit 7 Board

Secretary, Educational Service Unit 7 Board

Executed by the Administrator this 21st day of January, 2025.


[Marci Ostmeier \(Jan 1, 2025 18:53 CST\)](#)

Marci Ostmeier








ESU 7 Administrator contract - 2025-27

Final Audit Report

2025-01-02

Created:	2024-12-20
By:	Linda Shefcyk (lshefcy@esu7.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAA4fm3mevzzesbZDdOpC4Uqtje53PgVPxL

"ESU 7 Administrator contract - 2025-27" History

-  Document created by Linda Shefcyk (lshefcy@esu7.org)
2024-12-20 - 5:12:09 PM GMT
-  Document emailed to Marci Ostmeyer (mostmeyer@esu7.org) for signature
2024-12-20 - 5:12:31 PM GMT
-  Email viewed by Marci Ostmeyer (mostmeyer@esu7.org)
2024-12-20 - 5:12:50 PM GMT
-  New document URL requested by Marci Ostmeyer (mostmeyer@esu7.org)
2025-01-02 - 0:46:10 AM GMT
-  Email viewed by Marci Ostmeyer (mostmeyer@esu7.org)
2025-01-02 - 0:46:19 AM GMT
-  Document e-signed by Marci Ostmeyer (mostmeyer@esu7.org)
Signature Date: 2025-01-02 - 0:53:18 AM GMT - Time Source: server
-  Agreement completed.
2025-01-02 - 0:53:18 AM GMT



CERTIFICATED PROFESSIONAL CONTRACT

This contract is made by and entered into between Educational Service Unit 7, State of Nebraska, hereinafter referred to as "ESU7", and Elizabeth Ericson, hereinafter referred to as the "Party".

WITNESSETH: That ESU7 hereby agrees to employ the above named Party in the assignment of Professional Development Director, subject to the following terms and conditions:

1. **Term of Employment.** This agreement shall commence on the 1st day of July, 2025 and may be terminated pursuant to Section 7 of this agreement. This term shall consist of 245 days of service in any given fiscal year, which are exclusive of holidays.
2. **Compensation:** The Party shall be paid a yearly salary of \$139,500.00 paid in 12 monthly payments of \$11,625.00. The first salary installment shall be payable on the 20th day of August and on the 20th day of each month thereafter.
3. **Fringe Benefits:** ESU7 agrees to provide the same fringe benefits as annually approved by the Board of ESU7.
4. **Professional Status.** The Party hereby affirms that he/she is not under contract with another school board or board of education covering any part of or all of the same terms provided in this contract. Said party affirms that he/she holds or will hold at the beginning of the term of this contract, a current and valid Nebraska License or Teaching Certificate, with State-approved endorsements in those services, teaching, or administrative areas mutually agreed upon by the party and the Board of ESU7. The party further agrees that the certificate is or will be properly registered with ESU7 prior to the beginning of the term of this contract. If the certificate is not registered with ESU7, prior to the contract start date, this contract shall be declared invalid and the party shall not be further reimbursed for any services rendered under the assignment identified in "WITNESSETH" of this contract. This provision shall not apply to the party when the assigned duties of the party do not require certification.
5. **Policies, Rules and Regulations.** The Party agrees to be governed by the policies of the Board of ESU7, the rules and regulations of ESU7 and the directives of supervisors. The Party agrees that the policies of the Board of ESU7 and rules and regulations of the ESU7 may be changed at any time, with or without notice to the Party.

6. **Duties.** The duties of the Party shall be as prescribed for the position and assignment, which duties shall be performed in accordance with standards, goals, and policies established by the Board of ESU7 and the ESU7 Administrator. The Party agrees to devote full time, skill, labor and attention to these duties throughout the term of this contract.
7. **Termination of Employment.** Should the party violate any of the terms of this contract, or in the performance of his/her assigned duties fail satisfactorily to perform, the Board of ESU7 may upon a finding of just cause, all as set forth hereafter, terminate this contract. Prior to any final decision to terminate this contract prior to the completion of the contract period, the ESU Administrator shall notify the party in writing of any conditions of unsatisfactory performance which the ESU Administrator considers may be just cause to terminate this contract prior to the end of the contract period. The Party will be provided the due process rights provided to them by policy and statute.
8. **Disability.** Should the Party be unable to perform the essential functions of the position by reason of illness, accident or other disability beyond his/her control, and such disability shall continue for more than two (2) months; or if such disability is permanent, irreparable, or of such a nature as to make performance of his/her duties impossible, the Board may, in its discretion, terminate this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate.
9. **Deductions.** This contract shall conform to the federal and state regulations governing deductions from the compensation stated herein with reference to withholding tax, social security, and teacher's retirement. Other deductions may be withheld as agreed to by the parties of this contract.
10. **Private Automobiles.** ESU7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU7 in accordance with such mileage reimbursement policies of the Board of ESU7. Said policies may be changed at any time, with or without notice to the Employee.
11. **Entirety of Agreement and Amendments.** The Party certifies that he or she has read the foregoing Certificated Professional Contract, fully understands its terms and conditions and agrees that the foregoing Certificated Professional Contract constitutes the entire agreement and that no representations, promises, agreements or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Certificated Professional Contract shall be subject to modification only by a written instrument signed by the Party and the ESU7 Administrator.
12. **Amendments to be in Writing.** This contract may be modified or amended only by a written document duly authorized and executed by the ESU7 Administrator and the Board.
13. **Applicable Law.** This agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

IN WITNESS WHEREOF, the parties have executed this contract on the dates below:

Executed by the Board of ESU7 this _____ day of _____, 20__.

Secretary, Board of ESU7

President, Board of ESU

Executed by the Party this 21 day of January, 2025.

Elizabeth M. Ericson
Elizabeth M. Ericson (Jan 21, 2025 12:27 CST)

Party







PD Director '25-'26-2

Final Audit Report

2025-01-21

Created:	2025-01-21
By:	Linda Shefcyk (lshefcy@esu7.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAIDnThFI17cIZSrVnAk4o7FXzmDOdJKCW

"PD Director '25-'26-2" History

-  Document created by Linda Shefcyk (lshefcy@esu7.org)
2025-01-21 - 3:57:42 PM GMT
-  Document emailed to drbethericson@gmail.com for signature
2025-01-21 - 3:58:49 PM GMT
-  Email viewed by drbethericson@gmail.com
2025-01-21 - 4:02:16 PM GMT
-  Signer drbethericson@gmail.com entered name at signing as Elizabeth M. Ericson
2025-01-21 - 6:27:49 PM GMT
-  Document e-signed by Elizabeth M. Ericson (drbethericson@gmail.com)
Signature Date: 2025-01-21 - 6:27:51 PM GMT - Time Source: server
-  Agreement completed.
2025-01-21 - 6:27:51 PM GMT

James B. Gessford
Daniel F. Kaplan
Gregory H. Perry
Joseph F. Bachmann
R. J. Shortridge*
Joshua J. Schauer*
Derek A. Aldridge**
Justin J. Knight***
Charles Kaplan
Haleigh B. Carlson
Sara J. Tonjes
Kendall G. Oberheide



PERRY, GUTHERY, HAASE & GESSFORD, P.C., L.L.O.

Of Counsel
Thomas M. Haase

*Also admitted in Iowa
** Also admitted in Kansas
***Also admitted in Colorado

Ernest B. Perry (1876-1962)
Arthur E. Perry (1910-1982)
R.R. Perry (1917-1999)
Edwin C. Perry (1931-2012)

MEMO ON MID-YEAR POLICY UPDATE

To: Nebraska School Boards and Superintendents
Date: December 30, 2024
RE: January 2025 Policy Updates

Required Mid-Year Policy Update

1. Policy 8342 - Designated Method of Giving Notice of Meetings. Last session, LB 287 changed the notice requirements for board meetings under the Open Meetings Act. These changes were designed to avoid requiring notices only to be published in a physical newspaper and, instead, allow notices to otherwise be published on a newspaper's website. To this end, beginning January 1, 2025, the Open Meetings Act now requires boards to give notice of their meetings by either: (1) publishing notice in the newspaper (if there is time to publish in the newspaper) and posting notice on the new statewide website; or (2) posting notice on the newspaper's website (if available) and posting notice on the new statewide website if the newspaper cannot publish its paper edition before the board meeting. The notices are to be placed in the newspaper and on the website "by the newspaper." Schools should coordinate directly with their usual newspaper to ensure that meeting notices will be promptly submitted to the statewide website. The statewide website can be found at: <https://www.nepublicnotices.com/>

If the board does not have time to publish notice in the newspaper (or if the newspaper cannot or does not print the timely notice), the board can forego the newspaper posting requirement but must still (1) post notice on the school's website, (2) post notice on the statewide website, and (3) post notice in a "conscious public place."

Policy 8342 has been updated to reflect these new changes.

One final note: the Open Meetings Act Poster from July 2024 remains the most current version of the Open Meetings Act, so you will not need to update your poster in your boardroom.

Internal Board Policies - Methods of OperationDesignated Method of Giving Notice of Meetings

The Board of Education will give advance notice of meetings by one of the following methods:

1. Publishing in a newspaper of general circulation within the District's jurisdiction, posting on the newspaper's website, if available, and posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers; or

2. Posting to the newspaper's website, if available, and posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of the newspaper will be finalized for print prior to the time and date of the meeting.

The Superintendent is delegated the authority to determine which method of notice to use for a board meeting.

~~publishing such notice in a newspaper of general circulation within the District's jurisdiction and, if available, on such newspaper's web site.~~ If a newspaper refuses, neglects, or is unable to timely publish such notice, then notice may be given by (1) posting on the District's website, (2) posting notice on the statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and ~~(3)~~ posting such notice in a conspicuous public places within the District. The Board Secretary shall keep a written record of such postings.

Notice shall be given a reasonable time in advance of the meeting. Two (2) days advance notice shall be considered sufficient.

For an emergency meeting, notice shall not be required to be given; however, the Board will complete minutes for such an emergency meeting as required by law. An emergency has been defined as any event or occasional combination of circumstances which calls for immediate action or remedy; pressing necessity; exigency; a sudden or unexpected happening; an unforeseen occurrence or condition.

The Secretary of the Board of Education, or the Secretary's designee, shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to such news media of the time and place of each meeting and the subjects to be discussed at the meeting.

Legal Reference: Neb. Rev. Stat. Sections 79-554; 79-555 and 84-1411

Date of Adoption: [Insert Date]

Section 6 - Notice of Meeting

Article II, Section 6, A Notice to Public

Reasonable advance publicized notice shall be given for meetings that are subject to the Open Meetings Act. The notice shall give the time and place of the meeting and contain an agenda of subjects known at the time of the notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of ESU 7 during normal business hours and on the ESU 7 Website.

The Board will give advance notice of meetings by one of the following methods:

1. Publishing in a newspaper of general circulation within the ESU's jurisdiction, posting on the newspaper's website, if available, and posting on a statewide website established and maintained as a repository for such notices by a majority of nebraska newspapers; or
2. Posting to the newspaper's website, if available, and posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of the newspaper will be finalized for print prior to the time and date of the meeting.

The Administrator is delegated the authority to determine which method of notice to use for a board meeting.

If a newspaper refuses, neglects, or is unable to timely publish such notice, then notice may be given by (1) posting on the newspaper's website, if available, (2) posting such notice on the statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (3) posting such notice in a conspicuous public place within the ESU. The Board Secretary shall keep a written record of such postings.

For an emergency meeting, notice shall not be required to be given; however, the Board will complete minutes for such an emergency meeting as required by law.

The Board meetings that are subject to the notice requirement include all regular, special, or called meetings, formal or informal, of the ESU for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the ESU.

The notice requirement does not apply to:

1. Chance meetings or attendance at or travel to conventions or workshops of members of the Board at which there is no meeting of the Board intentionally convened, if there is no vote or other action taken regarding any matter over which the Board has supervision, control, jurisdiction, or advisory power.
2. Meetings of subcommittees unless a quorum of the Board attends or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of the Board.
3. Judicial or quasi-judicial proceedings, such as termination hearing proceedings.

Legal Reference:	§ 84-1409; § 84-1410 (5); 84-1411 (5)
Date of Adoption:	March 19, 2018
Date(s) of Revision:	October 19, 2020 May 20, 2024 January 21, 2025
Date(s) of Review:	April 19, 2021 April 19, 2022

James B. Gessford
Daniel F. Kaplan
Gregory H. Perry
Joseph F. Bachmann
R. J. Shortridge*
Joshua J. Schauer*
Derek A. Aldridge**
Justin J. Knight***
Charles Kaplan
Haleigh B. Carlson
Sara J. Tonjes



PERRY, GUTHERY, HAASE & GESSFORD, P.C., L.L.O.

Of Counsel
Thomas M. Haase

*Also admitted in Iowa
** Also admitted in Kansas
***Also admitted in Colorado

Ernest B. Perry (1876-1962)
Arthur E. Perry (1910-1982)
R.R. Perry (1917-1999)
Edwin C. Perry (1931-2012)

MEMORANDUM

In light of continuing legal challenges to the proposed Title IX regulations, we have prepared this Memorandum and Policy Update to ensure schools are in compliance with the current state of the law.

Title IX: Background

Congress enacted Title IX in 1972. Over the past 52 years, Title IX has largely been discussed in the context of men's and women's athletics. However, Title IX is much broader than sports and prohibits discrimination against sex in "any education program or activity receiving Federal financial assistance . . ."¹ This prohibition on discrimination extends to public school districts that receive federal funds.

Title IX Regulations

At its inception, Congress broadly authorized federal agencies to develop rules and regulations to "effectuate the provisions" of Title IX.² Since then, the United States Department of Education has adopted and revised hundreds (if not thousands) of pages of regulations and guidance.

Unfortunately for school districts, the past few years have seen significant changes to the Title IX regulations. In particular, the recent trend has shown that new presidential administrations have taken widely different approaches than their predecessors. To this end, the Title IX regulations have been revised or interpreted very differently between the Obama Administration,³ Trump Administration,⁴ and now the Biden Administration.⁵ This ever-changing approach to the federal regulations could continue, depending on what happens at November's presidential election.

Although this Memorandum is not and should not be taken as taking any political position, the reality remains that the politics in Washington, D.C. have resulted in perpetual changes for schools to comply with their Title IX obligations.

¹ 20 U.S.C. § 1681(a).

² 20 U.S.C. § 1682.

³ See e.g., U.S. Department of Education's "Dear Colleague Letter," October 26, 2010.

⁴ See e.g., U.S. Department of Education's "Dear Colleague Letter," February 22, 2017.

⁵ See e.g., Executive Order, January 20, 2021.

The Latest Proposed Changes

On April 19, 2024, the US Department of Education announced new, proposed changes to the Title IX regulations. In fairness to the Department of Education, many of these new changes would benefit school districts in their investigation and handling of Title IX complaints. However, as with any new regulations, new rules usually mean new requirements. New requirements usually mean changes to policies and handbooks. And under the proposed Title IX regulations, the investigation process would look different (again) and every school staff member would need to be trained.⁶ These new regulations are set to become effective on August 1, 2024.

Since the April release, at least four federal courts have entered injunctions to prevent the new regulations from going into effect. The State of Nebraska has filed a similar lawsuit to block the regulations in our state, though the court has not ruled on that request as of the date of this Memorandum.⁷ Nonetheless, it seems likely that Nebraska's request will be granted, given the number of other judges who have already heard the same legal arguments and decided to prevent the regulations from moving forward.

Adding to this legal uncertainty, on June 28, 2024, the U.S. Supreme Court entered its decision in *Loper v. Raimondo*, ending the long-standing *Chevron* deference. The *Chevron* doctrine is based upon a prior Supreme Court decision that generally directed federal judges to defer to a federal agency in questions about statutory interpretation. The *Chevron* doctrine has been controversial since the case was decided decades ago, since legal scholars questioned why the federal judiciary could not render its own interpretation instead of deferring to the federal agencies. Nonetheless, *Chevron* has now been overturned. The full impact of the *Loper* decision is not yet apparent but, as a result, the U.S. Department of Education's perhaps strongest legal argument in support of its new regulations (deference under *Chevron*) is no longer available to them.

Recommended Steps Moving Forward

With that all that being said, as it stands today, the new federal regulations may or may not go into effect in Nebraska on August 1, 2024, which may or may not require schools to handle Title IX differently than they have in the past.

⁶ "U.S. Department of Education Releases Final Title IX Regulations, Providing Vital Protections Against Sex Discrimination;" April 19, 2024; available at: <https://www.ed.gov/news/press-releases/us-department-education-releases-final-title-ix-regulations-providing-vital-protections-against-sex-discrimination>

⁷ Attorney General Hilgers Joins Six-State Coalition in Title IX Suit; available at: <https://ago.nebraska.gov/news/attorney-general-hilgers-joins-six-state-coalition-title-ix-suit>

As noted above, the likelihood of the proposed Title IX regulations becoming effective on August 1 seems low, given the precedent of other judges who have already addressed the same issue in other states. Even if the regulations go into effect on August 1, there remains a likelihood that a court will enjoin them shortly thereafter. Even more, the end of *Chevron* deference could place the 2020 Title IX regulatory updates in legal jeopardy, though that type of challenge could take years and a new presidential administration could eventually change the regulations anyway.

In the end, the “back and forth” legal uncertainty continues to put schools in a bind that should not be as convoluted or challenging. Districts continue to have an obligation to comply with the Title IX statute as it was originally written: to prevent discrimination on the basis of sex. As a result, and to avoid needing the Board of Education to change (or rescind) Title IX policies and procedures moving forward, we recommend the following steps at your August Board Meeting:

1. Update Policy 1200 (Title IX) with the attached version to authorize the Superintendent to develop and distribute Title IX procedures; and
2. Rescind Policies 1220 and 1220z entirely.

Under this approach, the Board continues to have a Title IX Policy, but does not need to regularly update the Title IX formal grievance procedures based upon new administrative guidance or court decisions. Moving forward, the attached Procedures are sample procedures that the Superintendent can implement and follow. In our view, these Procedures comply with Title IX as the statute is drafted, maintain the essential and best elements of both the 2020 and 2024 regulations, and would be defensible in an OCR complaint or lawsuit. Once the Superintendent approves the Procedures, the Procedures should be posted somewhere on the school’s website. Any future updates to the Title IX interpretation or guidance could then be addressed via the Superintendent’s changes to these Procedures.

As for training, it remains “best practice” (as with any legal requirement) for your administration and Title IX Coordinator to be trained on your district’s obligations under Title IX. However, at this time, we do not believe it is necessary to train *all* staff by August 1, as contemplated by the proposed regulations. If the regulations are permitted to become effective on August 1, both a brief “on-demand” training (for all staff) and more robust “on-demand” Title IX Coordinator training will be available through the ESUCC. In-person trainings are also available through the NCSA. Finally, we are always available to help develop individualized training for your District.

Please let us know if you have any questions or concerns.

Section 1 - Non - Discrimination

Article V, Section 1, A Policy of Non-Discrimination

A. Policy of Non-Discrimination

ESU 7 does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, gender identity or sexual orientation, or other protected status in its programs and activities and provides equal access to designated youth groups. Reasonable accommodations will be provided to employees with disabilities and to those who are pregnant, have given birth, or have a related medical condition, as required by law. Complaints or concerns involving discrimination should be addressed to:

Students, Employees, and Others: Marci Ostmeyer, Professional Development Director, 2657 44th Avenue, Columbus, NE 68601 (402) 564-5753 (mostmeyer@esu7.org).

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator.

For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office of Civil Rights in the U.S. Department of Education (OCR), please contact the OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

ESU 7 is committed to offering employment and educational opportunities to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment and retaliation of any kind by ESU 7 employees, including co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

B. Harassment

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to any protected status, that is sufficiently serious to deny, interferes with, or limits a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

1. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or
2. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the ESU, whether those programs take place in the ESU facilities, in an

ESU vehicle, at a class or training program sponsored by the ESU at another location, or elsewhere.

Discriminatory harassment because of any protected status, may include, but is not limited to:

1. Name-calling,
2. Teasing or taunting,
3. Insults, slurs, or derogatory names or remarks,
4. Demeaning jokes,
5. Inappropriate gestures,
6. Graffiti or inappropriate written or electronic material,
7. Visual displays, such as cartoons, posters, or electronic images,
8. Threats or intimidating or hostile conduct,
9. Physical acts of aggression, assault, or violence, or
10. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

- A. Unwelcome sexual advances or propositions,
- B. Requests or pressure for sexual favors,
- C. Comments about an individual's body, sexual activity, or sexual attractiveness,
- D. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- E. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- F. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as awards, privileges, promotions, etc., or
- G. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If ESU 7 knows or reasonably should know about possible harassment, including violence, ESU 7 will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred and take appropriate interim measures, if necessary. If ESU 7 determines that unlawful harassment occurred, ESU 7 will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off ESU property creates a hostile environment at ESU, ESU 7 will follow this policy and grievance procedure, within the scope of its authority.

All ESU 7 employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the

conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

C. Anti-retaliation

ESU 7 prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the ESU 7's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

ESU 7 will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, ESU 7 will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

D. Grievance (or Complaint) Procedures

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the Compliance Coordinator designated to handle complaints of discrimination. If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation ("discrimination") to the Compliance Coordinator.

If the Compliance Coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Administrator for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each ESU 7 building, on the ESU 7 website, and from the Compliance Coordinator.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

1. *Level 1 (Investigation and Findings)*

The Compliance Coordinator will review and evaluate each grievance, complaint, or report to determine if such grievance, complaint or report is covered under Title IX. If such a grievance, complaint or report is covered under Title IX, then the Compliance Coordinator will follow the Title IX Grievance Procedures (outlined below). For all other grievances, complaints or reports, the Compliance Coordinator will follow these General Grievance Procedures. Once ESU 7 receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, ESU 7 will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, ESU 7 will take immediate, interim action or measures to protect the alleged victim and prevent

further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of ESU 7's investigation. ESU 7 will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

ESU 7 will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. ESU 7 will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, ESU 7 will notify the complainant of his or her right to file a criminal complaint, and ESU 7 employees will not dissuade the complainant from filing a criminal complaint either during or after ESU 7's investigation.

ESU 7 will aim to complete its investigation within ten (10) working days after receiving a complaint or report, unless extenuating circumstances exist. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation will not exceed ten (10) additional working days without the consent of the complainant, unless the alleged victim agrees to a longer timeline. Periodic status updates will be given to the parties, when appropriate.

ESU 7's investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors ESU 7 will consider include:
 - 1) the nature of the conduct and whether the conduct was unwelcome,
 - 2) the surrounding circumstances, expectations, and relationships,
 - 3) the degree to which the conduct affected one or more students' education,
 - 4) the type, frequency, and duration of the conduct,
 - 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment,
 - 6) the number of individuals involved,
 - 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment,
 - 8) the location of the incidents and the context in which they occurred,
 - 9) the totality of the circumstances, and
 - 10) other relevant evidence.
- d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

The Compliance Coordinator (or designated investigator) will complete an investigative report, which will include:

- a. A summary of the facts,

- b. Findings regarding whether discrimination, harassment or other inappropriate conduct occurred, and
- c. If a finding is made that discrimination, harassment or other inappropriate conduct occurred, the recommended remedy or remedies necessary to eliminate discrimination, harassment or other inappropriate conduct.

If someone other than the Compliance Coordinator conducted the investigation, the Compliance Coordinator will review, approve, and sign the investigative report. ESU 7 will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made. ESU 7 will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

ESU 7 will send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within one (1) working day after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 11232g; 34 C.F.R. Part 99, permits ESU 7 to disclose relevant information to a student who was discriminated against or harassed.

2. Level 2 (Appeal to the Administrator)

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Administrator within five (5) working days after receiving the decision. The Administrator will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal within ten (10) working days after receiving the appeal. The party who filed the appeal will be sent the Administrator's determination at the time it is issued, and a copy will be sent to the Compliance Coordinator. [If the Administrator is the subject of the complaint, the party will file the appeal directly with the Board.]

3. Level 3 (Appeal to the Board)

If the party is not satisfied with the Administrator's determination, he or she may file an appeal in writing with the Board within five (5) working days after receiving the Administrator's determination. The Board will review the appeal, the Administrator's determination, the investigative documentation and decision, and allow the party to address the Board at a Board meeting to present his or her appeal. The party will be allowed to address the Board at the Board's next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board, Compliance Coordinator and the party. The Board will issue a written determination about the appeal within thirty (30) days after the party addresses the Board. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the Compliance Coordinator. The Board's determination, and any actions taken, will be final on behalf of ESU 7.

E. Confidentiality

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. ESU 7 will notify the complainant of the anti-retaliation provisions of applicable laws and that ESU 7 will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, ESU 7 will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or request not to pursue an investigation, as long as doing so does not prevent ESU 7 from responding effectively to the harassment and preventing harassment of others. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, ESU 7 will inform the complainant that its ability to respond may be limited. Even if ESU 7 cannot take disciplinary action against the alleged harasser, ESU 7 will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted.

F. Title IX Grievance (or Complaint) Procedures

~~—————All employees are responsible for helping to prevent sexual harassment. Employees, or students, who believe they have been subjected to or witnessed sexual harassment should follow these procedures:~~

- ~~1.—Directly inform the person engaging in the discrimination or harassment that such conduct is offensive and must stop.~~
- ~~2.—For employee reporters, contact your supervisor or the supervisor of the offending person, the Title IX Coordinator, if you do not wish to communicate directly with the person whose conduct is offensive or if direct communication with the offending person has been ineffective.~~
- ~~3.—Report the matter to the Title IX Coordinator if the offending conduct continues or has not been resolved to your satisfaction after you have reported the matter to a principal or supervisor.~~
- ~~4.—For student reporters, contact any teacher or administrator.~~
- ~~5.—Report to the Title IX Coordinator if you are the adult to whom the student has made a report so that the matter can be properly resolved. The Title IX Coordinator may file a formal complaint and begin the following complaint procedure.~~

~~Allegations of sexual harassment or discrimination shall be investigated and, if substantiated, corrective or disciplinary action may be taken, up to and including dismissal from employment if the offender is an employee, or suspension and/or expulsion, if the offender is a student.~~

~~Retaliatory action will not be taken against an employee for reporting discrimination or harassment.~~

~~i. Response to a Formal Title IX Complaint:~~

~~1. Filing Formal Complaint: An employee or student can allege sexual harassment by filing a formal complaint in writing with the Title IX Coordinator in person or by mail, or by electronic mail using the following contact information:~~

~~TITLE IX COORDINATOR CONTACT INFORMATION~~

~~Marei Ostmeyer, Professional Development Director~~

~~2657 44th Avenue, Columbus, NE 68604~~

~~402-564-5753~~

~~mostmeyer@esu7.org~~

~~The formal complaint must be signed by the complainant or by the Title IX Coordinator. The following procedures apply only in the event that a formal complaint is filed. All other allegations of sexual harassment shall be resolved using the general complaint procedure. Any timelines set forth in the following procedures may be extended by the Title IX Coordinator with notice to the parties.~~

~~2. Immediate Actions Upon Receipt of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall provide the following to all known parties: (a) the complaint procedure as outlined in this regulation; and (b) notice of the allegations of sexual harassment including (i) the identities of the parties involved, if known, (ii) the conduct allegedly constituting sexual harassment, and (iii) the date and location of the alleged incident.~~

~~The parties to the formal complaint may select an advisor of their choice, who may be, but is not required to be, an attorney.~~

~~3. Investigation of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall notify the Investigator. The Investigator will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The Investigator will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this complaint procedure. If the allegation(s) involve possible criminal conduct, the ESU will notify the complainant of his or her right to file a criminal complaint, and ESU employees will not dissuade the complainant from filing a criminal complaint either during or after the ESU's investigation.~~

~~The Investigator will aim to complete its investigation within a reasonable time frame as determined by the Title IX Coordinator. The factors to determine a reasonable time frame include, but are not limited to, the allegations of the formal complaint, the number of witnesses that may need to be interviewed, and whether the police are also conducting an investigation~~

into the allegations. The time frame originally set by the Title IX Coordinator may be extended by the Title IX Coordinator, upon notice to the parties, as he or she deems necessary to complete the investigation. Periodic status updates will be given to the parties, when appropriate.

~~(A) *Neutrality*: The Title IX Coordinator, investigator, decision-maker, or any person designated by the ESU to facilitate this complaint procedure, shall not have any conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. The ESU shall ensure that Title IX Coordinators, investigators, decision-makers, and any person who facilitates this complaint procedure shall receive training on the definition of sexual harassment in accordance with this regulation, the scope of the ESU's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the fact at issue, conflicts of interest, and bias. The ESU shall ensure that the individuals involved in the complaint procedure receive training on issues of relevance of questions and evidence and on issues of relevance to create an investigative report that fairly summarizes relevant evidence.~~

~~(B) *Burden of Production*: It shall be the Investigator's burden to gather evidence sufficient to reach a determination regarding responsibility. To reach a determination, the investigation will include, but is not limited to:~~

- ~~a. Providing the parties with the opportunity to present witnesses and provide evidence.~~
- ~~b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.~~
- ~~c. For allegations involving harassment, some of the factors the ESU will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.~~
- ~~d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)~~

~~(C) *Rights of the Parties*: The respondent is entitled to a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process.~~

~~_____The Investigator must provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.~~

~~_____The Investigator shall not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.~~

~~_____The Investigator shall provide the parties with the same opportunities to have others present during any complaint proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice if the Investigator deems appropriate. However, the Investigator may establish restrictions regarding the extent to which the advisor may participate in the proceedings, if the restrictions apply equally to both parties.~~

~~_____The Investigator shall provide to all witnesses expected to attend a meeting notice of the date, time, location, participants, and purpose of all hearings within 2 days of the meeting.~~

~~_____Up until the conclusion of the investigation, the parties shall have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint. This includes the evidence upon which the Investigator does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence obtained from any source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.~~

~~_____The ESU retains the right to place a non-student employee respondent on administrative leave during the pendency of the investigation. The ESU also retains the right to remove a respondent from the ESU's educational program prior to the conclusion of the investigation. In the event of a removal, the respondent shall have the opportunity to challenge the decision for removal.~~

~~(D) *Conclusion of Investigation:* Prior to the conclusion of the investigation, the investigator shall send each party and the party's advisor, if any, the evidence that is subject to inspection and review in an electronic format or a hard copy. The parties shall then have ten (10) days to submit a written response, which the investigator will consider.~~

~~_____Once the investigator has considered the written statements of the parties, if any, and any questions of the parties, if any, the investigator shall create an investigative report that fairly summarizes relevant evidence. The investigator shall then submit the written investigation report to the decision-maker. The parties shall each receive a copy of the final investigative report at the same time as the decision-maker.~~

~~_____4. *Decision of Responsibility:* The decision-maker, shall review the investigative report. Prior to coming to a determination regarding responsibility, the decision-maker shall provide 10 days for each party to submit written, relevant questions that a party wants asked of any party or witness, provide each party with answers, and allow for additional, limited follow-up questions from each party.~~

~~Once the decision maker has considered the written questions of the parties, if any, the decision maker shall issue a written determination regarding responsibility by a preponderance of the evidence within a reasonable time frame as determined by the Title IX Coordinator. The decision maker shall consider all relevant evidence, including inculpatory and exculpatory evidence, and will not consider the credibility of the evidence to be based on a person's status, such as complainant, respondent, or witness. The decision maker shall provide the written determination to both parties simultaneously. The written determination must include:~~

- ~~a. Identification of the allegations potentially constituting sexual harassment;~~
- ~~b. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather evidence;~~
- ~~c. Findings of fact supporting the determination;~~
- ~~d. Conclusions regarding the application of each recipient's code of conduct to the facts;~~
- ~~e. A statement of, and rationale for, the results as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the recipient imposes on the respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the recipient to the complainant; and~~
- ~~f. The recipient's procedures and permissible bases for the complainant and respondent to appeal.~~

~~The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. Sec. 11232g; 34 C.F.R. Part 99, permits the ESU to disclose relevant information to a student who was discriminated against or harassed.~~

~~5. Supportive Measures and Disciplinary Actions:~~

~~Throughout the investigation, either party may be entitled to supportive measures. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the ESU's educational environment, or deter sexual harassment.~~

~~Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the~~

~~campus, and other similar measures. The ESU shall maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the ESU to provide the supportive measures.~~

~~At the conclusion of the investigation, the decision-maker may institute disciplinary measures to the respondent if the decision-maker determines that the respondent engaged in sexual abuse or harassment. Disciplinary measures may include, but are not limited to, in school suspension, out-of-school suspension, expulsion, and in the case of an employee disciplinary action up to and including dismissal from employment. This policy does not limit or prohibit the ESU from instituting disciplinary measures if in the course of the investigation it determines that the complainant or respondent violated the student code of conduct.~~

~~The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.~~

~~ii. Title IX Appeals~~

~~If either party is not satisfied with the outcome of the investigation and the decision of the decision-maker, they may appeal on the following bases:~~

- ~~a. Procedural irregularity that affected the outcome of the matter;~~
- ~~b. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and~~
- ~~c. The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against the complainant or respondent generally or the individual complainant or respondent that affected the outcome of the matter.~~

~~The request for an appeal shall be in writing and submitted on the appropriate document. The appeal document shall be submitted to the ESU Administrator.~~

~~Upon notice of an appeal by either party, the ESU Administrator shall notify the other party in writing when the appeal is filed and of the appeal procedures, which apply equally to both parties.~~

~~The ESU Administrator shall give both parties a reasonable, and equal opportunity to submit a written statement in support of or challenging the outcome.~~

~~The ESU Administrator shall review the investigative report, decision-maker's determination, and written statements of the parties and then issue a written decision describing the result of the appeal and the rationale for the result. The ESU Administrator shall provide the written decision simultaneously to both parties.~~

~~iii. Informal Resolution~~

~~—If a formal Title IX complaint is filed, the ESU may offer the complainant and respondent the opportunity to participate in an informal resolution process. The informal resolution process may take place at any time prior to reaching a determination regarding responsibility. The informal resolution process shall only take place upon:~~

- ~~a. Written notice to both parties disclosing: the allegations, the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the resolution process and resume the complaint process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared;~~
- ~~b. The parties' voluntary, written consent to the informal resolution process; and~~
- ~~c. That the allegations of the formal complaint do not involve any allegations that an employee sexually harassed a student.~~

G. Training:

~~The ESU will ensure that ESU employees, including but not limited to officials, administrators, teachers, substitute teachers, counselors, nurses, professional staff, classified staff and paraprofessionals are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate ESU officials or employees.~~

~~In addition, the ESU shall ensure that employees designated to address or investigate discrimination, harassment, and retaliation, including designated compliance coordinators, receive additional specific training to promptly and effectively investigate and respond to complaints and reports of discrimination, and to know the ESU's grievance procedures and the applicable confidentiality requirements.~~

8. Preventive Measures:

~~The ESU may, from time to time, distribute specific harassment and violence materials (such as sexual violence), including a summary of the ESU's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, to its employees and students that the ESU serves.~~

ESU 7, in response to federal and state regulations for Title IX of the Education Amendments of 1972 - Prohibiting Sex Discrimination in Education, hereby adopts and re-affirms the following policy:

1. The Board of Education affirms its intent to comply with provisions of Title IX - Prohibiting Sex Discrimination in Education.

2. The publication of this statement re-affirms the District's efforts to comply with Title IX to inform citizens of non-discriminatory practices in the dissemination process.
3. The Board of Education hereby authorizes and directs the ESU Administrator, in conjunction with relevant personnel as determined by the ESU Administrator, to adopt and publish grievance procedures providing for prompt and equitable resolution of complaints of sex discrimination in the ESU. Such grievance procedures shall be developed and be made publicly available, and such forms as needed shall be developed and made available to the public.
4. The grievance procedures adopted and implemented by the ESU Administrator shall be followed by all individuals with concerns about discriminatory practices in the ESU, including suspected sex discrimination.

Legal Reference:	<p>Title VI, 42 U.S.C. § 2000d, Title VII, 42 U.S.C. § 2000e, Title IX; 20 U.S.C. § 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. §48-1101 et seq.</p> <p>Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. §621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. §48-1001 et seq.;</p> <p>Americans with Disabilities Act (ADA), 42 U.S.C. § 12101 et seq.</p> <p>Section 504 of the Rehabilitation Act of 1973 (Section 504)</p> <p>Pregnancy Discrimination Act, 42 U.S.C. § 2000e(k)</p> <p>Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. § 4301 et seq.</p> <p>Neb. Rev. Stat. § 79-2,115, et seq</p>
Date of Adoption:	February 17, 2020
Date(s) of Revision	<p>August 17, 2020</p> <p>September 17, 2020</p> <p>June 21, 2021</p> <p>August 21, 2023</p> <p>January 21, 2025</p>

2025-2026 ESU 7 UNIT CALENDAR

<p>11-12 - All Staff Meetings 13-15, 18 - Level III In-Service Days 19 - Student Start Date 18 - Board Meeting</p> <p>Student Days - 10 Level III Staff Days - 15 Itinerant SpEd Staff Days - 15 Year Round Staff Days - 21</p>	<p>AUGUST 2025</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	Th	F	S						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31							<p>FEBRUARY 2026</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	Th	F	S	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28															<p>13 - All Staff Meeting (No School) 17 - Board Meeting</p> <p>Student Days - 19 Level III Staff Days - 20 Itinerant SpEd Staff Days - 20 Year Round Staff Days - 20</p>
S	M	T	W	Th	F	S																																																																																															
					1	2																																																																																															
3	4	5	6	7	8	9																																																																																															
10	11	12	13	14	15	16																																																																																															
17	18	19	20	21	22	23																																																																																															
24	25	26	27	28	29	30																																																																																															
31																																																																																																					
S	M	T	W	Th	F	S																																																																																															
1	2	3	4	5	6	7																																																																																															
8	9	10	11	12	13	14																																																																																															
15	16	17	18	19	20	21																																																																																															
22	23	24	25	26	27	28																																																																																															
<p>1 - ESU 7/Level III Programs Closed (No School) 15 - Board Meeting</p> <p>Student Days - 21 Level III Staff Days - 21 Itinerant SpEd Staff Days - 21 Year Round Staff Days - 21</p>	<p>SEPTEMBER 2025</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	Th	F	S		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30												<p>MARCH 2026</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	Th	F	S	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31												<p>9-10 - Level III In-Service (No School) 11-13 - Level III Programs Closed (No School) 16 - Board Meeting</p> <p>Student Days - 17 Level III Staff Days - 19 Itinerant SpEd Staff Days - 22 Year Round Staff Days - 22</p>
S	M	T	W	Th	F	S																																																																																															
	1	2	3	4	5	6																																																																																															
7	8	9	10	11	12	13																																																																																															
14	15	16	17	18	19	20																																																																																															
21	22	23	24	25	26	27																																																																																															
28	29	30																																																																																																			
S	M	T	W	Th	F	S																																																																																															
1	2	3	4	5	6	7																																																																																															
8	9	10	11	12	13	14																																																																																															
15	16	17	18	19	20	21																																																																																															
22	23	24	25	26	27	28																																																																																															
29	30	31																																																																																																			
<p>9 - Level III In-Service (No School) 10 - All Staff Meeting (No School) 20 - Board Meeting</p> <p>Student Days - 21 Level III Staff Days - 23 Itinerant SpEd Staff Days - 23 Year Round Staff Days - 23</p>	<p>OCTOBER 2025</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	Th	F	S				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31									<p>APRIL 2026</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	Th	F	S				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30										<p>3, 6 - ESU 7/Level III Programs Closed (No School) 20 - Board Meeting/Board Recognition</p> <p>Student Days - 20 Level III Staff Days - 20 Itinerant SpEd Staff Days - 20 Year Round Staff Days - 20</p>
S	M	T	W	Th	F	S																																																																																															
			1	2	3	4																																																																																															
5	6	7	8	9	10	11																																																																																															
12	13	14	15	16	17	18																																																																																															
19	20	21	22	23	24	25																																																																																															
26	27	28	29	30	31																																																																																																
S	M	T	W	Th	F	S																																																																																															
			1	2	3	4																																																																																															
5	6	7	8	9	10	11																																																																																															
12	13	14	15	16	17	18																																																																																															
19	20	21	22	23	24	25																																																																																															
26	27	28	29	30																																																																																																	
<p>17 - Board Meeting 26 - Level III In-Service (No School) 27-28 - ESU 7/Level III Programs Closed (No School)</p> <p>Student Days - 17 Level III Staff Days - 18 Itinerant SpEd Staff Days - 18 Year Round Staff Days - 18</p>	<p>NOVEMBER 2025</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td></td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	Th	F	S							1	2	3	4	5	6		8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30							<p>MAY 2026</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	Th	F	S						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31							<p>15 - Level III Programs Student Last Day 18 - Board Meeting 18-19 - Level III In-Service 20 - All-Staff Meeting - Level III/Itinerant SpEd Staff Last Day 25 - ESU 7 Closed</p> <p>Student Days - 11 Level III Staff Days - 14 Itinerant SpEd Staff Days - 14 Year Round Staff Days - 20</p>
S	M	T	W	Th	F	S																																																																																															
						1																																																																																															
2	3	4	5	6		8																																																																																															
9	10	11	12	13	14	15																																																																																															
16	17	18	19	20	21	22																																																																																															
23	24	25	26	27	28	29																																																																																															
30																																																																																																					
S	M	T	W	Th	F	S																																																																																															
					1	2																																																																																															
3	4	5	6	7	8	9																																																																																															
10	11	12	13	14	15	16																																																																																															
17	18	19	20	21	22	23																																																																																															
24	25	26	27	28	29	30																																																																																															
31																																																																																																					
<p>15 - Board Meeting 19 - All Staff Meeting (No School) 22 - Level III Programs Closed (No School) 23-31 - ESU 7/Level III Programs Closed (No School)</p> <p>Student Days - 14 Level III Staff Days - 15 Itinerant SpEd Staff Days - 16 Year Round Staff Days - 16</p>	<p>DECEMBER 2025</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	Th	F	S		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31											<p>JUNE 2026</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	Th	F	S		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30												<p>15 - Board Meeting</p> <p>Year Round Staff Days - 22</p>
S	M	T	W	Th	F	S																																																																																															
	1	2	3	4	5	6																																																																																															
7	8	9	10	11	12	13																																																																																															
14	15	16	17	18	19	20																																																																																															
21	22	23	24	25	26	27																																																																																															
28	29	30	31																																																																																																		
S	M	T	W	Th	F	S																																																																																															
	1	2	3	4	5	6																																																																																															
7	8	9	10	11	12	13																																																																																															
14	15	16	17	18	19	20																																																																																															
21	22	23	24	25	26	27																																																																																															
28	29	30																																																																																																			
<p>1-2 - ESU 7/Level III Programs Closed (No School) 20 - Board Meeting</p> <p>Student Days - 20 Level III Staff Days - 20 Itinerant SpEd Staff Days - 20 Year Round Staff Days - 20</p>	<p>JANUARY 2026</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	Th	F	S					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31								<p>JULY 2026</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	Th	F	S				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31									<p>3 - ESU 7 Closed</p> <p>Year Round Staff Days - 22</p>
S	M	T	W	Th	F	S																																																																																															
				1	2	3																																																																																															
4	5	6	7	8	9	10																																																																																															
11	12	13	14	15	16	17																																																																																															
18	19	20	21	22	23	24																																																																																															
25	26	27	28	29	30	31																																																																																															
S	M	T	W	Th	F	S																																																																																															
			1	2	3	4																																																																																															
5	6	7	8	9	10	11																																																																																															
12	13	14	15	16	17	18																																																																																															
19	20	21	22	23	24	25																																																																																															
26	27	28	29	30	31																																																																																																

Total Student Days - 170

Total Level III Staff Days - 185

Total Itinerant SpEd Staff Days - 189

Total Year Round Staff Days (Sep-Aug) - 245

Article I, Section 1, F Unit Calendar

It shall be the responsibility of the Administrator to develop the ESU calendar for recommendation, approval, and adoption by the Board annually. The Educational Service Unit 7 Board of Education by the May meeting, will adopt a Unit calendar for the following year.

The Board may amend the official ESU calendar when the Board considers the change to be in the best interest of the ESU's service plan.

Legal Reference:	§
Date of Revision:	May 18, 2020 February 20, 2023
Date(s) of Review:	January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025



Standard mileage rates

If you use your car for business, charity, medical or moving purposes, you may be able to take a deduction based on the mileage used for that purpose.

2025 mileage rates

The standard mileage rates for 2025 are:

- Self-employed and business: 70 cents/mile
- Charities: 14 cents/mile
- Medical: 21 cents/mile
- Moving ([military only](#)): 21 cents/mile

[Find out when you can deduct vehicle mileage](#)

Mileage rates for all years (cents/mile)

Period	Business use	Charity use	Medical or military moving	Source
2025	70	14	21	IR-2024-312
2024	67	14	21	IR-2023-239
2023	65.5	14	22	IR-2022-234
7/1/2022-12/31/2022	62.5	14	22	IR-2022-124
1/1/2022-6/30/2022	58.5	14	18	IR-2021-251
2021	56	14	16	IR-2020-279

Tax professionals topics

- Serve your clients
- Tax pro news and resources
- Office of Professional Responsibility and Circular 230
- Tax code, regulations and official guidance
- E-Services
- Topic no. 161, Returning an erroneous refund – Paper check or direct deposit
- Appeals
- Tax professionals

Period	Business use	Charity use	Medical or military moving	Source
2020	57.5	14	17	IR-2019-215
2019	58	14	20	IR-2018-251
2018 • TCJA	54.5	14	18	IR-2017-204 • IR-2018-127
2017	53.5	14	17	IR-2016-169
2016	54	14	19	IR-2015-137
2015	57.5	14	23	IR-2014-114
2014	56	14	23.5	IR-2013-95
2013	56.5	14	24	IR-2012-95
2012	55.5	14	23	IRB-2012-02
7/1/2011- 12/31/2011	55.5	14	23.5	IR-2011-69
1/1/2011- 6/30/2011	51	14	19	IR-2010-119

Page Last Reviewed or Updated: 02-Jan-2025



Beyond the Numbers

NASB Legislative Issues Conference

January 26-27, 2025 - Cornhusker Marriott Lincoln

Be Engaged. Get Involved. Know Your Story.

2025 Legislative Issues Conference

TO REGISTER:

Go to <https://nasb.envisiams.com/> and log in using your email and password.

If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.

\$25 cancellation fee by the registration deadline. No refunds after the deadline.

Registration fees for each event are as follows:

- Sunday dinner and program \$70
- Conference Registration \$115
 - *On-Site Registration \$150

Registration Deadline - January 21, 2025

TO REST:

To reserve a hotel room visit www.NASBonline.org and navigate to the LIC page for a direct booking link. Deadline for hotel reservations is January 5, 2025.

TO REDEEM:

Awards of Achievement Points can be earned by attending these events

- 10 points = Sunday dinner and program
- 15 points = Legislative Issues Conference

SUGGESTED AUDIENCE:

- School Board Members, Superintendents, ESU Administrators

Beyond The Numbers

SUNDAY, JANUARY 26 - AGENDA

6:00 PM Reception, Dinner, and Program
Beyond Tornado Drills: The New Challenges of School Safety
Jay Martin - NDE Safety & Security Director

Jay Martin returned home after 24 years in Colorado, where he retired from law enforcement. In 2009, he was named D.A.R.E. Officer Of The Year and created a nationally recognized youth prevention program in all 50 states and beyond. His career involved responding to critical incidents, including school and domestic shootings, and led to partnerships with organizations like the National Association of School Resource Officers and Internet Crimes Against Children. He has also collaborated with psychologists, authors, and movie producers, and has ghostwritten on digital best practices. Committed to educating school communities, he has also taught in Omaha Public Schools and other districts in Nebraska and Colorado.



MONDAY, JANUARY 27 - AGENDA

8:00 AM Registration
8:30 AM Welcome and Introductions - NASB Legislative Committee Chair
2025 Bill Review & Looking Beyond the Numbers
Speaker Arch - Session Preview
Senator Murman - Education Committee Update
A Conversation with the New Revenue Chair
Senator Hughes - School Funding Legislation Update
School Spending/Caps: Bills & Strategies to Help Share Your Story
How Nebraska Compares. The Story Rarely Told
Final Talking Points Prior to Your Lunch with the Senators
12:00 PM Lunch with the Senators
1:30 PM Adjournment

(IN NO PARTICULAR ORDER, SPEAKER LIST SUBJECT TO CHANGE)



1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG

SCHEDULE

Schedule is tentative and subject to change

8:20 A.M. – Welcome & Announcements by Legislative Committee Co-chairs Dr. Jason Dolliver & Bryce Jorgenson, Pender Public Schools & Southern Valley Public Schools

8:30 A.M. – Revenue Committee

9:00 A.M. – Education Committee

9:30 A.M. – General Affairs, Retirement, or Appropriations Committee

10:00 A.M. – Education Policy Group

10:30 A.M. – Rural Senator

11:00 A.M. – Rural Senator

11:30 A.M. – Rural Senator

12:00 P.M. – Lunch with Senators

1:10 P.M.– Jack Moles & Russ Westerhold; NRCSA Executive Director & Lobbyist

1:45 P.M.– Closing & Adjourn

2025 NASB FINANCE WORKSHOPS



BUDGET & FINANCE WORKSHOPS
MARCH 4 - KEARNEY MARCH 11 - CRETE
APRIL 9 - NORFOLK

AMPLIFIED FINANCE WORKSHOP
MARCH 27 - KEARNEY

WORKSHOP REGISTRATION

REGISTER NOW FOR THE BUDGET & FINANCE WORKSHOPS

March 4 - Holiday Inn Kearney
110 2nd Avenue, Kearney, NE
Registration Deadline - February 27

\$ 75

March 11 - Crete Public Schools
930 Main Ave, Crete, NE
Registration Deadline - March 6

April 9 - Norfolk Country Club
1700 N. Riverside Blvd, Norfolk, NE
Registration Deadline - April 4

REGISTER NOW FOR THE AMPLIFIED FINANCE WORKSHOP

March 27 - Younes South, Kearney
416 Talmadge St, Kearney, NE 68845
Registration Deadline - March 21

\$ 100

To Register:

- Go to <https://nasb.envisiams.com/> and log in using your email and password.
- If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.
- \$25 cancellation fee by the registration deadline. No refunds after the deadline.

Registration fees for the Workshops are as follows:

BUDGET & FINANCE - NASB MEMBER	\$75
AMPLIFIED - NASB MEMBER	\$100
NON-NASB MEMBER	\$200
CANCELLATION FEE	\$25

Suggested Audience:

- School Board Members, Superintendents, ESU Administrators, Business Managers



NASB FINANCE WORKSHOPS

Both new and veteran school board members must have a fundamental understanding of school finance. Superintendents, business managers, and bookkeepers are required to have a deep and comprehensive understanding of finance because taxpayers and citizens are asking districts to provide more detailed information about their finances. These workshops will feature Carl Dietz and Matt Fisher, two school finance experts, who will structure the presentation around all aspects of the school district finance.

BUDGET & FINANCE WORKSHOPS

4:00 PM - Registration 4:30 PM - Workshop & Dinner 8:30 PM - Adjourn

1. Understanding TEEOSA and other forms of state aid
2. Restrictions placed on school finances
 - Levy limits; Budget Authority; Revenue Cap; Joint Public Hearing
3. Importance of cash reserves
4. Having a long term financial plan and a capital replacement schedule
5. Discussion of financial information that should be provided to board members and the community, including samples and legal posting requirements for board meeting notices, financial reports and minutes
6. The budgeting process is not a 'one and done' activity, rather it's something that needs to be discussed throughout the entire year

AMPLIFIED FINANCE WORKSHOP - MARCH 27

10:00 AM - Registration 10:30 PM - Workshop & Lunch 4:30 PM - Adjourn

1. Review all of the funds
2. Understanding TEEOSA, Foundation aid, and other forms of state funding
 - Impact on equalized and nonequalized districts
3. Perform a detailed NDE budget for all funds
4. Prepare a line item budget for all receipts and expenses
5. How to prepare a five-year projection of receipts, expenses, and cash balance
6. Payroll preparation
7. Building a capital replacement schedule
8. How to build a cost group spending comparability spreadsheet
8. Impact of financial restrictions such as the Joint Public Hearings, Budget Authority, and Revenue Caps.

15 AWARDS OF ACHIEVEMENT POINTS EARNED BY ATTENDING



1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG



2025 Spring Conference Schedule

****Schedule is tentative and subject to change****

Wednesday, March 19, 2025

TBD Executive Committee Meeting—Bronze 5

10:00 AM–2:00 PM Pre-Session: The Seven Habits of Highly Effective People, *presented by Franklin Covey*

6:30 PM–9:00 PM Exhibitor Check-In & Setup—Gold 4,5,6,10,11,12

7:00 PM–9:00 PM Attendee Registration—Registration 1

7:00 PM Hospitality Rooms

Thursday, March 20, 2025

7:15 AM Attendee Registration—Registration 1

Coffee and Rolls—Gold 4,5,6,10,11,12

8:30 AM General Session—Silver 4,5,6,10,11,12

Presiding: *Dr. Heather Nebesniak, NRCSA President, Supt, Ord Public Schools*

8:30 AM – 9:00 AM Musical Welcome:

9:05 AM – 9:15 AM Scholarships and Awards:

NRCSA Scholarship & Gary Fisher Fine Arts Scholarship Announcements

9:30 AM – 10:20 AM Keynote Address: *Joe Sanfelippo*

10:20 AM–11:00 AM Exhibitor Time

11:00 AM–11:50 AM Thursday Morning Select-a-Sessions

12:00 PM Lunch General Session—Silver 4,5,6,10,11,12

Presiding: *Dr. Mark Lenihan, NRCSA Past President, Supt, Wayne Community Schools*

12:35 PM – 12:55 PM Keynote Address: *Dr. Brian Maher, Commissioner of Education, NDE*

1:00 PM – 1:40 PM Scholarships and Awards:

Outstanding Elementary Teacher

Outstanding Secondary Teacher

Gary Fisher Outstanding Music Teacher

Outstanding ESU Staff Member

1:45 PM–2:20 PM Exhibitor Time

2:20 PM–3:10 PM Thursday Afternoon Select-a-Sessions

3:10 PM–3:35 PM Exhibitor Time

3:35 PM–4:25 PM Thursday Afternoon Select-a-Sessions

4:30 PM–5:30 PM Exhibitor Hospitality

6:00 PM Chuckwagon Buffet—Silver 4,5,6,10,11,12

7:00 PM Hospitality Rooms

Friday, March 21, 2025

7:15 AM Attendee Registration—Registration 1

Coffee and Rolls—Registration 1

8:00 AM–8:50 AM Friday Select-a-Session I

9:00 AM–9:50 AM Friday Select-a-Session II

10:00 AM–10:45 AM Brunch Buffet—Silver 4,5,6,10,11,12

10:30 – 11:00 AM Musical Welcome: *TBD*

10:50 AM Closing Session—Silver 4,5,6,10,11,12

Presiding: *Chris Kuncel, NRCSA President-Elect, Supt, Mullen Public Schools*

11:00 AM – 11:45 AM Scholarships and Awards:

Outstanding Classified Staff Member

Outstanding Board Member

Outstanding Principal

Outstanding Superintendent

11:50 AM – 12:45 PM Keynote Address: *TBD*

12:50 PM Thank Yous, Prizes, & Drawings

OPEN MEETINGS LAW WORKSHOPS



MARCH 25 - GERING
MARCH 26 - KEARNEY
MARCH 31 - NORFOLK
APRIL 1 - LINCOLN



WORKSHOP REGISTRATION

**REGISTER NOW FOR THE 2025 OPEN MEETINGS WORKSHOPS
6:30 to 8:00 PM**

March 25 - Gering Civic Center
1050 M St, Gering, NE 69341
Registration Deadline - March 20

March 26 - Holiday Inn Kearney
110 2nd Ave, Kearney, NE 68847
Registration Deadline - March 20

March 31 - Norfolk - Lifelong Learning Center
601 E Benjamin Ave, Norfolk, NE 68701
Registration Deadline - March 27

April 1 - Courtyard Lincoln Downtown/Haymarket
808 R St, Lincoln, NE 68508
Registration Deadline - March 27

-- *Beverages & Snacks Provided* --

To Register:

- Go to <https://nasb.envisiams.com/> and log in using your email and password.
- If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.
- \$25 cancellation fee by the registration deadline. No refunds after the deadline.

Registration fees for the Workshops are as follows:

NASB MEMBER	\$50
NON-NASB MEMBER	\$75
CANCELLATION FEE	\$25



OPEN MEETINGS LAW WORKSHOP

JOIN US ... 6:30 TO 8:00 PM

AGENDA - NOTICE - MINUTES - CLOSED SESSION - SPECIAL MEETING
EMERGENCY MEETING - PUBLIC COMMENT - Q&A

We're excited to invite you to an informative workshop on the **Nebraska Open Meetings Law**, designed to help you understand the importance of transparency and compliance in public meetings.

This interactive, scenario based, workshop is specifically designed for locally elected officials. Attendance at this workshop will provide valuable insights and practical tips. Join us for an engaging session with NASB Executive Director, John Spatz. He will break down the essentials, answer your questions, and share best practices.

Don't miss this opportunity to enhance your knowledge and stay informed!

SUGGESTED AUDIENCE

School Board members and School Superintendents, ESU Administrators, and Administrative Assistants

15 AWARDS OF ACHIEVEMENT POINTS EARNED BY ATTENDING
CLE CREDITS PENDING APPROVAL FOR ATTORNEYS ATTENDING THE SEMINAR

www.NASBonline.org





1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG

ESU 7 TRAVEL – NON EMPLOYEE

REIMBURSEMENT PROCEDURES

RECEIPT (S): Please attach the following:

- A) All meal receipts must be **ITEMIZED RECEIPTS ONLY**. (Credit card receipts showing only the total are **NOT** accepted unless attached with itemized receipt. Both receipts must be attached for reimbursement (credit card and itemized receipts). Handwritten receipts will only be reimbursed if the restaurant does not serve alcohol and a copy/photo of the menu is provided.
- B) Meal tips are reimbursed at up to 20% of the total bill.
- C) No alcohol receipts reimbursed.
- D) Meals are reimbursed at the IRS per diem rate.
- E) Parking in a Garage or Lot—receipt required for reimbursement. Airport Parking will be reimbursed at the long-term economy rate. Metered on-street parking costs do not require a receipt.
- F) Taxi, Uber...Etc must have a receipt. ESU will reimburse a up to 20% tip of total bill.
- G) Rental car summary of charges and confirmation required.
- H) Airfare itinerary and cost and payment summary required for reimbursement

MILEAGE:

- A) Reimbursement is based on the **IRS mileage rate**.
- B) Central accounting requires map quest (beginning and end address and directions included)

To check for a Per go to: <https://www.gsa.gov/portal/category/100120>



RULE 84 MEETING



t

Memorandum of Understanding (MOU)

Nebraska Literacy Project
Professional Learning
Multi-Tiered Systems of Support
Teacher Recruitment, Retention & Certification
Cybersecurity

Statewide data collection & Reporting
Collaborative Mental Wellness
Legislative Advocacy
School Safety
Early Childhood

Nebraska ESU

Coordinating Council



**Cybersecurity
Project -
Andy Boell**



**Reports to the
Board**



**Literacy
Updates -
Allyson
DenBeste
(NDE)**



ESU 7 Goals 2024-2025: Board and Administrator

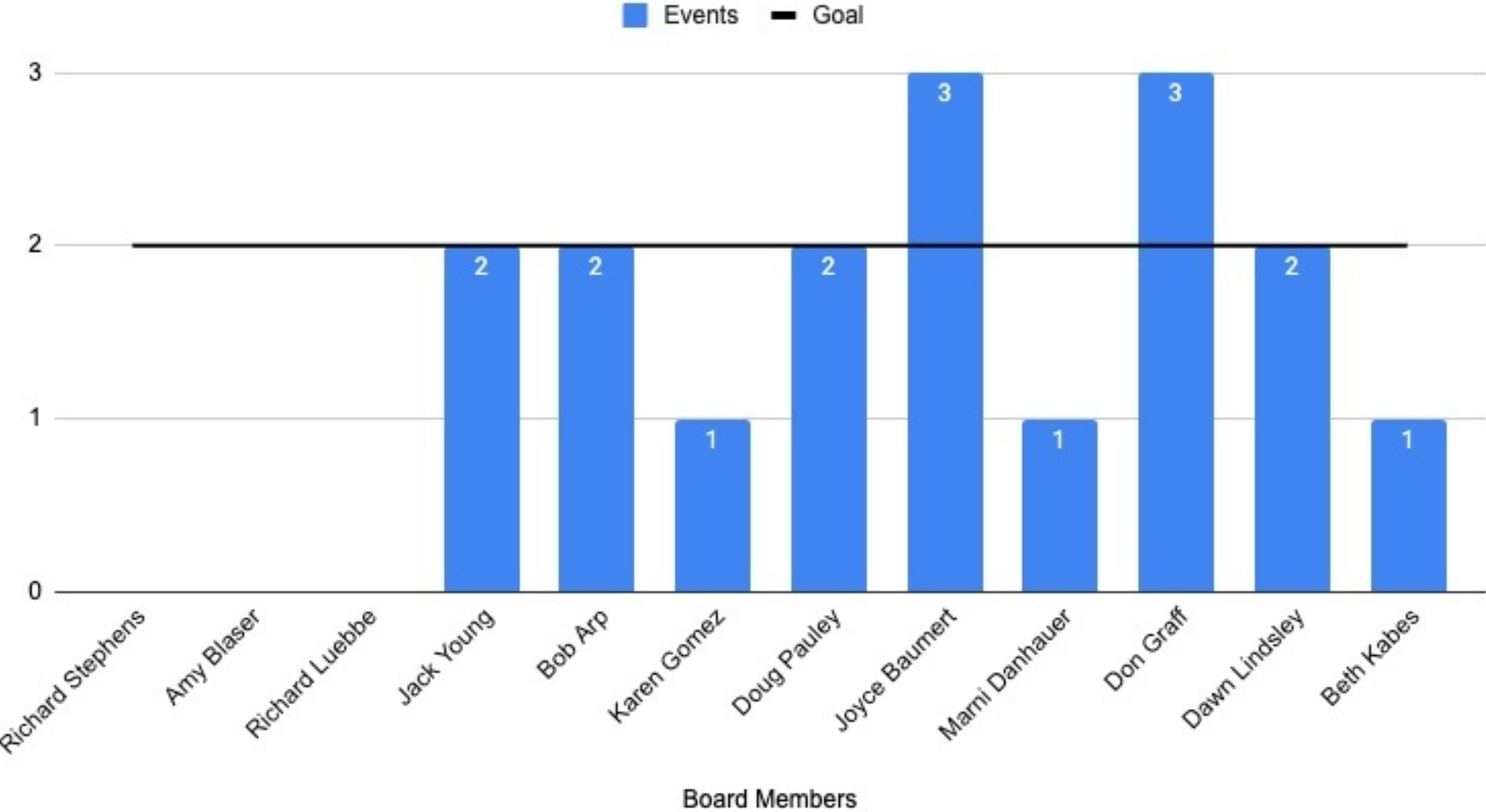
Board of Education

- Goal 1: By July 2025, the ESU 7 board will have advertised for a Chief Administrator, completed the interview process, sent a contract, hired a Chief Administrator, made the announcement, and begun the onboarding process.
- Goal 2: By July 2025, the ESU 7 board will attend at least two professional/personal learning events annually.
- Goal 3: By July 2025, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
- Goal 4: By July 2025, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district.

Administrator

- Goal 1: By June 30, 2025, the Administrator will enhance the climate and culture at ESU 7 by maintaining the implementation of the processes and procedures for data collection, prioritizing and goal development for individual and team growth and development.
- Goal 2: By June 30, 2025, the Administrator will facilitate the completion of the HVAC system and construction in the South Building for the Bridges program.

Goal 2 - Professional Events 2024-2025



**109th Legislative Session
Update to the ESU 7 Board
1-21-2025**

Legislative Session Convene January 8, 2025
Bills introduced until 10th day, January 23, 2025
Hearing dates after bills introduced
Adjourn sine die, June 18, 2025

Committee members for 2025

Speaker of the Legislature: Senator John Arch, Papillion/LaVista (R)	
Education Committee Members: Sen. Dave Murman, Chairperson Sen. Danielle Conrad Sen. Jana Hughes Sen. Megan Hunt Sen. Margo Juarez Sen. Dan Lonowski Sen. Glen Meyer Sen. Rita Sanders	Appropriations Committee: Sen. Robert Clements, Chairperson Sen. Christy Armendariz, Vice Chairperson Sen. Machaela Cavanaugh Sen. Myron Dorn Sen. Robert Dover Sen. Loren Lippincott Sen. Jason Prokop Sen. Ashlei Spivey Sen. Paul Strommen
Revenue Committee: Sen. R. Brad von Gillern, Chairperson Sen. Mike Jacobson, Vice Chairperson Sen. Eliot Bostar Sen. George Dungan Sen. Teresa Ibach Sen. Kathleen Kauth Sen. Dave Murman Sen. Tony Sorrentino	Retirement Committee: Sen. Beau Ballard, Chairperson Sen. Tony Sorrentino, Vice Chairperson Sen. Robert Clements Sen. Danielle Conrad Sen. Brian Hardin Sen. Margo Juarez

[Legislative Roster for 2025](#)

New Senators:

District 15: Dave Wordekemper - Districts: Howells-Dodge

District 23: Jared Storm - Districts: Clarkson, David City, East Butler, J=Howells-Dodge, Leigh, Schuyler

District 41: Daniel McKeon - Districts: Boone Central, St. Edwards

[Link to Bill Tracker](#)

Summary Highlights:

This is a New Biennium Budget year:

- \$432 million shortfall
- Any introduced measure with an appropriation bill, not likely to pass
- Forecast Advisory Board meeting in February and April
- The concern is what will get cut due to the shortfall

Introduced Legislation

- [LB 14 - Hunger Free Schools, M. Cavanaugh](#)
- [LB 31 - Require school policies relating to the use of student surveillance, monitoring, and tracking technology by school districts, Conrad](#)
- [LB 84 - Adopt the School Psychologist Interstate Licensure Compact, Meyer](#)
- [LB 140 - Require school policies relating to use of electronic communication devices by students, Cell phones, Sanders](#)
- [LR 11CA - Consumption Tax, Hardin](#)
- [LB300 - Change provisions relating to the Superintendent Pay Transparency Act and provide a limit for superintendent and educational service unit administrator compensation](#)
- [LB389 - Eliminate the levy authority of educational service units and provide state funding to educational service units](#)
 - [Senator Murman has introduced **LB 389**, which would eliminate ESU levy authority beginning with fiscal year 2028-29.](#)
 - [The measure provides that, beginning in 2029, funds would be distributed by the state to ESUs as in order to offset the funds lost due to the elimination of their levy authority.](#)
 - [The amount to be distributed to each ESU would be equal to the amount of property taxes levied by the ESU for tax year 2027, increased by 3.5%.](#)
 - [For 2030 and each year thereafter, the amount to be distributed to each ESU would be equal to the amount distributed to the ESU in the prior year, increased by 3.5%.](#)

- The Department of Revenue would be required annually to determine the amount to be distributed to each ESU and certify the amounts to the State Treasurer and to the ESU. The distributions to the ESUs would occur in two equal payments, the first on or before March 31 and the second on or before August 31.
-
- Governor's Budget recommendation around Educational Service Unit Aid – The recommendation includes a General Fund appropriation reduction of \$716,809 in FY 2025-26 and FY 2026-27 to reverse a one-time 2020 expansion of aid to Educational Service Units.

TENTATIVE* 2025 Legislative Session

Sun	Mon	Tue	Wed	Thur	Fri	Sat
January						
			1	2	3	4
5	6	7	8	9	10	11
			DAY 1	DAY 2	DAY 3	
12	13	14	15	16	17	18
	DAY 4	DAY 5	DAY 6	DAY 7	RECESS	
19	20	21	22	23	24	25
	HOLIDAY	DAY 8	DAY 9	DAY 10	DAY 11	
26	27	28	29	30	31	
	DAY 12	DAY 13	DAY 14	DAY 15	DAY 16	

Sun	Mon	Tue	Wed	Thur	Fri	Sat
February						
						1
2	3	4	5	6	7	8
	DAY 17	DAY 18	DAY 19	DAY 20	DAY 21	
9	10	11	12	13	14	15
	DAY 22	DAY 23	DAY 24	DAY 25	RECESS	
16	17	18	19	20	21	22
	HOLIDAY	DAY 26	DAY 27	DAY 28	DAY 29	
23	24	25	26	27	28	
	DAY 30	DAY 31	DAY 32	DAY 33	RECESS	

Sun	Mon	Tue	Wed	Thur	Fri	Sat
March						
						1
2	3	4	5	6	7	8
	RECESS	DAY 34	DAY 35	DAY 36	DAY 37	
9	10	11	12	13	14	15
	DAY 38	DAY 39	DAY 40	DAY 41	RECESS	
16	17	18	19	20	21	22
	RECESS	DAY 42	DAY 43	DAY 44	RECESS	
23	24	25	26	27	28	29
	DAY 45	DAY 46	DAY 47	DAY 48	RECESS	
30	31					
	DAY 49					

Sun	Mon	Tue	Wed	Thur	Fri	Sat
April						
		1	2	3	4	5
		DAY 50	DAY 51	DAY 52	RECESS	
6	7	8	9	10	11	12
	RECESS	DAY 53	DAY 54	DAY 55	DAY 56	
13	14	15	16	17	18	19
	DAY 57	DAY 58	DAY 59	DAY 60	RECESS	
20	21	22	23	24	25	26
	RECESS	DAY 61	DAY 62	DAY 63	HOLIDAY	
27	28	29	30			
	DAY 64	DAY 65	DAY 66			

Sun	Mon	Tue	Wed	Thur	Fri	Sat
May						
				1	2	3
				DAY 67	RECESS	
4	5	6	7	8	9	10
	RECESS	DAY 68	DAY 69	DAY 70	DAY 71	
11	12	13	14	15	16	17
	DAY 72	DAY 73	DAY 74	DAY 75	RECESS	
18	19	20	21	22	23	24
	DAY 76	DAY 77	DAY 78	DAY 79	RECESS	
25	26	27	28	29	30	31
	HOLIDAY	DAY 80	DAY 81	DAY 82	DAY 83	

Sun	Mon	Tue	Wed	Thur	Fri	Sat
June						
1	2	3	4	5	6	7
	RECESS	DAY 84	DAY 85	DAY 86	RECESS	
8	9	10	11	12	13	14
	DAY 87	DAY 88	DAY 89	RECESS	RECESS	
15	16	17	18	19	20	21
	RECESS	RECESS	DAY 90			
22	23	24	25	26	27	28
29	30					

Legislative Recess Days

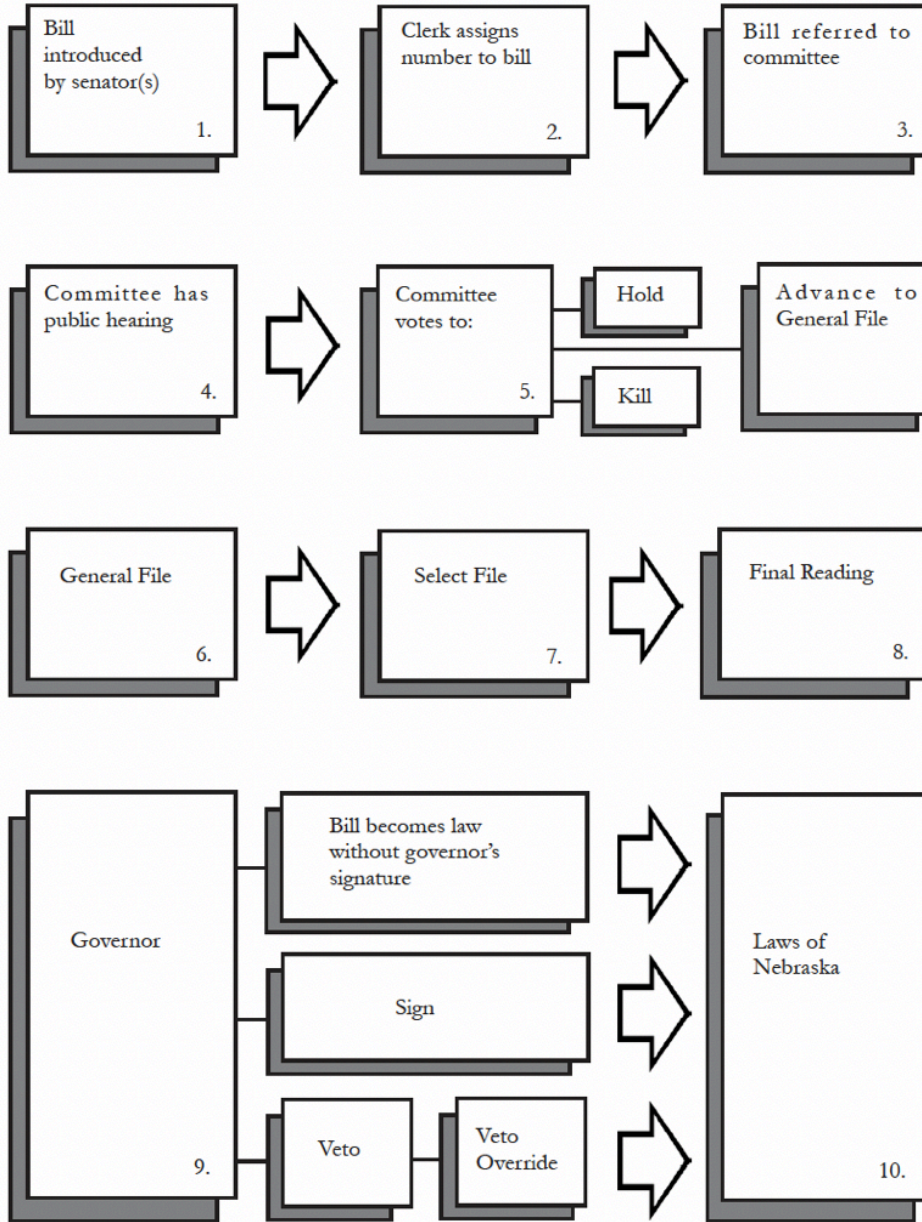
January 17
 February 14, 28
 March 3, 14, 17, 21, 28
 April 4, 7, 18, 21
 May 2, 5, 16, 23
 June 2, 6, 12, 13, 16, 17

Federal & State Holidays

January 20 – Martin Luther King Jr. Day
 February 17 – Presidents' Day
 April 25 – Arbor Day
 May 26 – Memorial Day

*The calendar is subject to change by the speaker elected in the 109th Legislature.

How a Bill Becomes a Law



(Unicameral Clerk of the Legislature, 2017, p. 281)