

DATE:
TO: ESU #1 Board of Directors
FROM: Bill Heimann, Administrator
RE: Tuesday, October 13, 2020 Board Meeting

There will be a meeting of the ESU #1 Board of Directors, on Tuesday, October 13, 2020, at 5:30 PM in the

ESU #1 Conference Room
211 Tenth Street
Wakefield, NE 68784-5014

Consideration, discussion and any action necessary will be taken on the following items.

- A. Notification of Open Meetings Law
- B. Roll Call*
- C. Approve Agenda*
- D. Consent Agenda*
 - 1. Previous Minutes (copy attached)
 - 2. Financial Reports
 - a. Revenue Report/Treasurer's Report
 - b. Cash Summary/Expenditure Report
 - 3. Bills for October and Additional September Grant Bills
 - 4. Administrator's Monthly Report
 - a. ESU #1 Financial Audit
 - b. Special Education Finances
 - c. Rule 84 Meeting
 - d. Northern Early Learning Connection Partnership
- E. Public Comment
- F. ESU #1 Annual Report*
- G. Cooperative Purchase Program
- H. Nebraska Association of School Boards State Conference
- I. Required Training for Schools
- J. Governor's Wellness Award
- K. Personnel*
 - 1. Consider, discuss, and take necessary action on employee contracts and personnel changes.
 - a. Resignation(s)
 - b. New Hire(s)
 - c. Contract Change(s)
 - d. Termination(s)
- L. Adjournment

This agenda contains a list of subjects known at the time of its distribution on . A copy of the agenda reflecting any changes will be kept in the ESU #1 Administrative office and will be

readily available for public inspection during normal office hours. Except for items of emergency nature, the agenda will not be enlarged later than twenty-four hours before the scheduled commencement of the meeting. The Board reserves the right to change the order of business discussed.

*Action Items

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.

Source: [Laws 2004, LB 821, § 34.](#)

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.

Source: Laws 1975, LB 325, § 1; Laws 1996, LB 900, § 1071; [Laws 2004, LB 821, § 35.](#)

§ 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, and (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;

(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) Videoconferencing means conducting a meeting involving participants at two or more locations through the use of audio-video equipment which allows participants at each location to hear and see each meeting participant at each other location, including public input. Interaction between meeting participants shall be possible at all meeting locations.

Source: Laws 1975, LB 325, § 2; Laws 1983, LB 43, § 1; Laws 1989, LB 429, § 42; Laws 1989, LB 311, § 14; Laws 1992, LB 1019, § 124; Laws Open Meetings Act

1993, LB 635, § 1; Laws 1996, LB 1044, § 978; Laws 1997, LB 798, § 37; [Laws 2004, LB, § 36.](#) [Laws 2007, LB296, § 810.](#) [Laws 2011, LB366, § 2.](#)

§ 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.

Source: [Laws 1975, LB 325, § 3](#); [Laws 1983, LB 43, § 2](#); [Laws 1985, LB 117, § 1](#); [Laws 1992, LB 1019, § 125](#); [Laws 1994, LB 621, § 1](#); [Laws 1996, LB 900, § 1072](#); [Laws 2004, LB 821, § 37](#); [Laws 2004, LB 1179, § 1](#); [Laws 2006, LB 898, § 1](#); [Laws 2011, LB390, § 29](#); [Laws 2012, LB995, § 17](#).

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

(1) Each public body shall give reasonable advance publicized notice of the time and place of each meeting by a method designated by each public body and recorded in its minutes. Such notice shall be transmitted to all members of the public body and to the public. 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 (a) twenty-four hours before the scheduled commencement of the meeting or (b) 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) A meeting of a state agency, state board, state commission, state council, or state committee, of an advisory committee of any such state entity, of an organization created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act, of the governing body of a public power district having a chartered territory of more than one county in this state, of the governing body of a public power and irrigation district having a chartered territory of more

than one county in this state, of a board of an educational service unit, of the Educational Service Unit Coordinating Council, of the governing body of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act, or of a community college board of governors may be held by means of videoconferencing or, in the case of the Judicial Resources Commission in those cases specified in section [24-1204](#), by telephone conference, if:

- (a) Reasonable advance publicized notice is given;
- (b) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including seating, recordation by audio or visual recording devices, and a reasonable opportunity for input such as public comment or questions to at least the same extent as would be provided if videoconferencing or telephone conferencing was not used;
- (c) At least one copy of all documents being considered is available to the public at each site of the videoconference or telephone conference;
- (d) At least one member of the state entity, advisory committee, board, council, or governing body is present at each site of the videoconference or telephone conference, except that a member of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis, an organization created under the Municipal Cooperative Financing Act, or a governing body of a risk management pool or an advisory committee of such organization or pool may designate a nonvoting designee, who shall not be included as part of the quorum, to be present at any site; and
- (e)(i) Except as provided in subdivision (2)(e)(ii) of this section, no more than one-half of the state entity's, advisory committee's, board's, council's, or governing body's meetings in a calendar year are held by videoconference or telephone conference; or
- (ii) In the case of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act, such organization holds at least one meeting each calendar year that is not by videoconferencing or telephone conferencing.

Videoconferencing, telephone conferencing, or conferencing by other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(3) A meeting of a board of an educational service unit, of the Educational Service Unit Coordinating Council, of the governing body of an entity formed under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act, of the governing body of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act, of a community college board of governors, of the governing body of a public power district, of the governing body of a public power and irrigation district, or of the Nebraska Brand Committee may be held by telephone conference call if:

- (a) The territory represented by the educational service unit, member educational service units, community college board of governors, public power district, public power and irrigation district, Nebraska Brand Committee, or member public agencies of the entity or pool covers more than one county;

(b) Reasonable advance publicized notice is given which identifies each telephone conference location at which there will be present: (i) A member of the educational service unit board, council, community college board of governors, governing body of a public power district, governing body of a public power and irrigation district, Nebraska Brand Committee, or entity's or pool's governing body; or (ii) A nonvoting designee designated under subdivision (3)(f) of this section;

(c) All telephone conference meeting sites identified in the notice are located within public buildings used by members of the educational service unit board, council, community college board of governors, governing body of the public power district, governing body of the public power and irrigation district, Nebraska Brand Committee, or entity or pool or at a place which will accommodate the anticipated audience;

(d) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including seating, recordation by audio recording devices, and a reasonable opportunity for input such as public comment or questions to at least the same extent as would be provided if a telephone conference call was not used;

(e) At least one copy of all documents being considered is available to the public at each site of the telephone conference call;

(f) At least one member of the educational service unit board, council, community college board of governors, governing body of the public power district, governing body of the public power and irrigation district, Nebraska Brand Committee, or governing body of the entity or pool is present at each site of the telephone conference call identified in the public notice, except that a member of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis, an organization created under the Municipal Cooperative Financing Act, or a governing body of a risk management pool or an advisory committee of such organization or pool may designate a nonvoting designee, who shall not be included as part of the quorum, to be present at any site;

(g) The telephone conference call lasts no more than five hours; and

(h) No more than one-half of the board's, council's, governing body's, committee's, entity's, or pool's meetings in a calendar year are held by telephone conference call, except that:

(i) The governing body of a risk management pool that meets at least quarterly and the advisory committees of the governing body may each hold more than one-half of its meetings by telephone conference call if the governing body's quarterly meetings are not held by telephone conference call or videoconferencing; and

(ii) An organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act may hold more than one-half of its meetings by telephone conference call if the organization holds at least one meeting each calendar year that is not by videoconferencing or telephone conference call.

Nothing in this subsection shall prevent the participation of consultants, members of the press, and other nonmembers of the governing body at sites not identified in the public notice. Telephone conference calls, emails, faxes, or other electronic communication shall not be used to

circumvent any of the public government purposes established in the Open Meetings Act.

(4) 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.

(5) 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 means of electronic or telecommunication equipment. The provisions of subsection (4) 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.

(6) A public body may allow a member of the public or any other witness other than a member of the public body to appear before the public body by means of video or telecommunications equipment.

Source: Laws 1975, LB 325, § 4; Laws 1983, LB 43, § 3; Laws 1987, LB 663, § 25; Laws 1993, LB 635, § 2; Laws 1996, LB 469, § 6; Laws 1996, LB 1161, § 1; [Laws 1999, LB 47, § 2](#); [Laws 1999, LB 87, § 100](#); [Laws 1999, LB 461, § 1](#); [Laws 2000, LB 968, § 85](#); [Laws 2004, LB 821, § 38](#); [Laws 2004, LB 1179, § 2](#); [Laws 2006, LB 898, § 2](#); [Laws 2007, LB199, § 9](#); [Laws 2009, LB361, § 2](#); [Laws 2012, LB735, § 1](#); [Laws 2013, LB510, § 1](#); [Laws 2017, LB318, § 1](#); [Laws 2019, LB212, § 5](#).

Effective Date: September 1, 2019

§ 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, 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. 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 may require any member of the public desiring to address the body to identify himself or herself.

(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 a telephone conference call available at an in-state 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;

(f) Reasonable arrangements are made to provide viewing at other in-state locations for a videoconference meeting if requested fourteen days in advance and if economically and reasonably available in the area; and

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

(8) Public bodies shall make available at the meeting or the in-state location for a telephone conference call or videoconference, 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. 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.

Source: Laws 1975, LB 325, § 5; Laws 1983, LB 43, § 4; Laws 1985, LB 117, § 2; Laws 1987, LB 324, § 5; Laws 1996, LB 900, § 1073; [Laws 2001, LB 250, § 2](#); [Laws 2004, LB 821, § 39](#); [Laws 2006, LB 898, § 3](#); [Laws 2008, LB 962, § 1](#).

§ 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, except as provided in subsection (6) of this section, and 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 the minutes is absent due to a serious illness or emergency.

(6) Minutes of the meetings of the board of a school district or educational service unit may be kept as an electronic record.

Source: Laws 1975, LB 325, § 6; Laws 1978, LB 609, § 3; Laws 1979, LB 86, § 9; Laws 1987, LB 663, § 26; [Laws 2005, LB 501, § 1](#); [Laws 2009, LB 361, § 3](#); [Laws 2015, LB 365, § 2](#); [Laws 2016, LB 876, § 1](#).

§ 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.

Source: Laws 1975, LB 325, § 9; Laws 1977, LB 39, § 318; Laws 1983, LB 43, § 5; Laws 1992, LB 1019, § 126; Laws 1994, LB 621, § 2; Laws 1996, LB 900, § 1074; [Laws 2004, LB 821, § 40](#); [Laws 2006, LB 898, § 4](#).

ESU #1 Board Meeting
Tuesday, September 15, 2020

A meeting of the ESU #1 Board of Directors convened in open and public session on Tuesday, September 15, 2020, at ESU #1 in ESU #1 Conference Room, 211 Tenth Street, Wakefield, NE 68784-5014. Notice is further hereby given that, in accordance with the State Statute, members of the Board appeared by videoconference or telephonic means.

Present: Rhonda Heise, Tucker Hight, AJ Johnson, Shannon Johnson, Lana Oswald, Sally Reinert, Benjamin Schultz, Helen Sorensen, Robby Thompson, Grant Torpin, **Absent:** Traci Haglund.

Notice of the meeting was given in advance by publication and/or posting in accordance with the Board approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Directors. The Recording Secretary maintains a list of news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and current copy of the Agenda was maintained as stated in the publicized notice. All proceedings of the Board of Directors, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

A. Budget Hearing 5:20 P.M.

Join Zoom Meeting

<https://zoom.us/j/96814016331>

Meeting ID: 968 1401 6331

President Adrian (AJ) Johnson opened the Budget Hearing and Budget Summary at 5:20 p.m. Receiving no public comment related to the 2020-2021 budget, the Hearing closed at 5:28 p.m.

B. Public Hearing to Set the Final Tax Request 5:25 P.M.

Join Zoom Meeting

<https://zoom.us/j/96814016331>

Meeting ID: 968 1401 6331

President Adrian (AJ) Johnson opened the Special Hearing to Set Final Tax Request at 5:28 p.m. Receiving no public comment related to setting the final tax for 2020-2021, the Hearing closed at 5:31 p.m.

C. Notification of Open Meetings Law

At the beginning of this meeting, President AJ Johnson announced and informed the public that a current copy of the Open Meetings Act is available at the meeting site, and it is also posted in the E-meeting.

D. Roll Call*

Motion by Rhonda Heise, seconded by Benjamin Schultz, to excuse the absence of members: Traci Haglund. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Traci Haglund: Absent, Rhonda Heise: For, Tucker Hight: For, AJ Johnson: For, Shannon Johnson: For, Lana Oswald: For, Sally Reinert: For, Benjamin Schultz: For, Helen Sorensen: For, Robby Thompson: For, Grant Torpin: For
For: 10, Against: 0, Absent: 1

E. Approve Agenda*

Motion by Sally Reinert, seconded by Tucker Hight, to approve the September 15, agenda as presented. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Traci Haglund: Absent, Rhonda Heise: For, Tucker Hight: For, AJ Johnson: For, Shannon Johnson: For, Lana Oswald: For, Sally Reinert: For, Benjamin Schultz: For, Helen Sorensen: For, Robby Thompson: For, Grant Torpin: For
For: 10, Against: 0, Absent: 1

F. Consent Agenda*

Motion by Sally Reinert, seconded by Shannon Johnson, to approve all items on the consent agenda as provided: August 11 Minutes; Financial Reports; September 15 bills of \$885,405.30; August 28 bills of \$31,382.35 and the Administrator's Report. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Traci Haglund: Absent, Rhonda Heise: For, Tucker Hight: For, AJ Johnson: For, Shannon Johnson: For, Lana Oswald: For, Sally Reinert: For, Benjamin Schultz: For, Helen Sorensen: For, Robby Thompson: For, Grant Torpin: For
For: 10, Against: 0, Absent: 1

F.1. Previous Minutes (copy attached)

F.2. Financial Reports

F.2.a. Revenue Report/Treasurer's Report

F.2.b. Cash Summary/Expenditure Report

F.3. Bills for September

F.4. Additional August Expenditures

F.5. Administrator's Monthly Report

F.5.a. Legislative Update

F.5.b. ESU #1 Superintendent Meeting

F.5.c. COVID-19 Update

G. Public Comment

H. Additional September Bills*

Motion by Helen Sorensen, seconded by Robby Thompson, to approve a maximum of \$50,000 of Migrant Education grant bills on September 30 to close the grant year. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Traci Haglund: Absent, Rhonda Heise: For, Tucker Hight: For, AJ Johnson: For, Shannon Johnson: For, Lana Oswald: For, Sally Reinert: For, Benjamin Schultz: For, Helen Sorensen: For, Robby Thompson: For, Grant Torpin: For
For: 10, Against: 0, Absent: 1

I. Authorized Signers for Bank/Charge Accounts and Safety Deposit Box Access*

Motion by Rhonda Heise, seconded by Shannon Johnson, to remove Dave Dowling from all ESU #1 Bank Accounts and access privileges for the Safety Deposit Box. President Adrian (AJ) Johnson will be added to all accounts as presented and shall exercise all powers on the accounts noted. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Traci Haglund: Absent, Rhonda Heise: For, Tucker Hight: For, AJ Johnson: For, Shannon Johnson: For, Lana Oswald: For, Sally Reinert: For, Benjamin Schultz: For, Helen Sorensen: For, Robby Thompson: For, Grant Torpin: For
For: 10, Against: 0, Absent: 1

J. 2020-2021 Budget*

Motion by Sally Reinert, seconded by Rhonda Heise, to adopt the 2020-2021 Budget as presented and published. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Traci Haglund: Absent, Rhonda Heise: For, Tucker Hight: For, AJ Johnson: For, Shannon Johnson: For, Lana Oswald: For, Sally Reinert: For, Benjamin Schultz: For, Helen Sorensen: For, Robby Thompson: For, Grant Torpin: For
For: 10, Against: 0, Absent: 1

K. Property Tax Request*

Motion by Grant Torpin, seconded by Tucker Hight, to approve the RESOLUTION Setting the 2020-2021 Property Tax Request as presented. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Traci Haglund: Absent, Rhonda Heise: For, Tucker Hight: For, AJ Johnson: For, Shannon Johnson: For, Lana Oswald: For, Sally Reinert: For, Benjamin Schultz: For, Helen Sorensen: For, Robby Thompson: For, Grant Torpin: For
For: 10, Against: 0, Absent: 1

L. Title IX Policy*

Motion by Lana Oswald, seconded by Shannon Johnson, adopt ESU #1 board policy Article V, Section 1 as presented, and to rescind and replace the Non-Discrimination policy which includes the revised Title IX policy as presented. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Traci Haglund: Absent, Rhonda Heise: For, Tucker Hight: For, AJ Johnson: For, Shannon Johnson: For, Lana Oswald: For, Sally Reinert: For, Benjamin Schultz: For, Helen Sorensen: For, Robby Thompson: For, Grant Torpin: For
For: 10, Against: 0, Absent: 1

M. Education Assistance Administrative Regulation*

Motion by Benjamin Schultz, seconded by Robby Thompson, to approve the Education Assistance Program for Speech/Language Technicians as presented. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Traci Haglund: Absent, Rhonda Heise: For, Tucker Hight: For, AJ Johnson: For, Shannon Johnson: For, Lana Oswald: For, Sally Reinert: For, Benjamin Schultz: For, Helen Sorensen: For, Robby Thompson: For, Grant Torpin: For
For: 10, Against: 0, Absent: 1

N. Payroll Tax Deferral

O. Personnel*

O.1. Consider, discuss, and take necessary action on employee contracts and personnel changes.

O.1.a. Resignation(s)

O.1.b. New Hire(s)

Classified New Hire: Migrant Education Service Provider Virgelina Sierra Rios, effective September 14, 2020.

O.1.c. Contract Change(s)

O.1.d. Termination(s)

P. Adjournment

As there were no additional agenda items, President Adrian (AJ) Johnson declared the meeting adjourned at 6:31 p.m.

Lisa Salmon, Recording Secretary

Helen Sorensen, Board Secretary

ESU #1 RECONCILED ACCOUNT BALANCE SUMMARY

MONTH:	September 30, 2020
BankFirst MMA & NOW Accounts	\$ 2,626,816.14
Security Bank (Allen)	\$ 2,109,453.82
State Nebraska Bank (Wayne)	\$ 2,222,850.64
CASH SUMMARY SUBTOTAL	\$ 6,959,120.60
Administrative Account	\$ 910.54
Unemployment Account	\$ 21,770.09
TOTAL	\$ 6,981,801.23
Flex Plan Employee Benefit Account*	38,003.68

*Includes \$400 of General Fund Money

Educational Service Unit One

Sept 2020 Treasurer and Revenue Report

Description	Sep-20	Budget	Actual (YTD)	Available (YTD)	% of Budget
Property Tax & In-Lieu Tax	(\$367,427.47)	(\$1,633,333.00)	(\$367,427.47)	(\$1,265,905.53)	22.50
Carline Taxes	(\$86.13)	\$0.00	(\$86.13)	\$86.13	0.00
Penalties/Int	(\$254.15)	\$0.00	(\$254.15)	\$254.15	0.00
Tower Reimb/Non-Reimb	\$0.00	(\$995,000.00)	\$0.00	(\$995,000.00)	0.00
SPED Contracts EC	(\$43,019.25)	(\$1,429,500.00)	(\$43,019.25)	(\$1,386,480.75)	3.01
SPED Contracts SA	(\$25,206.81)	(\$5,224,100.00)	(\$25,206.81)	(\$5,198,893.19)	0.48
Regular Ed EC	\$0.00	(\$42,000.00)	\$0.00	(\$42,000.00)	0.00
School Nurse Reg Ed	\$0.00	(\$50,000.00)	\$0.00	(\$50,000.00)	0.00
Interest on Investments	(\$4,404.54)	(\$65,360.00)	(\$4,404.54)	(\$60,955.46)	6.74
Hot Lunch Program (Students)	(\$120.00)	\$0.00	(\$120.00)	\$120.00	0.00
Hot Lunch Program (Staff)					
Fees/Rentals	\$0.00	(\$1,500.00)	\$0.00	(\$1,500.00)	0.00
Internet Service	\$0.00	(\$124,000.00)	\$0.00	(\$124,000.00)	0.00
Miscellaneous Rev. School/ESU	(\$3,774.75)	(\$289,000.00)	(\$3,774.75)	(\$285,225.25)	1.31
Distance Education					
Tower School Rent	\$0.00	(\$20,000.00)	\$0.00	(\$20,000.00)	0.00
Miscellaneous Local Inc.	(\$787.18)	\$0.00	(\$787.18)	\$787.18	0.00
Homestead Exemption					
Property Tax Credit					
Personal Property Tax Credit	(\$0.74)	\$0.00	(\$0.74)	\$0.74	0.00
Nameplate Capacity	\$0.00	(\$3,500.00)	\$0.00	(\$3,500.00)	0.00
Public Service Or Railroad Tax					
Pro-Rate Motor Vehicle	\$0.11	(\$3,200.00)	\$0.11	(\$3,200.11)	-0.00
EDN	\$0.00	(\$265,000.00)	\$0.00	(\$265,000.00)	0.00
Core Services	(\$35,449.24)	(\$354,492.00)	(\$35,449.24)	(\$319,042.76)	10.00
Other State Receipts	\$0.00	(\$125,000.00)	\$0.00	(\$125,000.00)	0.00
Federal- Hot Lunch	(\$578.54)	(\$14,000.00)	(\$578.54)	(\$13,421.46)	4.13
PEaK Grant	(\$36,069.55)	(\$87,500.00)	(\$36,069.55)	(\$51,430.45)	41.22
Miscellaneous Feder Inc.	\$0.00	(\$103,750.00)	\$0.00	(\$103,750.00)	0.00
Career Academies	\$0.00	(\$10,000.00)	\$0.00	(\$10,000.00)	0.00
Carl Perkins Grant	(\$56,745.00)	(\$100,000.00)	(\$56,745.00)	(\$43,255.00)	56.74
Migrant Education Grant	\$0.00	(\$410,000.00)	\$0.00	(\$410,000.00)	0.00
BIRSST Grant	\$0.00	(\$4,000.00)	\$0.00	(\$4,000.00)	0.00
PRT Grant	\$0.00	(\$20,000.00)	\$0.00	(\$20,000.00)	0.00
NEMTSS Regional Facilitator	\$0.00	(\$162,000.00)	\$0.00	(\$162,000.00)	0.00
ELC Grant	\$0.00	(\$150,750.00)	\$0.00	(\$150,750.00)	0.00
MIPS Revenue	\$0.00	(\$50,000.00)	\$0.00	(\$50,000.00)	0.00
MAC Revenue	\$0.00	(\$75,000.00)	\$0.00	(\$75,000.00)	0.00
Grand Total Revenue	(\$573,923.24)	(\$11,811,985.00)	(\$573,923.24)	(\$11,238,061.76)	4.86

Total on Hand \$ 574,923.24

September Total Expenditures \$ 899,776.82

Account Fee \$ 10.00

Total Sept Expenditures Adj \$ 899,786.82

Revenue over Expenses \$ (324,863.58)

Balance on Hand \$ 1,000.00

Pledges:

(Includes FDIC & Letters of Credit)

BankFirst Bank \$ 3,274,000

Security Bank \$ 2,155,000

State NE Bank \$ 2,280,000

Total: \$ 7,709,000

Interest Rates:

BankFirst Now Acct 5.00%

BankFirst MMA Acct 0.49%

State NE Bank Now Acct 0.16%

Security Bank CD #1 1.01%

Security Bank CD #2 1.12%

Outstanding Checks GF \$ 48,760.09

Stuart Clark, Ex-Officio Treasurer

Educational Service Unit One

September Cash Summary & Expenditure Report

Accounting Cycle: FY20-21; Beginning Period: Period 01 (09/01/2020 - 09/30/2020) ; Ending Period: Period 01 (09/01/2020 - 09/30/2020) ; Show Prior Year Expense/Encumbrance: No; Prior Year Ending Balance for Beginning Balance: Yes; Include Transactions after the Last Period: None; Exclude Closing Entries: No; Include Unposted Transactions: No; Created On: 10/9/2020 11:02:50 AM

Fund	Description	Beginning Balance	Revenue	Expenditure	Other	Ending Balance	Encumbrances	Liabilities	Available
01	GENERAL FUND	\$2,403,128.30	\$473,841.98	(\$818,281.26)	\$0.00	\$2,058,689.02	(\$7,272.95)	\$0.00	\$2,051,416.07
06	HOT LUNCH PROGRAM	\$3,671.17	\$698.54	(\$762.66)	\$0.00	\$3,607.05	(\$14.03)	\$0.00	\$3,593.02
11	EARLY DEVELOPMENT NETWORK	\$269,995.31	\$0.00	(\$18,728.81)	\$0.00	\$251,266.50	(\$19.56)	\$0.00	\$251,246.94
15	PEAK GRANT	(\$41,215.39)	\$36,069.55	(\$5,596.46)	\$0.00	(\$10,742.30)	(\$1,000.00)	\$0.00	(\$11,742.30)
16	EARLY LRNG CONNECTION PRO DEV	(\$25,530.92)	\$0.00	(\$9,306.49)	\$0.00	(\$34,837.41)	(\$924.33)	\$0.00	(\$35,761.74)
17	NATIVE AMERICAN SCHOOLS CONSO	\$330,836.26	\$0.00	\$0.00	\$0.00	\$330,836.26	\$0.00	\$0.00	\$330,836.26
18	4720-CARL PERKINS	(\$56,745.35)	\$56,745.00	\$0.00	\$0.00	(\$0.35)	\$0.00	\$0.00	(\$0.35)
20	3040-LITTER REDUCTION GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
21	PLANNING REGION TEAM GRANT	(\$18,497.30)	\$0.00	(\$52.00)	\$0.00	(\$18,549.30)	\$0.00	\$0.00	(\$18,549.30)
24	NEMTSS REGIONAL FACILITATOR COOPERATIVE	(\$47,077.88)	\$0.00	(\$9,661.27)	\$0.00	(\$56,739.15)	\$0.00	\$0.00	(\$56,739.15)
38	reVISION Grant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
51	ECPD ADMINISTRATION FUNDS	\$25,351.12	\$3,270.00	(\$978.54)	\$0.00	\$27,642.58	\$0.00	\$0.00	\$27,642.58
52	CAREER ACADEMY PROJECT	\$158,446.26	\$0.00	\$0.00	\$0.00	\$158,446.26	\$0.00	\$0.00	\$158,446.26
56	NNNC SUMMER TECH INSTITUTE	\$3,353.29	\$0.00	\$0.00	\$0.00	\$3,353.29	\$0.00	\$0.00	\$3,353.29
62	BIRSST REGIONAL GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
70	S.T.A.R. GRANT (NA DEMO GRANT)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
75	MIGRANT EDUCATION GRANT	(\$49,746.98)	\$0.00	(\$36,409.33)	\$0.00	(\$86,156.31)	(\$264.36)	\$0.00	(\$86,420.67)
98	SECURITY BANK-	\$2,106,452.20	\$3,001.62	\$0.00	\$0.00	\$2,109,453.82	\$0.00	\$0.00	\$2,109,453.82
99	STATE NEBRASKA MMA ACCT	\$2,222,564.09	\$296.55	(\$10.00)	\$0.00	\$2,222,850.64	\$0.00	\$0.00	\$2,222,850.64
Sub Total		\$7,284,984.18	\$573,923.24	(\$899,786.82)	\$0.00	\$6,959,120.60	(\$9,495.23)	\$0.00	\$6,949,625.37

20-Oct	Annual Budget	Sept Expenditures	Expenses YTD	Encumbrance (YTD)	Available (YTD)	% Of Budget
Grand Total	\$15,512,235.00	\$899,786.82	\$899,786.82	\$9,495.23	\$14,602,952.9	5.80

ESU #1 Annual Report 2019-20



Educational Service Unit #1
211 Tenth Street
Wakefield, NE 68784
Phone: (402) 287-2061
Fax: (402) 287-2065
www.esu1.org



Bill Heimann

a note from the administrator

This annual report serves the following purposes:

- ▶ to provide an overview of the services offered by Educational Service Unit #1;
- ▶ to meet legal requirements as set forth by state statute;
- ▶ to provide information about ESU #1 activities to area schools, our board of directors and the public;

The 2019-20 school year ended much differently than it began. The COVID-19 pandemic caused Nebraska schools (and ESUs) to close their physical doors in mid-March and transitioned rapidly to a virtual learning environment for the remainder of the year. ESU #1 staff partnered with our schools to provide technology infrastructure, connectivity, software and training to allow virtual connections with students, staff, parents and schools. We also supported our families, schools and each other by providing social/emotional activities to address mental health needs. Our services were vital to meet the educational needs of students during this global health pandemic.

ESU #1 provides assistance to local school districts through core services, which include staff development, technology and media services. We provide the educational programming and services necessary for area school districts to reach their goals of improving student learning and enhancing the capacity and skills of their staff. We respond to the requests of the 22 public K-12 school districts in ESU #1, and our highly qualified staff partner with them to deliver services efficiently and effectively.

In addition, contracted special educational services are provided to schools, as well as grant

activities and cooperative purchasing programs. The Migrant Education Program and Early Learning Connection are located at ESU #1 and serve an area in multiple ESUs to give support to schools, students and their families.

Nebraska Department of Education (NDE) Rule 84 establishes a level of performance for ESU accreditation.

On behalf of the ESU #1 Board of Directors, I am pleased to present this annual report that highlights the efforts of our staff in assisting area schools to make a difference in the lives of both students and educators. Should you have any questions, please do not hesitate to contact me.



about ESU #1



Educational Service Unit #1 provides services to the local school districts in Cedar, Dakota, Dixon, Knox, Thurston and Wayne counties in northeast Nebraska. ESU #1 is one of 17 Educational Service Units statewide.

The service units were created by the state Legislature in 1965 and later placed under the jurisdiction of the Nebraska Department of Education.

Historically, the purpose of the ESUs has been to provide services that individual school districts can't economically or efficiently provide for themselves. As the school districts identified new needs, the diversity of services offered by the ESUs evolved.

ESU #1 is headquartered in Wakefield and provides a variety of special education, staff development, technology and media services to the 22 school districts in its six-county area. ESU #1 also operates the Level III program at the Tower School in Wayne.

The ESU #1 service area covers 2,926 square miles and includes 12,421 students and approximately 1,200 teachers. Moreover, the ESU #1 service area includes three Native American reservations: the Santee, Winnebago and Omaha.



board of directors



Board

ESU #1 Board of Directors members are elected to four-year terms, one representative from each of the 11 election districts.

The board meets in regular session on the second Tuesday of each month at the Central Office in Wakefield. Current board members are:



Dave Dowling Adrian Johnson Helen Sorensen

Sally Reinert Rhonda Heise Lana Oswald

Thomas Luxford Traci Haglund Terry Pinkelman

Tucker Hight Robby Thompson

- ▶ Dave Dowling, chairman (District 10)
- ▶ Adrian (AJ) Johnson, vice chairman (District 9)
- ▶ Helen Sorensen, secretary (District 1)
- ▶ Sally Reinert (District 2)
- ▶ Rhonda Heise (District 4)
- ▶ Lana Oswald (District 6)
- ▶ Thomas Luxford (District 3)
- ▶ Traci Haglund (District 5)
- ▶ Terry Pinkelman (District 7)
- ▶ Tucker Hight (District 8)
- ▶ Robby Thompson (District 11)



advisory council

ESU #1 is accredited by the Nebraska Department of Education and is assisted by an advisory council composed of area superintendents, one each from the six counties we serve, representing both large and small school districts.

The council reviews, recommends and supports the services offered by ESU #1. Advisory council members during the 2019-20 school year were:

- ▶ Shane Alexander, president (Knox Co.)
- ▶ Lindsey Beaudette (Dixon Co.)
- ▶ Mark Lenihan (Wayne Co.)
- ▶ Kirk Ahrends (Thurston Co.)
- ▶ Gregg Cruickshank, (Dakota Co.)
- ▶ Jeff Messersmith (Cedar Co.)



Shane Alexander



Lindsey Beaudette



Mark Lenihan



Kirk Ahrends



Gregg Cruickshank



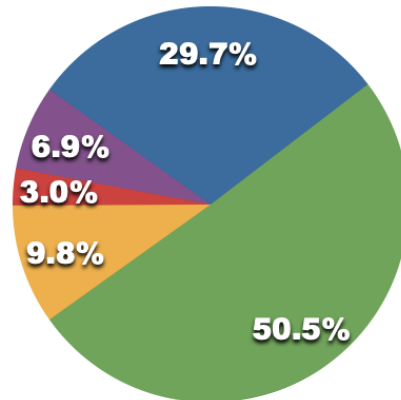
Jeff Messersmith



budget

Budget

Each ESU is financed through a combination of property tax funds, state funds and service contracts with individual school districts. Because the ESU #1 service area includes several counties, the modest contribution by taxpayers provides a base from which the unit functions.



Budgeted revenue

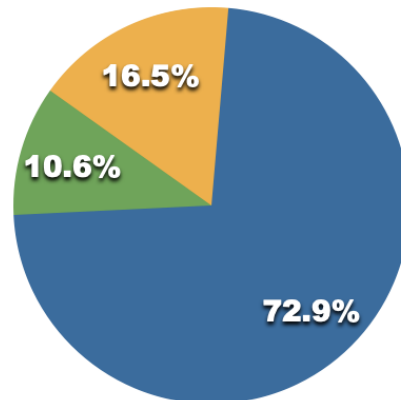
- ▶ General fund/carryover... \$4,950,000
- ▶ Local receipts \$8,406,853
- ▶ Property tax..... \$1,628,362
- ▶ State receipts..... \$502,080
- ▶ Federal funds \$1,152,000

TOTAL.....\$16,639,295

Budgeted expenditures

- ▶ Local \$12,123,295
- ▶ State/federal/local \$1,766,000
- ▶ Cash reserve..... \$2,750,000

TOTAL.....\$16,639,295



early learning connection professional development system grant



Northern Early Learning Connection Partnership

The Northern Early Learning Connection (ELC) partnership for the Nebraska Department of Education (NDE), Office of Early Childhood, supports ESUs #1, 8 and 17, with a home office at ESU #1 in Wakefield.



The ELC Coordinator for the Northern Region is Erika Fink. She works collaboratively with child care programs, school districts, Head Start programs, and state and local agencies/organizations to ensure that all educators who work with children ages birth to age 8 have access to high quality professional development opportunities. These professional experiences are aligned with specific content areas in the Nebraska's Core Competencies for Early Childhood Professionals and Nebraska's Birth to 5 Learning and Development Standards.

All partners are welcome to participate and engage in the planning and implementation of key events in the Northern region. Professional development opportunities reflect state priorities and best practices, as well as addressing local needs. Developing partnerships, connecting with state systems, collaborating with early childhood initiatives and communicating with local coalitions are critical components of the ELC Coordinator's work.

Our web presence, including the ELC Facebook page and listserv communications, impact approximately 2,000 educators across 16 counties in the early childhood community.

education of migratory children grant



Migrant Education Program

The ESU #1 Migrant Education Program (MEP) works to ensure that migrant children fully benefit from the same free public education provided to other children. To achieve this, MEP supports educational programs for migrant children to help reduce the disruptions to learning and other problems that result from repeated moves.

One of the MEP's purposes is to ensure that the special educational needs of migrant children are identified and addressed. The MEP provides migrant students with the opportunity to meet the same challenging state academic content standards all children are expected to meet. Our program promotes interstate and intrastate coordination of services for migrant children, providing for educational continuity through the timely transfer of pertinent school records.

During the 2019-20 year, our program provided several academic and support services to migrant students. We assisted with obtaining health services, provided translation and interpretation services, delivered in-home instruction to Pre-K students and out-of-school youth, offered extended day programming to students, purchased and supplied learning materials to migrant families, and issued referral services from agencies and organizations all over northeast Nebraska.

Lastly, MEP sponsors family literacy services for migrant children and their families through Family Engagement Meetings throughout all of the ESU #1 area.





Core

core services

ESU #1 core services includes the Professional Services Team. The team collaborates to provide integrated support for partner districts and includes Teaching and Learning, Technology, Communications and Media. Core services provide the following:

- ▶ instructional training for administrators and teachers to ensure student learning and success;
- ▶ technology training and support for districts, administrators and teachers; and
- ▶ the provision of ancillary resources through the media center.



Rhonda Jindra



Amy Mundil



Jim Hopkins



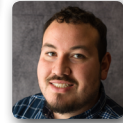
Chris Good



Kellen Conroy



Scott McIntosh



Andrew Contreras

Teaching and Learning Team



T&L Team

Teaching and Learning Specialists make a concerted effort to assist districts on-site in local school buildings. Support has reached more than 1,528 teachers and administrators through 144 on-site visits during the 2019-20 school year. In addition, ESU #1 sponsored 94 workshops and trainings that impacted 2,126 participants.

- ▶ ACT Writing Overview and Scoring Events were hosted in the fall of 2019 and spring of 2020. The total number of student papers assessed by teachers within the ESU #1 service area totaled 431. At the conclusion of the scoring event, data was processed and analyzed which led teachers in a direction to provide instructional support to students back in the classroom. The software program used to assist with the scoring was developed by ESU #1.
- ▶ NWEA MAP (Northwest Evaluation Association Measures of Academic Progress) — MAP assessments are used by ESU #1-area schools up to three times a year to measure growth in reading, language, math and science. Teachers analyze class and student data to set goals, differentiate instruction and prepare for statewide testing. TestWiz is being used by districts to prepare students for the Nebraska Student-Centered Assessment System (NSCAS).
- ▶ Principal Instructional Leadership Series — The June 2019 Principal Leadership Administrative workshop was facilitated by Phil Warrick of Marzano Research Associates. The series focused on instructional leadership and coaching. In addition, ESU 1 provides Marzano resources to administrators via Canvas. These resources consist of previous webinar trainings and supporting documents from Phil Warrick. In addition, Principal Zoom Groups were formed where small groups of administrators met monthly via Zoom for focused conversation supporting instructional leadership.
- ▶ OnToCollege (John Baylor) — ESU #1-area districts participated in OnToCollege during 2019-20. OnToCollege is an online resource that prepares juniors and seniors for the ACT. All participating districts have access to instructional videos, quizzes, sample tests, test-taking strategies and individual and aggregate results data.
- ▶ MTSS — ESU #1 provides training and coaching support to more than 30 schools. Multi-Tiered System of Supports is a systematic framework of providing high-quality instruction using evidence-based practices tailored to meet the needs of all students across three tiers of support. Data-based decision making and problem solving assist in identifying additional supports, and classroom coaching ensures fidelity of implementation.
- ▶ COVID-19 — Instructional support was provided remotely to assist administrators and teachers during COVID-19 distancing. A variety of activities were provided, including Content Area teacher Zoom sessions, a virtual Teachers' Lounge, Canvas and Zoom virtual trainings, digital tool resources, and the development of the Canvas course, PD 4 Me, to support teachers' ongoing professional growth. Data from COVID-19 support was not collected.



Technology infrastructure



Technology

The Technology Department has helped with technology and infrastructure at our schools by supporting a streamlined deployment of firewall and other security tools. We continue to work with schools to improve security, filtering and remote capabilities.

With the need for remote communication at the beginning of 2020, we were able to quickly provide managed Zoom licenses to our schools. These licenses were provided and are available to schools in order for teachers to be able to communicate with students.

In 2019-2020, bandwidth needs continued to grow, and the Northeast Nebraska Consortium (NNNC) hit a peak of 7 gigabits. In the second quarter of 2020, the process of bidding out new internet contracts and getting them awarded to schools concluded. Because of a substantial drop in bandwidth costs, our schools have been able to increase their speeds at much lower prices. As a result, the NNNC has increased their purchased bandwidth supporting our schools across the northeast Nebraska area.

Technology Integration Specialist



Integration

The ESU #1 Technology Integration Specialist provides assistance for students, teachers, support staff and administrators through instruction in the areas of technology integration and digital resources.

During the 2019-20 school year, the technology integration specialist provided workshops on Canvas to K-12 instructors across ESU #1. Other technology projects facilitated by the technology integration specialist included working with the Carl Perkins Blended coaching project, Carl Perkins Project-based Learning project, ADVISER, Clarity BrightBytes implementation, data analysis and assisting several schools with student data organization and analysis for external reviews.

During COVID-19, training support was offered via Zoom in the following areas: Canvas, Zoom use, Future Ready Conference, School Counselors' sharing sessions and the Virtual Teachers' Lounge.

Instructional materials



Materials

ESU #1 provides a variety of instructional materials to school districts in Cedar, Dakota, Dixon, Knox, Thurston and Wayne counties. As a participant in IMat (a subgroup of Nebraska's Teaching & Learning with Technology affiliate group), ESU #1 secures digital rights to instructional video titles and services to benefit students. Other services include access to online content such as Learn360 and World Book Online.

Media center



Media

The ESU #1 Media Center provides instructional assistance for schools in northeast Nebraska by supplying professional development resource materials, programs and inventory distribution for assistive technology and SPED department inventory and equipment. The Media Center also fills individual orders of binding and laminating for administrators, teachers and staff at schools in the ESU #1 service area.



special education services

ESU #1 Special Education staff are committed to meeting the diverse needs of the families, students and schools in our service area. Our expert service is focused on increasing student achievement through collaborative problem solving and relationship building. It is a privilege to serve the districts and families in the ESU #1 service area.

Program supervision



Supervision

The primary function of the Special Education Director is to recruit qualified personnel to fulfill the requirements of contracting districts, in addition to the assignment, supervision and support of staff. A secondary function is to provide consultation to area districts on matters that include budget assistance, student placement, federal and state mandates and other related issues.

Audiology



Audiology

The ESU #1 Audiology Department, consisting of one full-time certified/licensed audiologist and assisted by the speech/language pathologists, serves children with audiological screening, testing and follow-ups in their homes, schools and in a sound-proof testing suite at the Wakefield office.

More than 13,000 screenings and follow-up tests were completed during the 2019-20 school year. In addition, the ESU #1 audiologist serves students involved in the Northeast Regional Program for the Deaf and Hard of Hearing.

Speech/language



Speech

The ESU #1 Speech and Language Department consists of 24 speech and language pathologists (SLPs). The department focuses on a team approach, working together to provide assessment and intervention services to students from birth to 21 years of age. The SLPs serve students in areas that adversely affect student's education, such as articulation, language, phonology, apraxia, voice, fluency, literacy readiness, hearing, social skills, autism and other disorders.

Assisted by the audiologist, they also participate in providing hearing screenings to all students in ESU #1 districts. They work as a team with local school districts in providing direct and consultative services, as well as advocate for families and children with speech, language and hearing disorders.

During the 2019-20 school year, the ESU #1 SLPs served 973 children.

Deaf education



Deaf Ed

The ESU #1 Deaf Education Program provides direct and consultative services to students from birth to 21 years of age who have a verified hearing loss. The program offers in-services to staff; provides input at Individual Education Program (IEP), Multi-disciplinary Team (MDT) and Student Assistance Team (SAT) meetings; assists schools with equipment needs students; and advocates for families and children who have a hearing loss.

During the 2019-20 school year, the ESU #1 Deaf Education Program consulted on and served 44 children.



School psychology



Psychology

The ESU #1 School Psychology Program provides services in consultation, assessment and intervention to assist educators, parents and other professionals in understanding the learning, social-emotional and behavioral needs of students, and in identifying effective strategies to help children be successful learners.

During the 2019-20 school year, ESU #1 school psychologists conducted nearly 500 academic and behavioral evaluations, provided individual and group counseling sessions to over 100 children and adolescents, completed over 100 behavioral intervention plans and/or functional behavioral assessments and collected data on over 3,500 students in the area of reading fluency, reading comprehension and math to help guide instructional decisions and changes.

ESU #1 psychologists continue to implement and encourage the Multi-Tiered Systems of Support (MTSS) and the development of mental health supports. Current data supports this movement with a reduction in evaluations and an increase in pre-referral interventions.

Despite closures during the COVID-19 pandemic, ESU #1 psychologists continued to offer supports to schools and students. This involved contacting students for individual and group supports via Zoom; daily and weekly videos of mindfulness, social skills, and life skills; involvement in mental health teams, continued consultation with teachers and administration; as well as presentations and book studies for districts.

Physical and occupational therapy



PT/OT

Three physical therapists and five occupational therapists served 423 school-aged students and completed 85 evaluations during the 2019-20 school year. Through consultations with students and their families, as well as school personnel, therapists work to enhance learning and participation, achieve physical milestones and to foster independence. PTs and OTs completed 93 early childhood evaluations using the Primary Service

Provider model and provided services for 166 families.

Transition



Transition

The ESU#1 Transition Program is designed to help students with disabilities bridge the gap between school experiences and adult life, and helps students function as productively and independently as possible within an integrated adult environment.

Transition-age students are those who are 16 or older. More than 150 students were provided transition services during the 2019-20 school year. Interest and aptitude testing, job shadows, internships and information about college programs and Job Corps are some of the experiences students may receive during the transition process. The goal is to assist students in finding a realistic career that fits with their interests, preferences and strengths.

Visual/orientation & mobility services



Vision

The ESU #1 Vision Program provides individualized learning environments, working to meet the unique and individual needs of students with verified visual impairments.

Services provided include direct teaching in the areas of braille instruction, low vision devices, orientation & mobility, technology access, and services in areas of the expanded core curriculum for the blind and visually impaired. Consultation, material preparation/adaptation, braille and large print textbook sourcing, functional vision assessments and orientation & mobility evaluations were also provided.

During the 2019-20 school year, two teachers of the visually impaired provided direct or consultative vision services and evaluated 37 students in 16 different school districts in ESU #1. Orientation & mobility services were provided to three students in three districts within the ESU #1 area, as well as four students from ESU #8.



special education services

SPED

Tower School Level III Program



Tower

Tower School in Wayne, Nebraska, was built during the fiscal year of 1992-93 and provides contracted services to school districts in an alternative setting and on an outreach basis. The Tower School program consists of two specialized classrooms with students placed in classrooms based on individual needs.

The services Tower School provides focus on applied behavior analysis, social skills, functional skills, daily living skills, job skills, transition skills and ultimately prepares students to be contributing members of society and experience success in a variety of settings.

During the 2019-20 school year, three certified teachers, along with other itinerant service providers and paraeducators, served a total of 32 students from 12 area school districts.



Early Childhood (ECSE) and Early Development Network (EDN)



ECSE



EDN

The Early Childhood Special Education Program (ECSE) provides services to children with disabilities from birth through age 5 using a Primary Service Provider (PSP) approach.

Families receive support from one of four geographically based teams that minimally consists of an early childhood special education teacher, occupational therapist, physical therapist, services coordinator and a speech language pathologist. In addition, the teams have access to a vision consultant, deaf educator, audiologist and school psychologist as needed. One team member is selected as a primary provider to work closely with each family while receiving support from an entire team of experts.

Together, the child's parents and the PSP develop child and family outcomes and goals. The PSP uses evidence-based intervention practices to work toward achieving those outcomes and goals. This approach focuses on relationships with families, building the capacity of the child's parents, caregivers, and/or preschool teachers and increasing opportunities for growth within the context of everyday routines and activities.

The Early Development Network (EDN) provides services and supports specifically for children birth to age 3 and their families. The goal of the EDN is to provide coordinated services for families as conveniently as possible. EDN Services Coordinators are instrumental in working with agencies in the community that provide services to make sure the child and family get the help they need.

During 2019-20, ECSE/EDN served 231 children by providing evaluations, consultations and/or direct services. Of the children served, 86 were birth-2 years old and 145 were 3-5 years old.

ECSE and EDN also assisted with early childhood screenings, kindergarten roundups, teacher trainings, and pre-service presentations at local colleges, community nights, school registration nights and pre-natal/post-natal health fairs.



Improving Learning for Children with Disabilities (ILCD)



ILCD

According to 92 NAC 51 004.13, all districts must participate in an ongoing review of their special education programs using the Improving Learning for Children with Disabilities (ILCD) process. This process involves analyzing data, identifying a focus area for improvement, developing a Targeted Improvement Plan (TIP) and implementing the TIP. This matches the general education school accreditation process to emphasize the importance of ILCD being a part of — not separate from — overall school improvement.

ESU #1 takes a collaborative approach to supporting district teams in every stage of the TIP process to ultimately have a positive impact on outcomes for students with disabilities.

Assistive Technology Team



Assistive Tech

The ESU #1 Assistive Technology Team aids districts in the determination of a student’s need for assistive technology devices, equipment and software that enables students to be able to access their educational curriculum and instructional materials. Services provided by the assistive technology team include evaluations, consultations and short-term equipment loans through an equipment lending library.

During the 2019-20 school year, the ESU #1 Assistive Technology Team members provided support and informal technology consultations in districts they served. No formal evaluations or formal consultations were conducted.

Autism Spectrum Disorder (ASD) Team



ASD

Autism is a behaviorally defined disorder that is generally recognized by disturbances in communication, social interaction and perceptual organization or patterns of behavior. Diagnosed individuals may exhibit a variety of symptoms, ranging from mild to severe, and may display a wide range of skills and deficits.

ESU #1’s ASD Team served over seven schools and eight students during the 2019-20 school year. Three referrals from this year were not completed due to school closures and will be evaluated once schools resume. Currently, the three ADOS-2 (Autism Diagnostic Observation Schedule, Second Edition) teams traveled to six school districts to assess seven students. Additionally, the South Sioux City ADOS-2 team administered one ADOS-2 evaluation this school year.

Usher Syndrome Team



Usher

Usher syndrome is an inherited condition that affects both hearing and vision. Currently, there is no cure, which makes early identification paramount in providing appropriate educational programs. The main purpose of the team is to screen those children and youths who are hearing impaired and who fit the profile for Usher’s for visual acuity difficulties.

Brain Injury Regional School Support Team (BIRSST)



BIRSST

Nebraska is divided into five regional Brain Injury School Support Teams (BIRSST). The Northeast Region BIRSST team includes members representing ESU’s #1, 7 and 8. BIRSST teams provide support to schools that teach students who have sustained mild (e.g., concussion) or severe traumatic brain injuries. The teams also assist Nebraska educators, parents and Concussion Management Teams (CMT) by providing consultation, trainings and resource materials.

During the 2019-20 school year, the Northeast Region BIRSST team provided education to ESU #1 schools by promoting the use of NDE’s Return to Learn-Bridging the Gap from Concussion to the Classroom 2nd edition and NSAA endorsed REAP manual. BIRSST grant funded copies of “Brain Injury in Children and Youth: A Manual for Educators” were utilized by speech therapists and school psychologists while serving students with brain injury. A BIRSST webpage on the esu1.org website assists area schools in navigating Return to Learn and Return to Play protocols, concussion management and concussion law. A comprehensive list of brain injury related resources are also included.

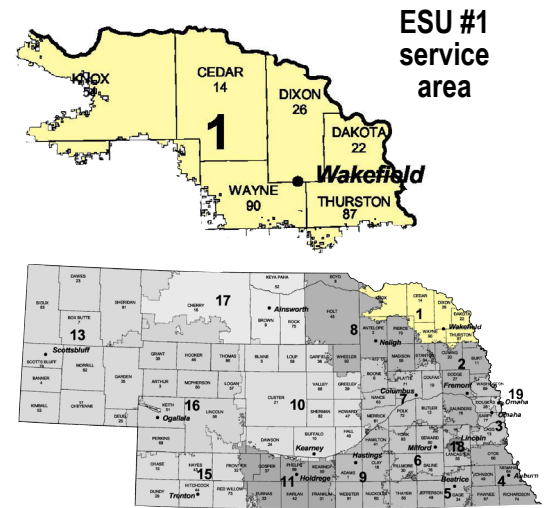


special education services

Implementing an early intervention approach

ESU #1 provides early intervention services according to what research indicates as best practice for children birth through age 5. Specifically, ESU #1:

- ▶ conducts a Routines Based Interview (RBI) with all families to gain an understanding of child/family priorities;
- ▶ implements Individual Family Service Plans (IFSPs) and Individualized Education Programs (IEPs) focused on child and family outcomes;
- ▶ utilizes a Primary Service Provider (PSP) to teaming which provides access to all disciplines on a weekly basis;
- ▶ utilizes coaching as the primary style of interaction for service delivery to build capacity of the adults interacting with the child most frequently;
- ▶ provides services in natural environments based on child interests, activity settings/routines, and parent/teacher/caregiver responsiveness; and
- ▶ relies on evidence-based practices for intervention.



ESU #1’s approach to early intervention aligns with the Nebraska Department of Education’s plan to address the federal initiative, Results Driven Accountability (RDA). The goal of RDA is to improve educational results, functional outcomes and overall demonstration of growth over time for all infants and toddlers with disabilities.



agency improvement process

Our mission: Providing innovation, leadership and service

The ESU #1 Agency Improvement Team meets monthly in conjunction with the Professional Services Team (PST). The team consists of administration, teaching and learning specialists and technology personnel. This team provides guidance, leadership and facilitation to keep continuous improvement activities moving forward.

During the monthly meetings, the team reviews ESU, district and other stakeholder data, organizes all-staff days and annual data-retreat activities.

All ESU #1 employees support the continuous improvement process through department goal-setting, participation in all-staff days and data-retreat activities.

Our vision — *ESU #1 will model excellence by helping schools increase educators’ effectiveness and student learning as a result of expert services* — and our mission — *Providing innovation, leadership and service* — guide our agency improvement efforts and keep our focus on the needs of our partner districts.



School District Plans, Policies, and Annual Trainings' Requirements
**Important or Highlighted - May Not Be An All-Inclusive List*





<input type="checkbox"/> Date Completed:	<p><u>Bullying</u></p> <p>Rule 10, Code Section 011: School Environment (011.01F)</p> <ul style="list-style-type: none"> ● Required: Policy and Comprehensive Training/Education Plan <ul style="list-style-type: none"> ○ Training and instruction of all groups (<i>certified, non-certified staff, students, parents/community, volunteers, etc.</i>) with a comprehensive training/education plans that should be updated annually ● Required Training: Introductory staff development provides awareness of bullying and can be conducted through direct presentations, meetings, role plays, video resources, literature, etc. ● Reference: Rule 10, page 3 and the Nebraska Department of Education
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<input type="checkbox"/> Date Completed:	<p><u>Concussion Awareness</u></p> <p>Concussion Awareness Act</p> <ul style="list-style-type: none"> ● Required: Protocols and Practice for <i>Removal from Play, Return to Plan, and Return-to-Learn</i> ● Required Training: All coaches, youth athletes, and their parents or guardians must be provided with education about the risks and symptoms ● Reference: Department of Health and Human Services
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<input type="checkbox"/> Date Completed:	<p><u>Dating Violence Prevention</u></p> <p>See also: Title IX as dating violence is included in the definition of sexual harassment State Statute 79-2, 141</p> <p>Rule 10, Code Section 011: School Environment (011.01G)</p> <ul style="list-style-type: none"> ● Required: Policy, Published policy in School District Handbook or similar manual or publication ● Required Training: <i>Staff that are deemed appropriate by a school district's administration</i> and shall include, but not be limited to, basic awareness of dating violence, warning signs of dating violence, and the school district's dating violence policy. ● Reference: Nebraska Department of Education and NE State Board of Education
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<input type="checkbox"/> Date Completed:	<p><u>Driver Qualifications and Operational Procedures</u></p> <p>Title 92, Chapter 91</p> <ul style="list-style-type: none"> ● Required: To be a Pupil Transportation Driver (003.02) <ul style="list-style-type: none"> ○ Eligibility (003.02A, A1, A2, A3, A4) ○ Specific Vehicle Operator's License (003.02B) ○ Initial Training Requirements for Qualification (003.02C, C1, C2, C3) ○ Requirements for an individual to Maintain Status (003.02D) ● Required: Employer Responsibilities (003.03) and Procedures & Safety (004 & 005) <ul style="list-style-type: none"> ○ Must include having a valid Medical Examiner's Certificate, driving records annually obtained from the Nebraska Department of Motor Vehicles, and a criminal history record that includes information from the Nebraska State Patrol for all individuals that are to be employed as pupil transportation vehicle drivers.
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	<ul style="list-style-type: none"> ○ Procedures & operating regulations are in place & followed (004.01-004.07M / 005.01-005.03A) ● Required Training: Employers shall annually provide a minimum of two (2) hours of inservice training for all pupil transportation vehicle drivers that, at a minimum, include emergency evacuations, loading/unloading, student management, vehicle inspections and the school's Safe Pupil Transportation Plan (003.02E)
<p></p> <p>Date Completed:</p>	<p><u>Harassment and Discrimination</u> Title IX</p> <ul style="list-style-type: none"> ● Required: Policies (<i>Nondiscrimination, harassment, complaint/grievance procedures, etc.</i>); The updated Title IX Rule specifically requires schools to post on their websites: <ol style="list-style-type: none"> 1. <i>The contact information for the school's Title IX Coordinator(s);</i> 2. <i>The school's non-discrimination policy; and</i> 3. <i>Training materials used to train the school's Title IX personnel.</i> ● Required Training: For "Title IX Personnel" (i.e., Title IX Coordinator(s), mediators, investigators, review panels, etc.) ● All-Staff Training: NOT Required, but highly recommended ● References: <ul style="list-style-type: none"> ○ Nebraska Sexual Harassment Training ○ NE Equal Opportunity Commission ○ U.S. Department of Education Office of Civil Rights
<p></p> <p>Date Completed:</p>	<p><u>School Safety and Security Plan</u> Rule 10, Code Section 011: School Environment (011.01B, C, and D)</p> <ul style="list-style-type: none"> ● Required: A Plan, a Committee, and an Annual Review and Site Visit ● Required Training: Fire Drills, Tornado Drills, Intruder Drill ● References: Rule 10, page 3 and the Nebraska Department of Education
<p></p> <p>Date Completed:</p>	<p><u>Seclusion and Restraints</u> Rule 10, Code Section 011: School Environment (011.01E)</p> <ul style="list-style-type: none"> ● Required: Policy ● Required Training: Identified key educators utilizing restraints
<p></p> <p>Date Completed:</p>	<p><u>SRO Training</u> State Statute 79-2704 (<i>20 hours of Training</i>)</p> <ul style="list-style-type: none"> ● Required Training: (2) Require a minimum of one administrator in each elementary or secondary school where a school resource officer or security guard is assigned to attend a minimum of twenty hours of training focused on school-based law enforcement, including, but not limited to, coursework focused on school law, student rights, understanding special needs students and students with disabilities, conflict de-escalation techniques, ethics for school resource officers and security guards, teenage brain development, adolescent behavior, implicit bias training, diversity and cultural awareness, trauma-informed responses, and preventing violence in school settings. ● References: <ul style="list-style-type: none"> ○ LB390 <ul style="list-style-type: none"> ■ Important: Memorandum of Understanding and Training Requirements ○ Nebraska Department of Education <ul style="list-style-type: none"> ■ Model MOU for SRO ■ Model MOU for Security Agency



<input type="checkbox"/> Date Completed:	<p><u>State Assessments</u> Standards, Assessment, and Accountability (SAA) Updated each year by NDE and located on DAC page</p> <ul style="list-style-type: none"> ● Required: <ul style="list-style-type: none"> ○ Identify a District Assessment Contact (DAC) each year ○ Prevent Assessment Irregularities (e.g., maintaining security of test materials, proper test preparation guidelines and administration procedures, incident reporting procedures, etc.) ○ ESSA - Alternate Assessment guidelines are followed ○ Required Training: Annual training at the district and school level for all individuals involved in test administration
<input type="checkbox"/> Date Completed:	<p><u>Suicide Prevention</u> State Statute 79-2, 145-146</p> <ul style="list-style-type: none"> ● Required Training: <i>School personnel (public school nurses, teachers, counselors, school psychologists, administrators, school social workers, and other appropriate personnel)</i> will have <u>at least one hour</u> of suicide awareness and prevention training each year. ● Reference: Nebraska Department of Education
<p>Required Policies and Practices with “highly recommended” trainings</p>	
<input type="checkbox"/> Date Completed:	<p><u>Bloodborne Pathogens</u> Department of Labor: Occupational Safety and Health Administration, Standard 29 CFR 1910.1030</p> <ul style="list-style-type: none"> ● Required: Employers safeguard employees who face potential occupational exposure to blood or other potentially infectious materials ● Training: NOT Required, but recommended as a way to protect employees and reduce the risk of exposure. ● Reference: Nebraska Safety Council
<input type="checkbox"/> Date Completed:	<p><u>Child Abuse Reporting</u> State Statute 28-711</p> <ul style="list-style-type: none"> ● Required: District Policy and Procedures for Mandatory Reporting; State Law, “<i>When any school employee has reasonable cause to believe a child has been subjected to child abuse or neglect or observes such child being subjected to...</i>” ● Training: NOT Required, but recommended to train staff on this law requirement and the district’s mandatory reporting policy and procedures ● Reference: Revised State Statute 28-711
<p>District Requirements</p>	
<input type="checkbox"/> Date Completed:	<p><u>School Board Policies</u></p> <ul style="list-style-type: none"> ● Check with your school attorney for Annual vs. Time Frame (i.e., “every 3 years”) reviews
<input type="checkbox"/> Date Completed:	<p><u>State Reporting Requirements</u> ADVISER, Consolidated Data Collection, Grants Management, etc.</p> <ul style="list-style-type: none"> ● Contact NDE for guidance, utilize NDE Weekly Digest/NDE Bulletin for timelines and reporting updates



Company Name	City	Award Level
Assurity Life Insurance Company	Lincoln	Grower
Blue Cross and Blue Shield of Nebraska	Omaha	Grower
Boone Central Schools	Albion	Grower
Community Hospital	McCook	Grower
Waverly School District 145	Waverly	Sower
Educational Service Unit 1	Wakefield	Sower
Educational Service Unit 6	Milford	Grower
Educational Service Unit 9	Hastings	Grower
Grand Island Central Catholic Schools	Grand Island	Grower
North Bend Public Schools	North Bend	Sower
Seward Public Schools	Seward	Grower
Shelby-Rising City Public Schools	Shelby	Sower
Union Bank & Trust	Lincoln	Grower
University of Nebraska - Kearney	Kearney	Grower

News Release

Gov. Ricketts Honors 2020 Recipients Of The Governor's Wellness Award

For Immediate Release: 9/28/2020

Media Contacts:

Taylor Gage, Governor's Office, (402) 471-1970

Leah Bucco-White, DHHS, (402) 471-9356

Governor's Media Release:

A list of 2020 Governor's Wellness award winners can be found [here](#) 

LINCOLN – Today, Governor Pete Ricketts and the Nebraska Department of Health and Human Services (DHHS) announced this year's recipients of the Governor's Wellness Award. A total of 14 Nebraska organizations representing 13 communities are being honored for offering evidence-based worksite wellness programs.

"Regular exercise and healthy nutrition have benefits for both our physical and mental well-being," said Gov. Ricketts. "The companies honored today have done exemplary work to encourage their teammates to commit to a healthy lifestyle. These are exciting results, and I encourage all Nebraskans to take time to assess their own wellness so we can grow a happier and healthier Nebraska."



In the past year, award recipients have worked on stress, gratitude, and mindfulness initiatives; offered nutritious food access through things like onsite meal prep and Community Supported Agriculture farm-share deliveries; covered registration fees for employees to participate in local community walks and runs; provided tobacco cessation support; and given tips for better sleep.


"Worksite wellness programs provide opportunity and motivation for Nebraskans to achieve a healthier lifestyle and bring coworkers together as they share their wellness journeys. There are numerous benefits including helping reduce the likelihood of chronic diseases such as diabetes, heart disease and stroke, and certain types of cancer," said Dr. Gary Anthone, Chief Medical Officer and Director of Public Health for DHHS.

The Governor's Wellness Award began in 2008, making this the 13th year it has recognized businesses that dedicate leadership, resources, and time to wellness efforts in the workplace. Each applicant must provide information in the areas of leadership, data collection, intervention strategies, policy/environment support, and evaluation of outcomes.

The Governor's Wellness Award has three categories:

- The Sower Award recognizes workplaces that have established quality wellness programs.
- The Grower Award honors businesses and organizations demonstrating significant improvement in employee health behaviors.
- The Harvester Award, which was added last year, recognizes businesses that are experiencing documented value and return on investment.

Including this year's winners, 480 total awards have been distributed across the state. Awards will be presented at one of four virtual award ceremonies happening in September and October.

Nebraska employers can apply for the Governor's Wellness Award online by [clicking here](#) . Awards are presented annually and are good for three

years at which time reapplication is encouraged.


For employers interested in starting a wellness program or enhancing an existing one, contact DHHS at (402) 471-0709.

Watch video of this year's wellness awards ceremony by [clicking here](#) .

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Helping People Live Better Lives

