

DATE:

TO: ESU #1 Board of Directors

FROM: Bill Heimann, Administrator

RE: Tuesday, May 13, 2025 Board Meeting

There will be a meeting of the ESU #1 Board of Directors, on Tuesday, May 13, 2025, 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. Consent Agenda*
 - C.1. Previous Minutes (copy attached)
 - C.2. Financial Reports*
 - C.2.a. Revenue Report/Treasurer's Report
 - C.2.b. Cash Summary/Expenditure Report
 - C.3. Bills for May
 - C.4. Administrator's Monthly Report
 - C.4.a. Legislative Update
 - C.4.b. Department of Education Update
- D. Public Comment
- E. Teaching and Learning Team Report
- F. ESU #1 Annual Survey
- G. Core Service and School Support Budget*
- H. Supplemental Contract for Teaching and Learning Team
- I. Early Learning Connections Grant Expenditures
- J. Window Coverings at Tower School
- K. Classified Staff Compensation*
- L. Personnel*
 - L.1. Consider, discuss, and take necessary action on employee contracts and personnel changes.
 - L.1.a. Resignation(s)
 - L.1.b. New Hire(s)
 - L.1.c. Contract Change(s)
 - L.1.d. Termination(s)
- M. 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

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; virtual conferencing authorized; requirements; 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 committees, 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 on 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 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. Except for closed sessions called pursuant to section 84-1410, a public body shall allow members of the public an opportunity to speak at each meeting.

(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.

(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 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; 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 in-state 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; agenda and minutes; required on website; 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.

Revised 07/2024


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NEBRASKA OPEN MEETINGS ACT

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(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; virtual conferencing authorized; requirements; 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 committees, 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 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. Except for closed sessions called pursuant to section 84-1410, a public body shall allow members of the public an opportunity to speak at each meeting.

(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.

(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 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; 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 in-state 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; agenda and minutes; required on website; 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.

Revised 07/2024

**ESU #1 Board Meeting
Tuesday, April 15, 2025**

A meeting of the ESU 01 Board of Directors convened in open and public session on Tuesday, April 15, 2025, at 5:30 PM, at ESU #1. **Present:** Josiah Boneschans, Amy Brand, Jean Dorcey, Tabitha Gilsdorf, Robert Hayes, AJ Johnson, Kimberly Snyder, Mrs Susan Strahm, **Absent:** Jim Gunsolley.

Notice of the meeting was given in advance by publication and/or posting, as shown below, 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.

Published and/or Posted Locations:

- Wayne Herald (Thursday before meeting date)
- Central Office Front Door (Friday before meeting date)
- Sparq (Friday before meeting date)

A. Notification of Open Meetings Law

At the beginning of the 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 included electronically in the E-Meeting agenda.

B. Roll Call*

Motion by Kimberly Snyder, seconded by Mrs Susan Strahm, to excuse the absence of Jim Gunsolley. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Jim Gunsolley: Absent, Josiah Boneschans: For, Amy Brand: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Robert Hayes: For, AJ Johnson: For, Kimberly Snyder: For, Mrs Susan Strahm: For
For: 8, Against: 0, Absent: 1

C. Consent Agenda*

Motion by Josiah Boneschans, seconded by Tabitha Gilsdorf, to approve all items on the consent agenda as provided (March 11 Minutes, March Financial Reports, April bills of \$1,314,220.74 and the Administrator's Report). After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Jim Gunsolley: Absent, Josiah Boneschans: For, Amy Brand: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Robert Hayes: For, AJ Johnson: For, Kimberly Snyder: For, Mrs Susan Strahm:

For

For: 8, Against: 0, Absent: 1

C.1. Previous Minutes (copy attached)

C.2. Financial Reports*

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

C.2.b. Cash Summary/Expenditure Report

C.3. Bills for April

C.4. Administrator's Monthly Report

C.4.a. ESU1 Logo and Branding

Transition process is in place to incorporate new ESU1 logo

C.4.b. Federal Programs

Administrator Heimann attended the Committee of Practitioners Meeting in Grand Island, where educators met with NDE representatives to discuss federal programs and recommend future changes.

C.4.c. ESU1 Collaborative Conversations

Each spring, ESU1 meets with school leadership to align on goals, challenges, future plans, and how ESU1 can support district efforts.

C.4.d. Legislative Update

Administrator Heimann provided a legislative update.

D. Public Comment

E. Property/Liability Insurance

Motion by Jean Dorcey, seconded by Amy Brand, to approve EMC Insurance property/liability coverage as presented, and to approve a policy with SFM as presented for worker's compensation insurance. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Jim Gunsolley: Absent, Josiah Boneschans: For, Amy Brand: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Robert Hayes: For, AJ Johnson: For, Kimberly Snyder: For, Mrs Susan Strahm: For

For: 8, Against: 0, Absent: 1

F. 2025-26 ESU1 Calendar

Motion by Amy Brand, seconded by Kimberly Snyder, to approve the 2025-26 ESU 1 central office calendar as presented. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Jim Gunsolley: Absent, Josiah Boneschans: For, Amy Brand: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Robert Hayes: For, AJ Johnson: For, Kimberly Snyder: For, Mrs Susan Strahm: For

For: 8, Against: 0, Absent: 1

G. Northeast Nebraska Network Consortium Interlocal Agreement

Motion by Tabitha Gilsdorf, seconded by Kimberly Snyder, to approve the NNNC interlocal agreement as presented. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Jim Gunsolley: Absent, Josiah Boneschans: For, Amy Brand: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Robert Hayes: For, AJ Johnson: For, Kimberly Snyder: For, Mrs Susan Strahm: For

For: 8, Against: 0, Absent: 1

H. Flexible Spending Account Third Party Provider

Motion by Kimberly Snyder, seconded by Jean Dorcey, to approve Omnify Employee Benefits Solution as the Flex Plan provider beginning September 1, 2025. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Jim Gunsolley: Absent, Josiah Boneschans: For, Amy Brand: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Robert Hayes: For, AJ Johnson: For, Kimberly Snyder: For, Mrs Susan Strahm: For

For: 8, Against: 0, Absent: 1

I. Classified Staff Compensation for 2025-26

Classified staff compensation proposal will be provided to the board for approval at the May meeting.

J. Tower School Facility

Administrator Heimann provided an update on the Tower Facility Project.

K. Personnel*

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

K.1.a. Resignation(s)

Ryan Stansberry, Local Area Network manager, resignation effective June 30, 2025.

Matthew VanErdewyk, School Psychologist Assistant, resignation effective at end of 2024-25 contract.

Motion by Robert Hayes, seconded by Mrs Susan Strahm, to approve the resignations as presented. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Jim Gunsolley: Absent, Josiah Boneschans: For, Amy Brand: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Robert Hayes: For, AJ Johnson: For, Kimberly Snyder: For, Mrs Susan Strahm: For

For: 8, Against: 0, Absent: 1

K.1.b. New Hire(s)

- Christopher Pieper, Technology Support, effective 2025-26 year.
- Brittany Lambert, Speech-Language Pathologist (185), effective 2025-26 year.
- Hser Lar Kpaw Hott, School Psych Intern (190), effective 2025-26 year.

- Amber Kilburn, School Psych Intern (190), effective 25-26 year.
- Rebecca Eckhardt, Special Education Consultant (220), effective 25-26 year.

Motion by Jean Dorcey, seconded by Amy Brand, to approve hiring the personnel for the 2025-26 contract year as presented. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Jim Gunsolley: Absent, Josiah Boneschans: For, Amy Brand: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Robert Hayes: For, AJ Johnson: For, Kimberly Snyder: For, Mrs Susan Strahm: For

For: 8, Against: 0, Absent: 1

K.1.c. Contract Change(s)

- Kelsey Stevens-Johnson, OT, reduce from 190 to 185 contract days for 2025-26.
- Darla Tjeerdsma, Psych, reduce from 115 to 38 contract days for 2025-26.

Motion by Josiah Boneschans, seconded by Tabitha Gilsdorf, to approve the contract changes for 2025-26 as presented. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Jim Gunsolley: Absent, Josiah Boneschans: For, Amy Brand: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Robert Hayes: For, AJ Johnson: For, Kimberly Snyder: For, Mrs Susan Strahm: For

For: 8, Against: 0, Absent: 1

K.1.d. Termination(s)

L. Adjournment

As there were no additional Agenda items, President AJ Johnson adjourned the meeting at 6:14 p.m.

Brittney Hampl, Recording Secretary

Susan Strahm, Board Secretary

Educational Service Unit One

Statement of Revenues and Expenditures and Change in

Cycle: FY2024-25; Fund Class: [All]; Fund Columns: [All Funds]; Account Expression: [All]; Include Element Value: Yes; Revenue Element: Source; Expenditure Element: Func; Begin Date: 04/01/2025; End Date: 04/30/2025

Description	01 - GENERAL FUND	2023-24	2022-23	2021-22
01100 - Taxes Levied or Assessed by the School District	\$91,605.58	\$0.00	\$0.00	\$0.00
01140 - Penalties and Interest on Taxes	\$387.47	\$0.00	\$0.00	\$0.00
01395 -	\$16,500.00	\$0.00	\$0.00	\$0.00
01510 - Interest on Investments	\$32,720.46	\$0.00	\$0.00	\$0.00
01611 - Daily Sales?School Lunch Program	\$75.00	\$0.00	\$0.00	\$0.00
01740 - Fees	\$1,724.74	\$0.00	\$0.00	\$0.00
01951 - Miscellaneous Revenue from Other School Districts Within the State	\$72,913.50	\$0.00	\$0.00	\$0.00
01990 - Miscellaneous Local Revenue	\$292.00	\$0.00	\$0.00	\$0.00
03130 - Homestead Exemption	\$4,182.95	\$0.00	\$0.00	\$0.00
03133 - Nameplate Capacity Tax	\$5,648.80	\$0.00	\$0.00	\$0.00
03180 - Pro-Rate Motor Vehicle	\$1,626.20	\$0.00	\$0.00	\$0.00
03550 - State Core Services	\$34,142.21	\$0.00	\$0.00	\$0.00
03990 - Other State Receipts	\$3,740.00	\$0.00	\$0.00	\$0.00
04530 - Other Federal Categorical Receipts	\$3,562.50	\$0.00	\$0.00	\$0.00
04708 - Medicaid in Public Schools	\$82,005.33	\$0.00	\$0.00	\$0.00
04709 - Medicaid Administrative Activities	\$15,284.06	\$0.00	\$0.00	\$0.00
Total Revenue	\$366,410.80	\$307,829.98	\$1,467,078.25	\$2,115,840.57
01200 - SPED - School Age	\$165,852.61	\$0.00	\$0.00	\$0.00
01296 - ECSE	\$77,184.29	\$0.00	\$0.00	\$0.00
02131 - SPED School Nurse	\$4,316.05	\$0.00	\$0.00	\$0.00
02141 - Psychological Services SA	\$214,035.81	\$0.00	\$0.00	\$0.00
02146 - Psych Below Age 5	\$4,254.36	\$0.00	\$0.00	\$0.00
02151 - Speech Pathology and Audiology Services SA	\$171,230.34	\$0.00	\$0.00	\$0.00

02156 - Below Age 5	\$45,469.71	\$0.00	\$0.00	\$0.00
02161 - OT SA	\$37,450.05	\$0.00	\$0.00	\$0.00
02166 - OT Below Age 5	\$25,528.03	\$0.00	\$0.00	\$0.00
02171 - PT SA	\$11,277.95	\$0.00	\$0.00	\$0.00
02176 - PT Below Age 5	\$23,961.19	\$0.00	\$0.00	\$0.00
02181 - VI SA	\$17,252.38	\$0.00	\$0.00	\$0.00
02186 - Vision Below Age 5	\$330.48	\$0.00	\$0.00	\$0.00
02190 - Support Services?Student - Other	\$5,249.23	\$0.00	\$0.00	\$0.00
02211 - School Improvement	\$41.98	\$0.00	\$0.00	\$0.00
02213 - Instructional Staff Training	\$74,801.17	\$0.00	\$0.00	\$0.00
02223 - Audio-Visual Services	\$589.00	\$0.00	\$0.00	\$0.00
02290 - Other Support Services?Instructional Staff	\$15,636.19	\$0.00	\$0.00	\$0.00
02310 - Board of Education	\$87.38	\$0.00	\$0.00	\$0.00
02320 - Executive Administration	\$23,113.78	\$0.00	\$0.00	\$0.00
02510 - Fiscal Services	\$79,905.81	\$0.00	\$0.00	\$0.00
02530 - Printing, Publishing, and Duplicating Services	\$1,551.99	\$0.00	\$0.00	\$0.00
02570 - Personnel Services	\$490.00	\$0.00	\$0.00	\$0.00
02580 - Administrative Technology Service	\$55,077.26	\$0.00	\$0.00	\$0.00
02590 - Central Services - Other	\$542.77	\$0.00	\$0.00	\$0.00
02610 - Operation of Buildings	\$103,842.07	\$0.00	\$0.00	\$0.00
02620 - Maintenance of Buildings	\$2,650.00	\$0.00	\$0.00	\$0.00
02630 - Care and Upkeep of Grounds	\$1,243.50	\$0.00	\$0.00	\$0.00
02792 - Other Student Transportation Services - School Age SPED	\$27.00	\$0.00	\$0.00	\$0.00
02900 - Other Support Services	\$2,538.01	\$0.00	\$0.00	\$0.00
03100 - Food Services Operations	\$82.80	\$0.00	\$0.00	\$0.00
03540 - State Early Childhood	\$29,237.67	\$0.00	\$0.00	\$0.00
04700 - Building Improvements	\$595.00	\$0.00	\$0.00	\$0.00
06415 - Federal Services - IDEA Special Projects	\$27,308.51	\$0.00	\$0.00	\$0.00
06416 - Federal Services - IDEA Part C	\$1,194.00	\$0.00	\$0.00	\$0.00
06418 - Federal Services - IDEA Part B PEAK	\$14,908.80	\$0.00	\$0.00	\$0.00
06700 - Federal Services - Federal Vocational and Applied Technology Education (Carl Perkins)	\$46.80	\$0.00	\$0.00	\$0.00
06800 - Federal Services - Federal Nutrition Programs	\$858.00	\$0.00	\$0.00	\$0.00
06915 - Federal Services - Title I, Part C ESSA	\$34,818.33	\$0.00	\$0.00	\$0.00

06990 - Federal Services - Other Federal Categorical Receipts	\$38,779.34	\$0.00	\$0.00	\$0.00
Total Expenditure	\$1,313,359.64	\$1,110,839.50	\$987,109.96	\$975,542.46
Excess (deficiency) of revenues and other financing sources over expenditures and other financing uses	(\$946,948.84)	(\$803,009.52)	\$479,968.29	\$1,140,298.11

Interest Rates:

BankFirst Now Acct	0.79%
BankFirst MMA Acct	0.66%
State NE Bank Now Acct	3.87%
Nebraska Liquid Asset Fund	4.06%
Security Bank CD	3.75%

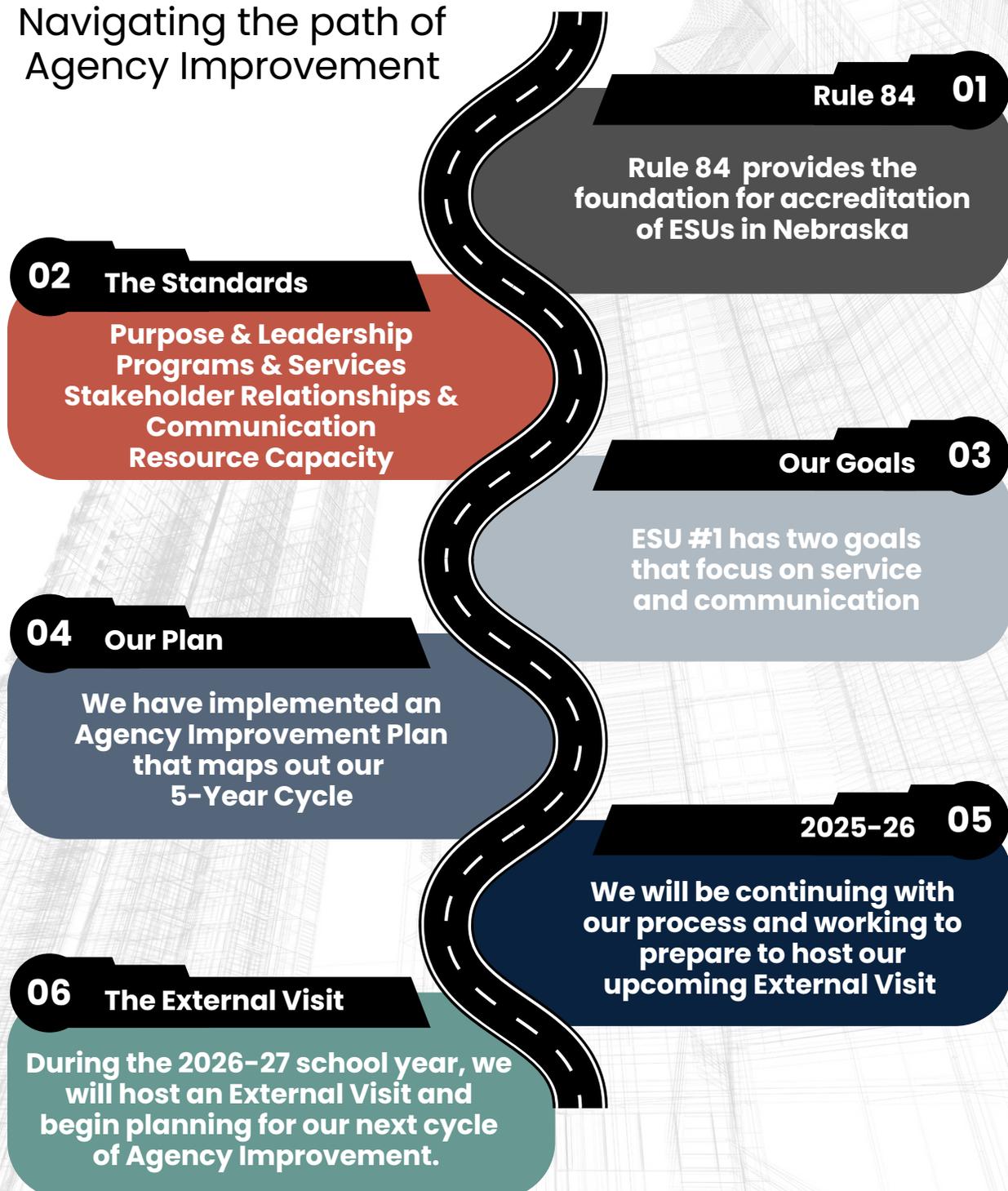
Outstanding Checks GF **\$299,909.64**

Pledges: (Includes FDIC & Letters of Credit)

BankFirst Bank	\$2,650,000
Security Bank	\$2,310,000
State NE Bank	\$3,710,000
Total:	\$8,670,000

Stuart Clark, Ex-Officio Treasurer

Navigating the path of Agency Improvement



ESU1

INNOVATION | LEADERSHIP | SERVICE

Teaching and Learning



ESU #1 Teaching and Learning Team



Tucker Hight, Amy Mundil, Derek Lahm, Dr. Jen Davis, & Kellen Conroy

Providing Innovation, Leadership and Service

ESU #1 Teaching and Learning Areas of Focus - Team 2024-25

Curriculum

- Review, Selection, & Implementation Processes
- Content Area Training (e.g. Standards & Instructional Shifts)

Instruction & Leadership

- Strategies for Successful Teaching
- New Teacher & Mentor Support
- Instructional Leadership
- Instructional Models
- Instructional Coaching Aligned to Provided Support
- Technology Integration

Assessment

- Classroom Formative & Summative
- MAP Growth
- NSCAS Assessment System
- ACT
- Data Analysis & Retreat Facilitation

Continuous School Improvement

- Nebraska Continuous Improvement Process
- Cognia
- ESU #1 Agency Improvement
- External Visit Teams

ESU #1 Mission

Providing Innovation, Leadership & Service

ESU #1 Vision

ESU #1 will model excellence by helping schools increase educators effectiveness and student learning as a result of expert services.



Areas of Focus



Kellen Conroy
Director of Teaching and Learning
kconroy@esu1.org

- ESU #1 New Teacher Cadre & Mentor Support
- NWEA/Nebraska Certified Facilitator
- Continuous School Improvement
- Marzano Contact
- APL Contact
- ESU #1 DAC
- Math
- Science



Amy Mundil
Teaching and Learning Specialist
amundil@esu1.org

- ESU #1 New Teacher Cadre & Mentor Support
- Continuous School Improvement
- Instructional Coaching Support
- ESU #1 Curriculum Contact
- Reading Intervention
- ACT Writing
- MTSS/TIP
- LETRS
- ELA



Derek Lahm
Teaching and Learning Specialist
dlahm@esu1.org

- ESU #1 Leadership Cadre & Principal Support
- ESU #1 New Teacher Cadre & Mentor Support
- Continuous School Improvement
- Instructional Coaching Support
- School Counselors
- Social Studies
- OnToCollege
- PE/Health
- Fine Arts



Tucker Hight
Teaching and Learning Specialist
thight@esu1.org

- ESU #1 Leadership Cadre & Principal Support
- ESU #1 New Teacher Cadre & Mentor Support
- Continuous School Improvement
- Perkins (with Jaimi Nicholson)
- Title III (EL/ML) Contact
- MTSS - Secondary
- World Language
- Math
- CTE



Dr. Jennifer Davis
Technology Integration Specialist
jdavis@esu1.org

- ESU #1 New Teacher Cadre & Mentor Support
- Continuous School Improvement
- Educational Technology Training & Support
- Artificial Intelligence
- Science & STEM
- Computer Science
- PowerSchool
- Canvas
- HAL

ESU #1 proudly serves 23 school districts in Cedar, Dakota, Dixon, Knox, Thurston, and Wayne counties in northeast Nebraska.



www.esu1.org



Do We Track Our Services?

STAFF DEVELOPMENT SERVICES (84-002.05A)

1101.00 - Continuous Improvement

1102.00 - MTSS

1102.04 - PEaK Project

1104.00 - Leadership Capacity Building

1104.01 - Principal Development

1104.02 - Advisory Council

1105.00 - Curriculum Development & Standards Alignment

1106.00 - Content Support/Training

1106.01 - Instructional Framework/Model

1107.00 - Balanced Assessment

1108.00 - Technology Integration

1109.00 - Coaching

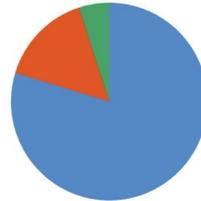
SERVICE PARTICIPANTS

4,820 ⁱ

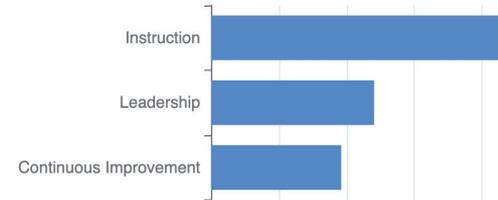
4,821 ⁱ
ESU HOURS

SERVICE DELIVERY TYPES (HOURS)

ESU Hosted School Hosted Video Conference



SERVICE SUPPORT BY SERVICE



SIMPL: Service Implementation Model Process Log

Looking Into 2025-26

Continue Providing Innovation,
Leadership and Support

Exciting Opportunities

Strategies for Successful Teaching
Regional Literacy Coach
Welcoming a New Team Member



Erin Meyers
Teaching and Learning Specialist



ESU1
INNOVATION | LEADERSHIP | SERVICE



May 2025

ESU #1 Annual Survey

ESU Board Update



Educational Service Unit #1 proudly serves children in school districts in Cedar, Dakota, Dixon, Knox, Thurston and Wayne counties in northeast Nebraska.

ESU #1 is headquartered in Wakefield and provides a wide range of services to 23 school districts, including professional development, digital learning and internet services, and student support for individuals with special needs.

Mission: Providing Innovation, Leadership and Service

Vision: ESU #1 will model excellence by helping schools increase educators effectiveness and student learning as a result of expert services.

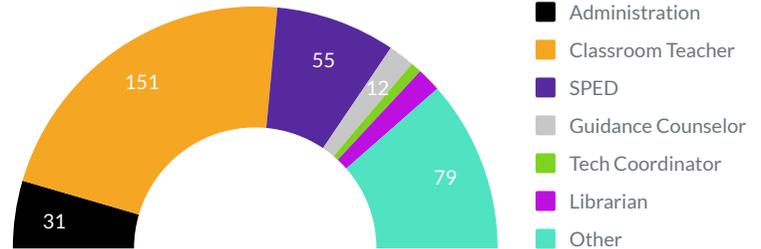
2024-25 Annual Survey

333

Total Number of Participants from
ESU #1 Area Schools



Breakdown of Survey Participants



All ESU #1 Departments were rated at or above...

90%

for Levels of Satisfaction with
Knowledge and Expertise



88%

for Services Provided



97%

Overall ESU #1 rating for Levels of
Satisfaction for Knowledge & Expertise

97%

Overall ESU #1 rating for Levels of
Satisfaction for Services Provided

Emerging Themes from our Annual Survey Review

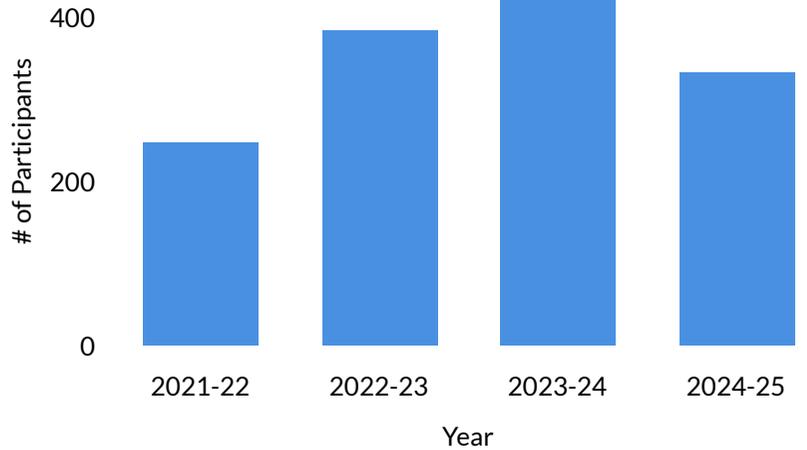
- Stability & Consistency - Data remains strong
- Quality of Service - High levels of satisfaction
- Knowledge & Expertise - High levels of satisfaction
- Value - Participants value the support of ESU #1

Future Considerations Include...

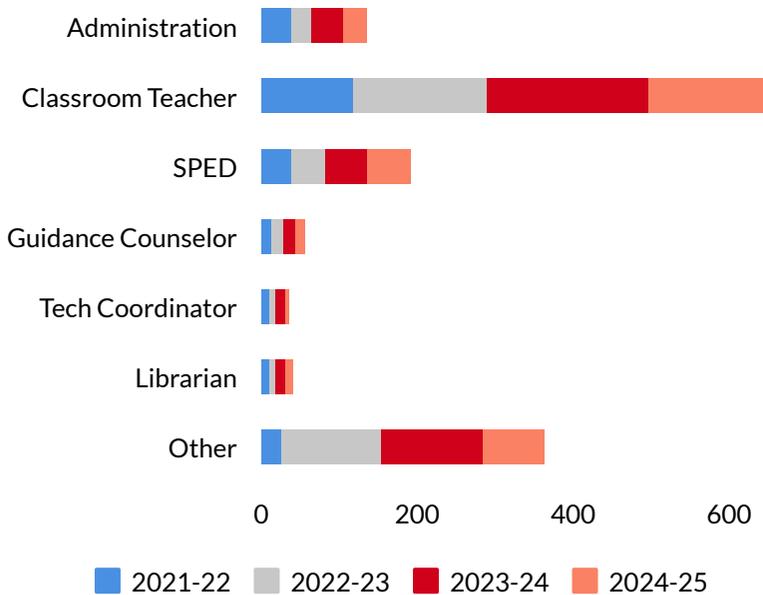
- Opportunities for follow-up
- How best to increase participation
- Continue use of this data to support our Agency Improvement Processes
- Use of this data to recruit and retain employees

ESU #1 Annual Survey Trend Data 2021-2025

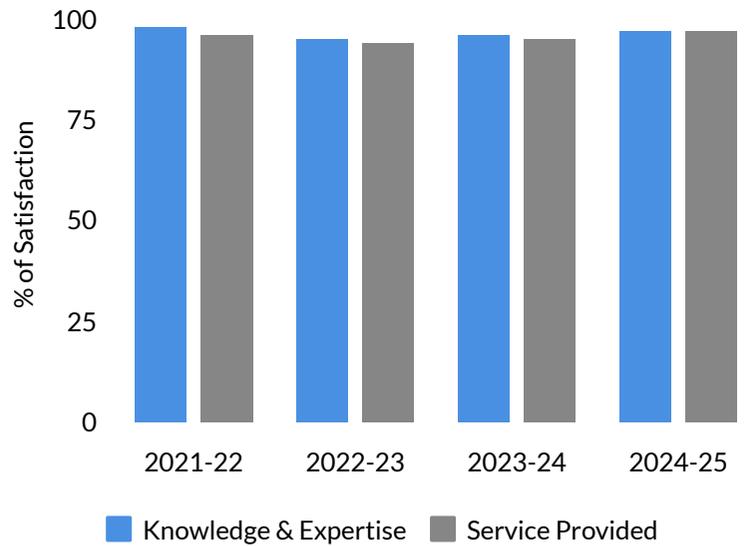
ESU #1 Area School Participation Numbers



ESU #1 Area School Participant Breakdown



ESU #1 Overall Levels of Satisfaction for Knowledge & Expertise and Services Provided



Overall analysis of our data illustrates that ESU #1 remains strong, area schools appreciate our knowledge & expertise and services provided, and there are opportunities for us to continue to grow and improve.



Educational Service Unit #1

"Providing Innovation, Leadership and Service"

211 Tenth Street ◦ Wakefield, NE 68784-5014
402.287.2061 ◦ Fax 402.287.2065
www.esu1.org

Dr. Bill Heimann, Administrator

SERVING: CEDAR ◦ DAKOTA ◦ DIXON • KNOX • THURSTON • WAYNE COUNTIES

Date: April 5, 2025
To: ESU#1 Superintendents
From: Dr. Bill Heimann, ESU#1 Administrator
Re: 2025-26 Core Service Support Program

The Nebraska Department of Education Rule 84, and state statutes require Educational Service Units in Nebraska to provide Core Services to member schools. Nebraska Laws 79-1241 & 79-1242 provide that state core funds and property tax levy funds “be used for purposes approved by representatives of two-thirds of the member school districts in an educational service unit, representing a majority of students in the member school districts.” The purpose of this memorandum is to provide an understanding of the ESU#1 Core Service Support.

State law requires ESU Core Service Funds be used for (in priority order) [Staff Development](#), [Technology](#), and Instructional Materials. Core services should be difficult, if not impossible, for most individual districts to effectively and efficiently provide with their own personnel and financial resources. Core services shall be provided by the ESU in a manner that minimizes the costs of administration or service delivery to member school districts. The ESU Coordinating Council administers statewide initiatives and statewide services in coordination with Nebraska’s 17 ESU’s.

ESU’s operate under the constraints of a levy limitation (\$.015 per \$100 of actual valuation). The property tax levy for 2024-25 is set \$.015 and will generate budgeted revenue of \$2,196,460.

Core Funding state allocation to ESU#1:

School Year	ESU#1 Allocation	School Year	ESU#1 Allocation
2025-26	TBD	2022-23	\$328,201
2024-25	\$341,422	2021-22	\$366,018
2023-24	\$325,880	2020-21	\$354,492

The plan to provide Core Services and District Support Projects continues to evolve, and is reviewed annually by the representatives from each county who serve on the ESU#1 Superintendent Advisory Council. ESU#1 is privileged to partner with our school districts and your participation in our services demonstrates that we have identified critical areas of support.

The following pages outline the estimated budget for 2025-26 as well as school support projects that are available to ESU#1 school districts. This information is reviewed during the April 16 Superintendent Meeting. [Complete this form by May 2](#) to indicate approval, even if you were unable to attend. If no response is received, according to ESU#1 Board Policy, your district will be counted as approving the proposed budget.

ESU #1 SCHOOL SUPPORT PROJECTS BUDGET**2025-2026**

PROJECT	2023-24 BUDGET	2024-25 BUDGET	2025-26 BUDGET
AIMS WEB	40,000	40,000	40,000
APL	30,000	30,000	0
DUES & LICENSING FEES	87,500	98,000	110,000
LEGAL	20,000	10,000	10,000
MARZANO LEADERSHIP TRAINING	35,000	30,000	35,000
OnToCollege (JOHN BAYLOR ACT)	65,000	55,000	50,000
POWER SCHOOL CONSORTIUM	70,000	20,000	120,000
SCHOOL IMPROVEMENT & SUPPORT	50,000	50,000	50,000
SCHOOL INSERVICE SUPPORT & OTHER	50,000	0	0
STUDENT RECORD SYSTEM (SRS) SUPPORT	42,000	44,000	50,000
TOTAL	489,500	377,000	465,000

It is understood that ESU #1 funds all of, or a portion of, the above projects through the General Fund. If ESU #1 resources are reduced through loss of levy or Core Service funding, the level of support may be affected and/or projects eliminated.

ESU #1 GENERAL LEVY/CORE SERVICES ESTIMATES

EXPENDITURES	Estimated Budget 2024-25	Actual + Projected Expenses 2024-25	Estimated Budget 2025-26
Core Services			
Media	65,000	45,500	61,500
Staff Development	850,500	875,000	1,035,000
Technology Training	90,000	65,000	150,000
Technology Infrastructure	445,000	465,000	515,000
Subtotal	1,450,500	1,450,500	1,761,500
General Fund			
School Projects	377,000	489,500	465,000
SPED Support	50,000	30,000	50,000
AV/Computer Repair	35,000	20,000	40,000
Board	55,000	39,500	55,000
Administration	290,250	280,000	285,350
Business/Admin Tech	800,000	702,500	810,500
Operation/Maintenance*	375,000	785,300	525,000
Subtotal	1,982,250	2,346,800	2,230,850
TOTAL ESTIMATED EXPENSES	3,432,750	3,797,300	3,992,350
REVENUE	Estimated Rev. 2024-25	Actual + Projected Revenue 2024-25	Estimated Rev. 2025-26
Core Services/Infrastructure*	320,000	341,422	300,000
Tax Yield	1,966,215	2,196,460	2,240,389
Other Income	500,000	450,000	500,000
TOTAL ESTIMATED REVENUE	2,786,215	2,987,882	3,040,389
REVENUE OVER EXPENSES	(646,535)	(809,418)	(951,961)

2025-26 estimating 2% tax increase & reduction in Core Service funds



Teaching and Learning Team Supplemental Contract Request Summer 2025

The purpose of a supplemental contract throughout Summer 2025 is to support the beginning stages of orientation, mentoring, and relationship building processes for the new member of the ESU #1 Teaching and Learning Team, Mrs. Erin Meyers.

Below is a projection of how a supplemental contract consisting of up to 12 days prior to the start of the 2025-2026 220 Day Contract on August 4, 2025 *could look like*.

- May 28-29, 2025 ESU #1 Instructional Leadership Series
- July 17, 2025 State Literacy Conference & Literacy Training
- July 21, 2025 EIR Workshop at ESU #1
- July 23, 2025 Administrator Days - NDE Day
- July 25, 2025 Corrective Reading Workshop at ESU #1
- July 29, 2025 ESU #1 New Teacher Cadre Workshop
- August 1, 2025 ESU #1
- TBD ESU #1 Office Days

Kellen Conroy
Educational Service Unit #1
Director of Teaching and Learning
kconroy@esu1.org

Providing Innovation, Leadership and Service



**TOWER SCHOOL CLASSIFIED STAFF
2025-26**

Hourly Base: **\$15.00**

Step	Index	A	Index	A+27	Index	A+AA	Index	BA/BS	Cash Benefit
1	1.000	\$15.00	1.050	\$15.75	1.070	\$16.05	1.100	\$16.50	\$1,250.00
2	1.020	\$15.30	1.070	\$16.05	1.090	\$16.35	1.120	\$16.80	\$1,250.00
3	1.040	\$15.60	1.090	\$16.35	1.110	\$16.65	1.140	\$17.10	\$1,250.00
4	1.060	\$15.90	1.110	\$16.65	1.130	\$16.95	1.160	\$17.40	\$1,250.00
5	1.080	\$16.20	1.130	\$16.95	1.150	\$17.25	1.180	\$17.70	\$1,250.00
6	1.100	\$16.50	1.150	\$17.25	1.170	\$17.55	1.200	\$18.00	\$1,400.00
7	1.120	\$16.80	1.170	\$17.55	1.190	\$17.85	1.220	\$18.30	\$1,400.00
8	1.140	\$17.10	1.190	\$17.85	1.210	\$18.15	1.240	\$18.60	\$1,400.00
9	1.160	\$17.40	1.210	\$18.15	1.230	\$18.45	1.260	\$18.90	\$1,400.00
10	1.180	\$17.70	1.230	\$18.45	1.250	\$18.75	1.280	\$19.20	\$1,400.00
11	1.210	\$18.15	1.260	\$18.90	1.280	\$19.20	1.310	\$19.65	\$1,650.00
12	1.240	\$18.60	1.290	\$19.35	1.310	\$19.65	1.340	\$20.10	\$1,650.00
13	1.270	\$19.05	1.320	\$19.80	1.340	\$20.10	1.370	\$20.55	\$1,650.00
14	1.300	\$19.50	1.350	\$20.25	1.370	\$20.55	1.400	\$21.00	\$1,650.00
15	1.330	\$19.95	1.380	\$20.70	1.400	\$21.00	1.430	\$21.45	\$1,650.00
16	1.365	\$20.48	1.415	\$21.23	1.435	\$21.53	1.465	\$21.98	\$2,000.00
17	1.400	\$21.00	1.450	\$21.75	1.470	\$22.05	1.500	\$22.50	\$2,000.00
18	1.435	\$21.53	1.485	\$22.28	1.505	\$22.58	1.535	\$23.03	\$2,000.00
19	1.470	\$22.05	1.520	\$22.80	1.540	\$23.10	1.570	\$23.55	\$2,000.00
20	1.505	\$22.58	1.555	\$23.33	1.575	\$23.63	1.605	\$24.08	\$2,000.00

Positions are 1,500 hours or less

Schedule Changes:

Hourly Base increase from \$13.25 to \$15.00
 Non-index Wage decrease from \$6.12 to \$5.00

Cash Benefit Eligibility:

Employed through the final calendar staff day in May.
 Meet 1,160 service hours to receive 100% of the benefit.
 Meet 900 to 1,160 services hours to receive 70% of the benefit.

Longevity Schedule (separate schedule):

Eligible after 16 years of "ESU #1 Experience".

Employees receive 3 personal days and 14 sick days

After 5 years, employee will receive 1 paid Holiday (Memorial Day) and after 10 years, receive 2 paid Holidays (Thanksgiving & Memorial Day)

Snow Days Paid = Up to 4 days if building is closed due to inclement weather

ESU 1 Classified Staff - 2025-26 Board Proposal

		WAGE 24-25	WAGE 25-26	WAGE INC	PKG 24-25	PKG 25-26	PKG INC
Tower Staff on Schedule	17 full-time, 3 part-time	\$556,217	\$588,789	\$32,572	\$794,199	\$840,173	\$45,974
Central & Other Classified Staff	15	\$633,105	\$676,913	\$43,808	\$914,878	\$1,003,968	\$89,090
TOTAL	35	\$1,189,322	\$1,265,702	\$76,380	\$1,709,077	\$1,844,141	\$135,064
				6.42%			7.90%
				% Wage Inc			% Total Increase

Central & Other Classified Staff	Hourly Wage	Non-Index hourly wage
Early Development Network (5)	\$23.88 - \$26.05	\$3.15
Title I-C Education (6)	\$19.60 - \$23.55	\$3.15
Central Office (4)	\$24.00 - \$34.15	\$3.15

Portion of 25-26 Total Package from General Fund	\$222,508	12.07%
Portion of 25-26 Total Package from Grant/Contract Service	\$1,621,633	87.93%

[U.S. Bureau of Labor Statistics - Sioux City](#)