



Regular Board of Directors Meeting

Educational Service Unit 7, Oak Room
2657 44th Avenue
Columbus, NE 68601-8537
Monday, April 15, 2019 at 4:00 PM

Attendance Taken at 4:07 PM.

Joyce Baumert: Present
Marni Danhauer: Present
Donald Ellison: Present
Dan Hoesly: Present
Doug Kluth: Present
Richard Luebbe: Present
Jennifer Miller: Present
Doug Pauley: Present
Richard Stephens: Present
Gary Wieseler: Present
Jack Young: Present

Present: 11.

{{Name: Agenda Item Name}}

{{Rationale: Agenda Item Rationale}}

{{Actions: Agenda Item Actions}}

{{Discussion: Agenda Item Discussion}} {{{AgendaItemEnd}}}

1. **Call the meeting to order and Roll Call**

2.

3. **LEADERSHIP • SERVICE • SUPPORT**

4.

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

6.

Roll call was taken at: 4:07pm
President Don Ellison conducted the meeting.

Staff present:

Larianne Polk, Administrator

Linda Shefcyk, Business Manager

Katy McNeil, Secretary to the Board of Directors

Marci Ostmeyer, Professional Development Director

Darus Mettler, Special Education Director

Dan Ellsworth, Network Operations Director

1. Absent Board Members

2. All Board Members were in attendance.

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

3.

4. Notification of Open Meetings Law

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

6.

7. Pledge of Allegiance

All members present participated in the Pledge of Allegiance.

7. Welcome Visitors

There were three visitors present

8. Public Comment

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

Citizens wishing to address the Board on a certain agenda item must notify the Educational Service Unit Administrator prior to the board meeting. Citizens wishing to present petitions to the Board may do so at this time. However, the Board will only receive the petitions and not act upon them or their contents.

There were no comments from the public.

9. Approval of Agenda

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

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

11.

12. Agenda as presented Passed with a motion by Jennifer Miller and a second by Doug Pauley.

13. Joyce Baumert: 14. Yea

15. Marni Danhauer: 16. Yea

17. Donald Ellison: 18. Yea

19. Dan Hoesly: 20. Yea

21. Doug Kluth: 22. Yea

23. Richard Luebbe: 24. Yea

25. Jennifer Miller: 26. Yea

27. Doug Pauley: 28. Yea

29. Richard Stephens: 30. Yea

31. Gary Wieseler: 32. Yea

33. Jack Young: 34. Yea

35. Yea: 11, Nay: 0

36.

37. Consent Agenda

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

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

40. Consent Agenda Includes:

- Minutes from the previous meeting(s)
- Treasurer's Report
- Presentation of the Bills
- Certificated/Classified Hire(s)/Reassignments/Resignation(s)
- Other Routine Agenda Items

41. **Recommendation:** Discuss, consider and take any action necessary to approve the

42. consent agenda as presented.

1. Minutes

2. **This is a consent item.**

3.

4. Treasurer's Report

This is a consent item.

5. Presentation of Bills #68862 through #69015 totaling \$728,669.52

6. The summary of bills for the current month total: Bills #68862 through #69015 totaling \$728,669.52

7. Inservice bills total: \$7.17

SPED Arrears: 0

8. TECH Arrears: 0

9. Check #	10. Amount	11. Vendor	
13. 68866	14. \$5,569.19	15. Amazon	16. D
17. 68870	18. \$21,546.00	19. Apple Computer	20. D
21. 68898	22. \$7,971.25	23. Eakes Office Plus	24. Pr
25. 68902	26. \$6,518.95	27. ESU 2	
29. 68904	30. \$89,987.88	31. Fauss Construction	32. EBI
33. 68914	34. \$19,787.32	35. Howells-Dodge Consolidated	3
37. 69012	38. \$5,488.76	39. Stuthman Enterprises, LLC	40. Ama

41.

This is a consent item.

42.

43. Certified New Hires: 1 Early Childhood Special Education Teacher and 1 Speech and Language Department Coordinator, 1 Northeast Region Autism Spectrum Disorders Coordinator

Shelli Eickmeier - Early Childhood Special Education Teacher

Shelli will be joining our Early Childhood team. She received her Bachelor of Science in Elementary/Special Education and Masters in Curriculum Instruction. She has worked as a Special Education teacher since starting her career. Shelli has a variety of experience working with children that have special needs and their families in home and school settings.

Tricia Spieker - Speech and Language Coordinator

Tricia is joining our SLP team and will be the SLP Coordinator. She received her Masters of Science in Speech Language Pathology and Bachelors in Education and Human Sciences. She has been a SLP at ESU 8 since starting her career. Tricia is an advocate of meeting student and parent needs and feels that with her experience, she will be able to fill the role as the Coordinator.

Abby Pfister - Regional Autism Spectrum Disorders Coordinator

Abby will be serving ESU 1, 7 and 8 as the Regional ASD Coordinator. She received her Bachelor of Science in Elementary Education, Master of Arts in Curriculum and Instruction, received a Graduate Certificate in Special Education and an Endorsement in Early Childhood Education. She was a Resource Specialist for grades Pre-k-12th & 18-21. She was also a teacher for RISE Academy as well as a resource teacher, kindergarten and fourth grade teacher. She has a passion for students with ASD, their families, teachers and the implementation of Research Based Practices. Through this process, her goal is for students with ASD and their families to have a high quality life in which they are contributing members of society.

This is a consent item.

43. Certified New Hire: 1 Licensed Mental Health Practitioner
Ronelle Jackson - Licensed Mental Health Practitioner

Ronelle will be joining our ESU 7 Learning Academy team as well as providing services to our districts. She received her Master of Science in Clinical Mental Health Counseling and Bachelor of Science in Human Service Counseling. She has experience at the Jackson Recovery Inpatient Crisis Stabilization Adolescent Unit and has also worked for Children and Family Protective Services. Ronelle has found her passion to be helping children and adolescents in a school setting.

44. Administrator's Report

1. Facilities Update

The Administrator will provide a facilities update during this item.

There will be an optional tour of the ESU 7 Learning Academy after adjournment.

Administrator Polk discussed needed repairs to the boiler motor. Due to the increase in repairs, Administrator Polk recommends budgeting for replacement of the boiler in the 2019-2020 year should it be necessary.

The initial punch list for the warehouse remodel project is scheduled for April 23, 2019.

1. Authorization for Purchase of ESU 7 Learning Academy Furniture exceeding \$10,000

Two quotes were submitted for the purchase of the ESU 7 Learning Academy Furniture. The vendors submitting quotes were All Makes Office Supplies and Eakes Office Solutions.

All Makes \$37,006.20

Eakes \$36,177.70

The Administrator recommends authorization to accept the Eakes quote.

2. Authorization of the Administrator to purchase furniture for the ESU 7 Learning Academy from Eakes Office Supplies in the amount of \$36,177.70 Passed with a motion by Jennifer Miller and a second by Marni Danhauer.

- | | |
|-----------------------|---------|
| 3. Joyce Baumert: | 4. Yea |
| 5. Marni Danhauer: | 6. Yea |
| 7. Donald Ellison: | 8. Yea |
| 9. Dan Hoesly: | 10. Yea |
| 11. Doug Kluth: | 12. Yea |
| 13. Richard Luebbe: | 14. Yea |
| 15. Jennifer Miller: | 16. Yea |
| 17. Doug Pauley: | 18. Yea |
| 19. Richard Stephens: | 20. Yea |
| 21. Gary Wieseler: | 22. Yea |
| 23. Jack Young: | 24. Yea |
| 25. Yea: 11, Nay: 0 | |
| 26. | |

2. Personnel

Reading of the 2019 Board Recognition Retiree Resolutions for Marla Benson, Early Childhood Speech-Language Pathologist, Mary Bohning, Early Childhood Coordinator and Paulette Wieser, Technology Department Secretary:

3. IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY MARY BOHNING, MARLA BENSON, TERRY FUSCO AND PAULETTE WIESER

4. **WHEREAS**, Marla, Mary, Terry and Paulette have always been mindful of the interests of Educational Service Unit and have worked tirelessly to advance ESU 7;

5.

6. **WHEREAS**, Marla, Mary, Terry and Paulette have provided outstanding support and guidance to ESU 7; and

7. **WHEREAS**, Marla, Mary, Terry and Paulette have faithfully and with honor, integrity and great distinction served as a Early Childhood Coordinator, Board Member and Technology Secretary/Bookkeeper for ESU 7 ;

8. **RESOLVED**, that the ESU 7 Board of Directors formally acknowledges and extends its profound appreciation to Marla, Mary, Terry and Paulette for their thirty-six, nine and sixteen and a half years of service to ESU 7 and their cause of impact on education. As a token of appreciation, ESU 7 will provide Marla Mary, Terry and Paulette with gifts recognizing their retirement;

9. **RESOLVED FURTHER**, that the Board Members of ESU 7 are hereby authorized and directed to take such action as may be necessary, appropriate or advisable to implement this resolution.

10. **We, the undersigned, hereby certify that the ESU 7 Board is comprised of 11 members, of whom __, constituting a quorum, were present at a meeting duly and regularly called, noticed, convened and held this 15 day of April, 2019, and that the foregoing Resolution was duly adopted at said meeting by the affirmative vote of __ members, and opposed by __ members, and said Resolution has been duly recorded in the Minutes and is in full force and effect.**

11.

12. Approval of Retirement Resolutions for Marla Benson, Early Childhood Speech-Language Pathologist, Mary Bohning, Early Childhood Coordinator, Terry Fusco, Board Member and Paulette Wieser, Technology Department Secretary/Bookkeeper as presented Passed with a motion by Doug Kluth.

13. Joyce Baumert: 14. Yea

15. Marni Danhauer: 16. Yea

17. Donald Ellison: 18. Yea

19. Dan Hoesly: 20. Yea

21. Doug Kluth: 22. Yea

23. Richard Luebbe: 24. Yea

25. Jennifer Miller: 26. Yea

27. Doug Pauley: 28. Yea

29. Richard Stephens: 30. Yea
31. Gary Wieseler: 32. Yea
33. Jack Young: 34. Yea
35. Yea: 11, Nay: 0
36.

37. Educational Service Unit Coordinating Council Update

The Administrator will report on statewide activities during this item.

Administrator Polk reminded the Board that Kraig Lofquist from ESU 9 has accepted the Executive Director Position with Educational Service Unit Coordinating Council. Administrator Polk's transition to ESUCC President has begun.

38. ESU 7 Services Report

39. Legislative Update

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

Administrator Polk shared with the Board the bills to watch currently facing the Legislature.

45. **Committee Reports**

1. Budget Committee Report

Reports of Budget Committee activities and discussion will take place during this item.

Administrator Polk discussed possible tax asking meeting for August 27 or 28, 2019. No formal action was taken. This item was for discussion only. Doug Pauley was selected by the Budget Committee as the 2019-2020 Budget Committee Chair.

46. Adjournment

The meeting adjourned at 4:34pm.

Minutes respectfully submitted by Katy McNeil, Recording Secretary to the ESU 7 Board.



Regular Board of Directors Meeting

Educational Service Unit 7, Oak Room

2657 44th Avenue

Columbus, NE 68601-8537

Monday, March 18, 2019 at 5:30 PM

Attendance Taken at 5:36 PM.

Joyce Baumert: Present
Marni Danhauer: Present
Donald Ellison: Present
Dan Hoesly: Present
Doug Kluth: Absent
Richard Luebbe: Present
Jennifer Miller: Present
Doug Pauley: Absent
Richard Stephens: Present
Gary Wieseler: Present
Jack Young: Present

Present: 9, Absent: 2.

1. Call the meeting to order and Roll Call

Rationale:

LEADERSHIP • SERVICE • SUPPORT

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

Discussion: Roll call was taken at: 5:36pm
President Don Ellison conducted the meeting Via Conference Call.

Board Members via Conference Call:

Don Ellison
Marni Danhauer
Gary Wieseler
Richard Stephens

Staff present:

Larianne Polk, Administrator
Linda Shefcyk, Business Manager
Katy McNeil, Secretary to the Board of Directors
Darus Mettler, Special Education Director
Dan Ellsworth, Network Operations Director

1.1. Absent Board Members

Rationale:

Doug Pauley will be absent for work-related travel.
Doug Kluth will be absent for personal travel.

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

Action(s):

Approval of Board Member absences as presented Passed with a motion by Jennifer Miller and a second by Joyce Baumert.

Voting Detail:

Doug Kluth:	Absent
Doug Pauley:	Absent
Joyce Baumert:	Yea
Marni Danhauer:	Yea
Donald Ellison:	Yea
Dan Hoesly:	Yea
Richard Luebbe:	Yea
Jennifer Miller:	Yea
Richard Stephens:	Yea
Gary Wieseler:	Yea
Jack Young:	Yea

1.2. Notification of Open Meetings Law

Rationale:

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

1.3. Pledge of Allegiance

Discussion: All members present participated in the Pledge of Allegiance.

2. Welcome Visitors

Discussion: There were no visitors present.

3. Public Comment

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

Citizens wishing to address the Board on a certain agenda item must notify the Educational Service Unit Administrator prior to the board meeting. Citizens wishing to present petitions to the Board may do so at this time. However, the Board will only receive the petitions and not act upon them or their contents.

Discussion: There was no public comment.

4. Approval of Agenda

Rationale:

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

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

Action(s):

Agenda as presented Passed with a motion by Jack Young and a second by Dan Hoesly.

Voting Detail:

Doug Kluth:	Absent
Doug Pauley:	Absent
Joyce Baumert:	Yea
Marni Danhauer:	Yea
Donald Ellison:	Yea
Dan Hoesly:	Yea
Richard Luebbe:	Yea
Jennifer Miller:	Yea
Richard Stephens:	Yea
Gary Wieseler:	Yea

Jack Young: Yea

5. Consent Agenda

Rationale:

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

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

Consent Agenda Includes:

- Minutes from the previous meeting(s)
- Treasurer's Report
- Presentation of the Bills
- Certificated/Classified Hire(s)/Reassignments/Resignation(s)
- Other Routine Agenda Items

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

Action(s):

Consent agenda as presented Passed with a motion by Jennifer Miller and a second by Joyce Baumert.

Voting Detail:

Doug Kluth:	Absent
Doug Pauley:	Absent
Joyce Baumert:	Yea
Marni Danhauer:	Yea
Donald Ellison:	Yea
Dan Hoesly:	Yea
Richard Luebbe:	Yea
Jennifer Miller:	Yea
Richard Stephens:	Yea
Gary Wieseler:	Yea
Jack Young:	Yea

5.1. Minutes

Rationale:

This is a consent item.

5.2. Treasurer's Report

Rationale: This is a consent item.

5.3. Presentation of Bills #68709 through #68861 totaling \$959,552.00

Rationale:

The summary of bills for the current month total: \$959,552.00 - Bills #68709 through #68861
Inservice bills total: \$ 0

SPED Arrears: 0

TECH Arrears: 0

Check #	Amount	Vendor	Description
68716	\$8,000.00	Anita Archer	Consultant fee
68722	\$17,417.03	Boone Central Schools	Title 1 Reimbursement
68729	\$23,425.50	CDW-G	School Tech. Equipment Flow Through
68731	\$23,721.73	Central City	Title 1 Reimbursement
68737	\$8,274.51	Cross Co. School	Title 1 Reimbursement
68750	\$181,651.40	Fauss Construction	EBHP Contractor's third payment
68757	\$8,704.55	High Plains School	Title 1 Reimbursement
68779	\$45,878.00	Management Services for Education Data	Migrant Software Annual Fee
68801	\$11,500.00	Rosetta Stone LTD	Migrant/Title III Software
68802	\$7,502.00	RVW Inc.	Architect fees for EBHP
68810	\$35,819.38	Shelby-Rising City School	Title 1 Reimbursement
68858	\$5,252.76	Stuthman Enterprises, LLC	Amanda Stuthman Speech Services

This is a consent item.

6. Reading of Article IV, Section 4, A, Fitness for Duty, Section 6 A, Safety, Section 7, B, Social Security Numbers, Section 7 C, Prohibition on Aiding and Abetting Sexual Abuse, Section 7 D, Workplace Privacy Policy

Rationale:

Recommendation: Discuss, consider and take all necessary action to approve Article IV, Section 4, A, Fitness for Duty, Section 6 A, Safety, Section 7, B, Social Security Numbers, Section 7 C, Prohibition on Aiding and Abetting Sexual Abuse, Section 7 D, Workplace Privacy Policy as presented.

Action(s):

Article IV, Section 4, A, Fitness for Duty, Section 6 A, Safety, Section 7, B, Social Security Numbers, Section 7 C, Prohibition on Aiding and Abetting Sexual Abuse, Section 7 D, Workplace Privacy Policy as presented Passed with a motion by Dan Hoesly and a second by Jennifer Miller.

Voting Detail:

Doug Kluth: Absent

Doug Pauley: Absent
Joyce Baumert: Yea
Marni Danhauer: Yea
Donald Ellison: Yea
Dan Hoesly: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea

7. Administrator's Report

Rationale: Quarterly Report is attached for your review.
ESU 7 Goals are attached for your review.

Accreditation Tool

Action(s):

Motion to use Nebraska Frameworks as Educational Service Unit 7's Accreditation tool for the next Accreditation cycle Passed with a motion by Jack Young and a second by Joyce Baumert.

Voting Detail:

Doug Kluth: Absent
Doug Pauley: Absent
Joyce Baumert: Yea
Marni Danhauer: Yea
Donald Ellison: Yea
Dan Hoesly: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea

Discussion: Administrator Polk provided her quarterly update and ESU 7 Goals to the Board.

Administrator Polk shared a discussion of Accreditation and the use of AdvancED or Nebraska Framework and requested action from the Board on a preferred Accreditation Agency/process.

7.1. Facilities Update

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

Discussion: Administrator Polk shared with the Board the delay for the timeline of the completion of the Warehouse project due to the flooding. Fauss Construction is still working with the vendors to ensure completion of the project. Mid-April is the new target completion timeframe.

7.2. Personnel

Rationale: Board Recognition Dinner Invitation - Attached for your review.

Discussion: Administrator Polk shared the Board Recognition Dinner Invitation with the Board. The dinner will be held at the Elks Country Club on April 15, 2019 beginning at 5 p.m.

Administrator Polk discussed the disaster relief effort between Columbus Public Schools and ESU 7 to coordinate donations of supplies, volunteers, etc to meet the needs of area schools and ESUs. Staff and Board Members are encouraged to join in the efforts.

7.3. Educational Service Unit Coordinating Council Update

Rationale: ESU 7 and ESUCC Legislative Day Summaries

Discussion: Administrator Polk shared the plan for ESUCC transition and her status as President-Elect and what the upcoming timeline will look like.

Additionally she shared that next year there will be 11 ESUs working in SIMPL. Director Ostmeyer will present SIMPL to the Board in May.

Administrator Polk gave a recap from the ESUCC Legislative Day in February where approximately 25 of 49 Senators or their staff were present. More information regarding the bills of interest are in the Administrator's Legislative Report.

7.4. Legislative Update

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

Discussion: Administrator Polk shared with the Board the bills introduced to the Legislature which affects or potentially could affect the ESU and our Schools.

8. Committee Reports

8.1. Negotiations Committee Report

Rationale: Special Education is on the second of a two year agreement and will receive a 3% package increase making the base \$33,682 (\$520 base increase).

Classified, Paras, and Grants: The Negotiations Committee recommends a 3% package which

includes an increase in the life insurance benefit from \$10,000 to \$25,000 coverage. The Classified sub group for health insurance will move to the same deductibles as the Certified sub group for 2019-2020 with no cost difference.

Professional Development: The Negotiations Committee recommends a 3.5% total package increase.

Directors: The Negotiations Committee recommends a 3% total package increase.

Recommendation: Approval of the Negotiations Team recommendations regarding total package increases for 2019-2020 as presented.

Action(s):

Approval of the Negotiations Team recommendations regarding total package increases for 2019-2020 as presented Passed with a motion by Richard Stephens and a second by Joyce Baumert.

Voting Detail:

Doug Kluth:	Absent
Doug Pauley:	Absent
Joyce Baumert:	Yea
Marni Danhauer:	Yea
Donald Ellison:	Yea
Dan Hoesly:	Yea
Richard Luebbe:	Yea
Jennifer Miller:	Yea
Richard Stephens:	Yea
Gary Wieseler:	Yea
Jack Young:	Yea

Discussion: Negotiations Team Member Richard Stephens gave a report on the Negotiations discussions.

8.1.1. ESU 7 Administrator Contract Amendment

Rationale:

The Board Negotiations Committee has proposed the salary amount for the ESU 7 Administrator for the 2019-2021 term as detailed in the attached contract.

The Negotiations Committee recommends a 6% total package increase.

Recommendation: Discuss, consider and take any necessary action to approve the amended ESU 7 Administrator Contract.

Action(s):

ESU 7 Amended Administrator Contract Passed with a motion by Jennifer Miller and a second by Jack Young.

Voting Detail:

Doug Kluth:	Absent
Doug Pauley:	Absent
Joyce Baumert:	Yea
Marni Danhauer:	Yea
Donald Ellison:	Yea
Dan Hoesly:	Yea
Richard Luebbe:	Yea
Jennifer Miller:	Yea
Richard Stephens:	Yea
Gary Wieseler:	Yea
Jack Young:	Yea

9. Conference Report

Rationale: Conference Attendees will report on their learnings.

Discussion: The Board Learning scheduled for this month, will be moved to a future meeting. Administrator Polk shared the work being completed with the ESSA Learning Community with working to create a Principal Pipeline (training process). She has been attending both Nebraska and National Meetings.

10. Adjournment

Discussion: The meeting adjourned at 6:40pm.

Minutes respectfully submitted by Katy McNeil, Secretary to the ESU 7 Board of Directors

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00068862	61.95	04/20/19	60053 5TH SEASON LAWN SERVICE	C
10	00068863	5.59	04/20/19	10013 ACE HARDWARE	C
10	00068864	7.17	04/20/19	10060 ADMINISTRATORS IN-SERVICE	C
10	00068865	216.00	04/20/19	190428 ALMQUIST, MALTZAHN, GALLOWAY & LUTH, PC	C
10	00068866	5,569.19	04/20/19	10391 AMAZON	C
10	00068867	684.98	04/20/19	120155 AMY J SLAMA	C
10	00068868	420.50	04/20/19	7633 ANA SANTOS	C
10	00068869	71.34	04/20/19	9504 ANNE BAPTISTE	C
10	00068870	21,546.00	04/20/19	10681 APPLE COMPUTER, INC.	C
10	00068871	401.36	04/20/19	8508 APRIL BECKER	C
10	00068872	61.48	04/20/19	2534 BETH A. WISNIESKI	C
10	00068873	360.00	04/20/19	10049 BIC CORPORATION	C
10	00068874	83.18	04/20/19	20419 BOMGAARS SUPPLY	C
10	00068875	50.00	04/20/19	3131 BONNIE SCHROEDER	C
10	00068876	850.00	04/20/19	20428 BOONE CENTRAL SCHOOLS	C
10	00068877	670.36	04/20/19	10170 BRANDING IRON GRILL AND PUB	C
10	00068878	76.56	04/20/19	6700 BROOKE KAVAN	C
10	00068879	175.00	04/20/19	9407 C&J SERVICES LLC	C
10	00068880	78.35	04/20/19	4910 CAPITAL ONE-ELC MAYBERRY	C
10	00068881	4,371.21	04/20/19	30039 CAPITAL ONE BANK (USA), N.A.	C
10	00068882	220.61	04/20/19	30038 CAPITAL ONE-SPED ARNDT	C
10	00068883	55.00	04/20/19	2097 CAPITAL ONE-SPED KASSING	C
10	00068884	96.60	04/20/19	30192 CDW-G	C
10	00068885	1,793.58	04/20/19	160655 CENTERPOINT ENERGY SERVICES , INC.	C
10	00068886	56.00	04/20/19	892 CHARTWELLS DINING SERVICES	C
10	00068887	336.55	04/20/19	30550 CITY OF COLUMBUS WATER & SANIT	C
10	00068888	75.00	04/20/19	8885 CITY OF TILDEN	C
10	00068889	850.00	04/20/19	30610 CLARKSON PUBLIC SCHOOLS	C
10	00068890	944.01	04/20/19	31035 COLUMBUS PUBLIC SCHOOLS GENERAL FUNDS	C
10	00068891	15.65	04/20/19	4812 CUBBY'S, INC.	C
10	00068892	90.13	04/20/19	2569 DANIELLE L. KLOSEN	C
10	00068893	64.96	04/20/19	86 DANIELLE WAITE	C
10	00068894	25.00	04/20/19	2755 DAVID CITY HOUSING AUTHORITY	C
10	00068895	850.00	04/20/19	40235 DAVID CITY PUBLIC SCHOOL	C
10	00068896	120.00	04/20/19	4766 DEANNE R MUELLER	C
10	00068897	8.50	04/20/19	876 DOLLAR GENERAL-MSA 410526	C
10	00068898	7,971.25	04/20/19	40725 EAKES OFFICE SOLUTIONS	C
10	00068899	425.00	04/20/19	50060 EAST BUTLER PUBLIC SCHOOL	C
10	00068900	484,642.15	04/20/19	50825 ED SERVICE UNIT 7-PAYROLL	C
10	00068901	181.08	04/20/19	7560 HOSTED SERVICES	C
10	00068902	6,518.95	04/20/19	50645 ESU 2	C
10	00068903	199.00	04/20/19	50735 ESU 9	C
10	00068904	89,987.88	04/20/19	9806 FAUSS CONSTRUCTION, INC.	C
10	00068905	356.00	04/20/19	6149 FILEWAVE (USA), INC.	C
10	00068906	36.41	04/20/19	60056 FIRST NATIONAL BANK	C
10	00068907	75.00	04/20/19	1317 FORT WORTH ZOO	C
10	00068908	436.43	04/20/19	70403 GRAND ISLAND INDEPENDENT	C
10	00068909	292.50	04/20/19	7013 GREAT PLAINS COMMUNICATIONS	C
10	00068910	425.00	04/20/19	80390 HIGH PLAINS COMMUNITY SCHOOLS	C
10	00068911	127.96	04/20/19	4944 HOBBY LOBBY	C
10	00068912	99.00	04/20/19	80500 HOLIDAY INN EXPRESS-HASTINGS	C
10	00068913	315.00	04/20/19	80543 HOMETOWN LEASING	C
10	00068914	19,787.32	04/20/19	80670 HOWELLS-DODGE CONSOLIDATED SCHOOL DIST	C
10	00068915	425.00	04/20/19	80860 HUMPHREY PUBLIC SCHOOL	C
10	00068916	727.03	04/20/19	80880 HY-VEE	C

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00068917	115.00	04/20/19	3344 ISTE	C
10	00068918	841.58	04/20/19	3387 JENNIFER FISTLER	C
10	00068919	958.98	04/20/19	10162 JENNIFER SCHULTZ	C
10	00068920	533.60	04/20/19	260092 JUDY A ZADINA	C
10	00068921	798.08	04/20/19	110030 JULIE R KAHLER	C
10	00068922	186.03	04/20/19	9121 KAMMY MEYER	C
10	00068923	2,766.00	04/20/19	110235 KIDDIE CAB	C
10	00068924	55.00	04/20/19	4839 KSB SCHOOL LAW	C
10	00068925	2,233.55	04/20/19	3352 LAKEFRONT SPRINKLERS & RETAINING WALLS	C
10	00068926	850.00	04/20/19	120129 LAKEVIEW COMMUNITY SCHOOLS	C
10	00068927	190.24	04/20/19	6718 LAURA PLAS	C
10	00068928	425.00	04/20/19	120223 LEIGH COMMUNITY SCHOOLS	C
10	00068929	113.38	04/20/19	120314 LINCOLN JOURNAL STAR	C
10	00068930	510.00	04/20/19	40200 LINDA DAMMANN	C
10	00068931	686.72	04/20/19	40545 LISA DURANSKI	C
10	00068932	2,715.37	04/20/19	120550 LOUP POWER DIST	C
10	00068933	90.00	04/20/19	220090 LYNN VOLLBRACHT	C
10	00068934	30.39	04/20/19	10057 MARIA del CARMEN RUBALCAVA	C
10	00068935	42.46	04/20/19	5410 MARK BRADY	C
10	00068936	1,092.43	04/20/19	80375 MARLA L BENSON	C
10	00068937	111.94	04/20/19	20411 MARY A BOHNING	C
10	00068938	160.00	04/20/19	477 MARZANO RESEARCH LABORATORY, LLC	C
10	00068939	1,467.49	04/20/19	130378 MENARDS	C
10	00068940	2,250.00	04/20/19	10081 METROPOLITAN ENTERTAINMENT & CONVENTION	C
10	00068941	300.00	04/20/19	10189 MICHAEL A STIEHL	C
10	00068942	171.68	04/20/19	10120 MIRELIO BARAJAS	C
10	00068943	90.00	04/20/19	140066 NE ASSOC OF SCHOOL BOARDS	C
10	00068944	15.00	04/20/19	140460 NEBRASKA DEPT OF EDUCATION	C
10	00068945	188.78	04/20/19	140570 NEBRASKA TECHNOLOGY & TELECOM.	C
10	00068946	2,277.00	04/20/19	140490 NETA CONFERENCE	C
10	00068947	11.99	04/20/19	4170 O'REILLY AUTO PARTS	C
10	00068948	2,365.00	04/20/19	150251 OMAHA WORLD HERALD	C
10	00068949	850.00	04/20/19	150330 OSCEOLA PUBLIC SCHOOLS	C
10	00068950	95.00	04/20/19	160304 PHI DELTA KAPPA INTERNATIONAL	C
10	00068951	291.26	04/20/19	10146 POLK COUNTY RPPD	C
10	00068952	88.00	04/20/19	160672 PRESTO-X	C
10	00068953	129.00	04/20/19	10022 PSYCHOEDUCATIONAL ASSESSMENT ASSOC.	C
10	00068954	32.67	04/20/19	170029 QUALITY SOUND	C
10	00068955	44.08	04/20/19	21001 RACHEL BURGESS	C
10	00068956	3,946.49	04/20/19	4189 RAMADA COLUMBUS RIVER'S EDGE CONVENTION	C
10	00068957	180.95	04/20/19	80514 RAMADA MIDTOWN CONF CENTER	C
10	00068958	140.00	04/20/19	9695 RUTH VONDEROHE	C
10	00068959	974.29	04/20/19	8664 SADDLEBACK EDUCATIONAL PUBLISHING	C
10	00068960	392.08	04/20/19	30268 SANDY CERNY	C
10	00068961	671.06	04/20/19	981 SARAH WACHA	C
10	00068962	191.40	04/20/19	10111 SAUL FERNANDEZ ARCIPRESTE	C
10	00068963	480.24	04/20/19	8524 SHAYNA CEPEL	C
10	00068964	850.00	04/20/19	190390 SHELBY-RISING CITY PUBLIC SCHOOL	C
10	00068965	1,182.20	04/20/19	190557 SOUTHWEST BINDING & LAMINATING	C
10	00068966	425.00	04/20/19	190007 ST EDWARD PUBLIC SCHOOL	C
10	00068967	860.70	04/20/19	9601 STACEY MARTIN	C
10	00068968	4,589.80	04/20/19	190850 DAS STATE ACCOUNTING-CENTRAL FINANCE	C
10	00068969	1,394.23	04/20/19	2720 STREAKWAVE WIRELESS, INC.	C
10	00068970	571.96	04/20/19	191085 SUPER SAVER	C
10	00068971	4,211.01	04/20/19	8974 SUSAN MAYBERGER	C

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00068972	1,750.00	04/20/19	10090 SWANDER WOMAN PRODUCTIONS	C
10	00068973	855.00	04/20/19	9130 THE SUPPORT GROUP	C
10	00068974	161.24	04/20/19	10065 THRIVING LEADERS LLC	C
10	00068975	425.00	04/20/19	200493 TWIN RIVER PUBLIC SCHOOL	C
10	00068976	112.25	04/20/19	200606 U & I SANITATION	C
10	00068977	208.00	04/20/19	8826 UNIVERSITY OF NE BOARD OF REGENTS	C
10	00068978	1,277.11	04/20/19	10320 VERIZON WIRELESS	C
10	00068979	88.81	04/20/19	10154 VILLAGE OF SHELBY	C
10	00068980	90.58	04/20/19	230049 WALMART (SPED)	C
10	00068981	475.45	04/20/19	230051 WALMART COMMUNITY - MIG	C
10	00068982	396.96	04/20/19	10030 ANA KAREN GARCIA MEDINA	A
10	00068983	952.36	04/20/19	1082 ANGEL D MAYBERRY	A
10	00068984	74.24	04/20/19	40709 ANN DUBAS	A
10	00068985	683.24	04/20/19	990 BRANDY ROSE	A
10	00068986	614.94	04/20/19	5940 CASSANDRA OHL	A
10	00068987	839.26	04/20/19	9512 CASSIE KRINGS	A
10	00068988	18.67	04/20/19	7188 CODY NELSEN	A
10	00068989	310.30	04/20/19	70017 CYNTHIA ALARCON	A
10	00068990	8.00	04/20/19	50579 DAN ELLSWORTH	A
10	00068991	1,371.12	04/20/19	180474 DARLENE RODRIGUEZ	A
10	00068992	160.08	04/20/19	3948 DARUS METTLER	A
10	00068993	1,062.56	04/20/19	7099 HALEY STROBEL	A
10	00068994	1,000.50	04/20/19	20135 ISAURA BARRETO	A
10	00068995	266.36	04/20/19	8559 JACLYN TERNUS	A
10	00068996	1,121.94	04/20/19	9830 JAMIE MCCRAY	A
10	00068997	466.78	04/20/19	9580 JASON TROTTER	A
10	00068998	455.30	04/20/19	8540 JOLYNN KAHLANDT	A
10	00068999	359.60	04/20/19	6459 KAISE RECEK	A
10	00069000	180.96	04/20/19	8516 KATHERINE BOSAK	A
10	00069001	96.16	04/20/19	6205 KATY MCNEIL	A
10	00069002	244.18	04/20/19	100521 KRIS JOHNSON	A
10	00069003	100.92	04/20/19	160636 LARIANNE POLK	A
10	00069004	496.48	04/20/19	7072 LAURA METTLER	A
10	00069005	577.68	04/20/19	190434 LORI SIMANEK	A
10	00069006	266.80	04/20/19	2267 MARCIA OSTMEYER	A
10	00069007	336.40	04/20/19	8788 NATHALIE VARGAS	A
10	00069008	118.32	04/20/19	160280 PAULA PETERSON	A
10	00069009	833.46	04/20/19	5983 RACHEL GARNER	A
10	00069010	351.48	04/20/19	957 RACHEL I DOCKHORN	A
10	00069011	810.84	04/20/19	130708 SHARON M BROWN	A
10	00069012	5,488.76	04/20/19	8567 STUTHMAN ENTERPRISES, LLC	A
10	00069013	1,218.00	04/20/19	6254 VERONICA REYES-HERWIG	A
10	00069014	199.52	04/20/19	230361 WENDY WOLFE	A
10	00069015	120.03	04/20/19	10320 VERIZON WIRELESS	C
Total Bank No 10		728,669.52			

A/P Summary Check Register

FPREG01A

<u>Bank</u>	<u>Check No</u>	<u>Amount</u>	<u>Date</u>	<u>Vendor</u>	<u>Type</u>
				Total Manual Checks	.00
				Total Computer Checks	707,187.35
				Total ACH Checks	21,482.17
				Total Other Checks	.00
				Total Electronic Checks	.00
				Total Computer Voids	.00
				Total Manual Voids	.00
				Total ACH Voids	.00
				Total Other Voids	.00
				Total Electronic Voids	.00
				Grand Total	728,669.52
				Number of Checks	154

<u>Batch Yr</u>	<u>Batch No</u>	<u>Amount</u>
19	000183	37,693.01
19	000187	484,642.15
19	000190	158,035.12
19	000192	48,179.21
19	000194	120.03

Inservice Account

	Transaction/Explanation	Receipt	Expenditures	Balance
2/27/19	Deposit - Columbus Transfer Station	\$6.50		\$7,914.96
4/1/19	Gerhold Concrete (caulk for dignity room)		\$7.17	\$7,907.79

Expenditures	\$7.17
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PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

This employment contract is made by and between **Educational Service Unit No. 7**, referred to herein as "ESU," and **Abby Pfister**, referred to herein as the "Employee."

WITNESSETH: The ESU agrees to employ the Employee and the Employee agrees to accept such employment subject to the following terms and conditions:

1. Term of Employment. This contract shall commence on the 7 day of June, 2019. This contract shall terminate on the 31 day of August, 2019, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of 29 days of service in any given fiscal year, which is exclusive of holidays.

2. At-Will Nature of Employment; Duties of Employee. The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: Grant Coordinator. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.

3. Employment Status. The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in NEB. REV. STAT. § 79-1234.

4. Days and Hours of Employment. The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.

5. Compensation. The Employee shall be paid a salary of \$11,020.00 subject to applicable deductions and federal and state withholding. The salary shall be paid in three (3) equal monthly payments of \$3,673.33 in accordance with ESU's payment practices for professional

staff members. The first salary installment shall be payable on the 20th day of September and on the 20th day of each month thereafter.

6. Fringe Benefits. ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.

7. Policies, Rules and Regulations. The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and regulations of ESU may be changed at any time, with or without notice to the Employee.

8. Termination of Employment. This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.

9. Duty to Report. The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:

- A. Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
- B. Any arrest for any reason;
- C. Any criminal conviction;
- D. Any sentence of incarceration;
- E. Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
- F. Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
- G. Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.

The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.

10. Compensation Upon Termination. The Employee agrees that, upon termination of employment for any reason, any portion of

compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.

11. Deductions. The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.

12. Private Automobiles. ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.

13. Entirety of Contract and Amendments. The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.

14. Applicable Law. This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.

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

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

Secretary, Board of ESU7

President, Board of ESU7

Executed by the Employee this _____ day of _____, 20____.

Employee

Professional (Exempt) Notes/Comments

Do not print with contract
FOR OFFICE USE ONLY

Grant Coordinators
PD Coordinators



PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

This employment contract is made by and between **Educational Service Unit No. 7**, referred to herein as "ESU," and Abby Pfister, referred to herein as the "Employee."

WITNESSETH: The ESU agrees to employ the Employee and the Employee agrees to accept such employment subject to the following terms and conditions:

1. Term of Employment. This contract shall commence on the 1 day of September, 2019. This contract shall terminate on the 31 day of August, 2020, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of 200 days of service in any given fiscal year, which is exclusive of holidays.

2. At-Will Nature of Employment; Duties of Employee. The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: Grant Coordinator. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.

3. Employment Status. The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in NEB. REV. STAT. § 79-1234.

4. Days and Hours of Employment. The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.

5. Compensation. The Employee shall be paid an annual salary of \$ 76,000.00 subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments of \$6,333.33 in accordance with ESU's payment practices for professional

staff members. The first salary installment shall be payable on the 20th day of September and on the 20th day of each month thereafter.

6. Fringe Benefits. ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.

7. Policies, Rules and Regulations. The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and regulations of ESU may be changed at any time, with or without notice to the Employee.

8. Termination of Employment. This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.

9. Duty to Report. The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:

- A. Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
- B. Any arrest for any reason;
- C. Any criminal conviction;
- D. Any sentence of incarceration;
- E. Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
- F. Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
- G. Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.

The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.

10. Compensation Upon Termination. The Employee agrees that, upon termination of employment for any reason, any portion of

compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.

11. Deductions. The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.

12. Private Automobiles. ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.

13. Entirety of Contract and Amendments. The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.

14. Applicable Law. This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.

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

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

Secretary, Board of ESU7

President, Board of ESU7

Executed by the Employee this _____ day of _____, 20____.

Employee

Professional (Exempt) Notes/Comments
Do not print with contract
FOR OFFICE USE ONLY

Grant Coordinators
PD Coordinators



Office Use Only:

Degree * MA
Hours Earned * 00
Experience 23
Index 1.53
FTE 1.0
Salary + Equity * \$ 51,533.46+11,418
*Anticipated for (2019-2020 school year)

CERTIFICATED SPECIAL EDUCATION CONTRACT

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

WITNESSETH: That ESU7 hereby agrees to employ the above-named Party in the assignment of Special Education Teacher for school year 2019-2020, subject to the following terms and conditions:

- 1. Term of Employment.** This agreement shall commence on the 12 day of August, 2019. This agreement shall terminate on the 20 day of May, 2020 or may be terminated pursuant to Section 7 of the attached contract, whichever comes first. This term shall consist of 185 days of service in any given fiscal year, which are exclusive of holidays.
- 2. Compensation:** The Party shall be paid a yearly salary as determined by the applicable Negotiated Master Agreement, paid in 12 monthly payments. The first salary installment shall be payable on the 20th day of September and on the 20th day of each month thereafter.
- 3. Fringe Benefits:** ESU7 agrees to pay such part of the health and dental insurance premium of the party as may be agreed upon in negotiations between ESU7 and bargaining organization or organizations of the party, providing said party opts to participate in such an insurance program.
- 4. Professional Status.** The Party hereby affirms that he/she is not under contract with another school board or board of education covering any part of or all of the same terms provided in this contract. Said party affirms that he/she holds or will hold at the beginning of the term of this contract, a current and valid Nebraska License or Teaching Certificate, with State-approved endorsements in those services, teaching, or administrative areas mutually agreed upon by the party and the Board of ESU7. The party further agrees that the certificate is or will be properly registered with ESU7 prior to the beginning of the term of this contract. If the certificate is

not registered with ESU7, prior to the contract start date, this contract shall be declared invalid and the party shall not be further reimbursed for any services rendered under the assignment identified in "WITNESSETH" of this contract. This provision shall not apply to the party when the assigned duties of the party do not require certification.

5. **Policies, Rules and Regulations.** The Party agrees to be governed by the policies of the Board of ESU7, the rules and regulations of ESU7 and the directives of supervisors. The Party agrees that the policies of the Board of ESU7 and rules and regulations of the ESU7 may be changed at any time, with or without notice to the Party.
6. **Duties.** The duties of the Party shall be as prescribed for the position and assignment, which duties shall be performed in accordance with standards, goals, and policies established by the Board of ESU7 and the ESU7 Administrator. The Party agrees to devote full time, skill, labor and attention to these duties throughout the term of this contract.
7. **Termination of Employment.** Should the party violate any of the terms of this contract, or in the performance of his/her assigned duties fail satisfactorily to perform, the Board of ESU7 may upon a finding of just cause, all as set forth hereafter, terminate this contract. Prior to any final decision to terminate this contract prior to the completion of the contract period, the ESU Administrator shall notify the party in writing of any conditions of unsatisfactory performance which the ESU Administrator considers may be just cause to terminate this contract prior to the end of the contract period. If the party wishes a hearing, a written request shall be sent to the Secretary of the Board or the ESU Administrator within 7 calendar days after receipt of the written notice. Upon receipt of such notice the Board shall order the hearing to be held within thirty (30) days and shall give written notice of the time and place of the hearing to the party. At the hearing evidence shall be presented in support of the reasons given for considering termination of the contract and the party shall be permitted to produce evidence relating thereto.

The Board shall render a decision to terminate the contract based on the evidence produced at the hearing. As used herein the term "just cause" shall mean (a) incompetency, (b) neglect of duty, (c) unprofessional conduct, (d) insubordination, (e) immorality, (f) physical or mental incapacity, or (g) other conduct, which interferes substantially with the continued performance of his/her assigned duties. Nothing contained herein shall prevent the suspension of the party, with pay, from his/her duties during the pendency of such proceedings. If the party makes no request for a hearing within the seven days provided herein, the Board of ESU7 may proceed to take official action to terminate this contract.

8. **Disability.** Should the Party be unable to perform the essential functions

of the position by reason of illness, accident or other disability beyond his/her control, and such disability shall continue for more than two (2) months; or if such disability is permanent, irreparable, or of such a nature as to make performance of his/her duties impossible, the Board may, in its discretion, terminate this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Party under any insurance coverage furnished by ESU7.

9. **Deductions.** This contract shall conform to the federal and state regulations governing deductions from the compensation stated herein with reference to withholding tax, social security, and teacher's retirement. Other deductions may be withheld as agreed to by the parties of this contract.
10. **Private Automobiles.** ESU7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU7 in accordance with such mileage reimbursement policies of the Board of ESU7 or as otherwise provided for in the Negotiated Master Agreement.
11. **Entirety of Agreement and Amendments.** The Party certifies that he or she has read the foregoing Certificated Special Education Contract, fully understands its terms and conditions and agrees that the foregoing Certificated Special Education Contract constitutes the entire agreement and that no representations, promises, agreements or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Certificated Special Education Contract shall be subject to modification only by a written instrument signed by the Party and the ESU7 Administrator.
12. **Amendments to be in Writing.** This contract may be modified or amended only by a written document duly authorized and executed by the ESU7 Administrator and the Board.
13. **Applicable Law.** This agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

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

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

Secretary, Board of ESU7

President, Board of ESU

Executed by the Party this _____ day of _____, 20__.

Party



Office Use Only:

Degree * MA _____
Hours Earned * 00 _____
Experience 8 _____
Index 1.53 _____
FTE .60 _____
Salary + Equity* \$ 30,920.08+6,850.80 _____
*Anticipated for (2019-2020 school year)

CERTIFICATED SPECIAL EDUCATION CONTRACT

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

WITNESSETH: That ESU7 hereby agrees to employ the above-named Party in the assignment of Speech Language Pathologist for school year 2019-2020, subject to the following terms and conditions:

- 1. Term of Employment.** This agreement shall commence on the 12 day of August, 2019. This agreement shall terminate on the 20 day of May, 2020 or may be terminated pursuant to Section 7 of the attached contract, whichever comes first. This term shall consist of 111 days of service in any given fiscal year, which are exclusive of holidays.
- 2. Compensation:** The Party shall be paid a yearly salary as determined by the applicable Negotiated Master Agreement, paid in 12 monthly payments. The first salary installment shall be payable on the 20th day of September and on the 20th day of each month thereafter.
- 3. Fringe Benefits:** ESU7 agrees to pay such part of the health and dental insurance premium of the party as may be agreed upon in negotiations between ESU7 and bargaining organization or organizations of the party, providing said party opts to participate in such an insurance program.
- 4. Professional Status.** The Party hereby affirms that he/she is not under contract with another school board or board of education covering any part of or all of the same terms provided in this contract. Said party affirms that he/she holds or will hold at the beginning of the term of this contract, a current and valid Nebraska License or Teaching Certificate, with State-approved endorsements in those services, teaching, or administrative areas mutually agreed upon by the party and the Board of ESU7. The party further agrees that the certificate is or will be properly registered with ESU7 prior to the beginning of the term of this contract. If the certificate is

not registered with ESU7, prior to the contract start date, this contract shall be declared invalid and the party shall not be further reimbursed for any services rendered under the assignment identified in "WITNESSETH" of this contract. This provision shall not apply to the party when the assigned duties of the party do not require certification.

5. **Policies, Rules and Regulations.** The Party agrees to be governed by the policies of the Board of ESU7, the rules and regulations of ESU7 and the directives of supervisors. The Party agrees that the policies of the Board of ESU7 and rules and regulations of the ESU7 may be changed at any time, with or without notice to the Party.
6. **Duties.** The duties of the Party shall be as prescribed for the position and assignment, which duties shall be performed in accordance with standards, goals, and policies established by the Board of ESU7 and the ESU7 Administrator. The Party agrees to devote full time, skill, labor and attention to these duties throughout the term of this contract.
7. **Termination of Employment.** Should the party violate any of the terms of this contract, or in the performance of his/her assigned duties fail satisfactorily to perform, the Board of ESU7 may upon a finding of just cause, all as set forth hereafter, terminate this contract. Prior to any final decision to terminate this contract prior to the completion of the contract period, the ESU Administrator shall notify the party in writing of any conditions of unsatisfactory performance which the ESU Administrator considers may be just cause to terminate this contract prior to the end of the contract period. If the party wishes a hearing, a written request shall be sent to the Secretary of the Board or the ESU Administrator within 7 calendar days after receipt of the written notice. Upon receipt of such notice the Board shall order the hearing to be held within thirty (30) days and shall give written notice of the time and place of the hearing to the party. At the hearing evidence shall be presented in support of the reasons given for considering termination of the contract and the party shall be permitted to produce evidence relating thereto.

The Board shall render a decision to terminate the contract based on the evidence produced at the hearing. As used herein the term "just cause" shall mean (a) incompetency, (b) neglect of duty, (c) unprofessional conduct, (d) insubordination, (e) immorality, (f) physical or mental incapacity, or (g) other conduct, which interferes substantially with the continued performance of his/her assigned duties. Nothing contained herein shall prevent the suspension of the party, with pay, from his/her duties during the pendency of such proceedings. If the party makes no request for a hearing within the seven days provided herein, the Board of ESU7 may proceed to take official action to terminate this contract.

8. **Disability.** Should the Party be unable to perform the essential functions

of the position by reason of illness, accident or other disability beyond his/her control, and such disability shall continue for more than two (2) months; or if such disability is permanent, irreparable, or of such a nature as to make performance of his/her duties impossible, the Board may, in its discretion, terminate this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Party under any insurance coverage furnished by ESU7.

9. **Deductions.** This contract shall conform to the federal and state regulations governing deductions from the compensation stated herein with reference to withholding tax, social security, and teacher's retirement. Other deductions may be withheld as agreed to by the parties of this contract.
10. **Private Automobiles.** ESU7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU7 in accordance with such mileage reimbursement policies of the Board of ESU7 or as otherwise provided for in the Negotiated Master Agreement.
11. **Entirety of Agreement and Amendments.** The Party certifies that he or she has read the foregoing Certificated Special Education Contract, fully understands its terms and conditions and agrees that the foregoing Certificated Special Education Contract constitutes the entire agreement and that no representations, promises, agreements or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Certificated Special Education Contract shall be subject to modification only by a written instrument signed by the Party and the ESU7 Administrator.
12. **Amendments to be in Writing.** This contract may be modified or amended only by a written document duly authorized and executed by the ESU7 Administrator and the Board.
13. **Applicable Law.** This agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

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

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

Secretary, Board of ESU7

President, Board of ESU

Executed by the Party this _____ day of _____, 20__.

Party

Abby C. Pfister

58544 887 Road · Newcastle, NE 68757 · abby.pfister@ssccards.org · (712) 898-9992

Certification	Nebraska Teaching Certificate: Birth – 6 th Grade Special Education (K-12)	
Education	Graduate Certificate: Special Education Concordia University, Seward, Nebraska	2015
	Master of Arts in Curriculum and Instruction Wayne State College, Wayne, Nebraska	2010
	Bachelor of Science in Elementary Education Endorsement: Early Childhood Education Wayne State College, Wayne, Nebraska	2007
Experience	Resource Specialist (Special Education Coach) Grades Pk-12 & 18-21 program South Sioux City, NE	2018- Present
	<ul style="list-style-type: none">● Provide district wide implementation and fidelity checks of Verbal Behavior● Facilitate team meetings based on student needs and assessment results● Support teachers through a coaching cycle by prioritizing and goal setting● Guide and organize the adoption Student Centered Programming● Participate in and facilitate weekly PLC meetings● Provide trainings and toolkits based on teacher feedback	
	Teaching RISE Academy Teacher , South Sioux City Community Schools South Sioux City, NE	2015-2018
	<ul style="list-style-type: none">● Create and maintain a structured classroom environment● Individualize instruction based on students' needs, interests and assessment results● Implement and evaluate effective programming	

- Build and strengthen student and parent relationships to create a safe learning environment
- Create and monitor Behavior Plans
- Prepare, schedule and conduct IEP meetings
- Monitor and oversee para professionals
- Consult with other teachers throughout the district

Resource, South Sioux City Community Schools

South Sioux City, NE

- Designed and implemented instruction based on IEP goals, state standards and best practices
- Worked as a member of a team to meet the needs of students *2013-2015*
- Held high and consistent expectations
- Track student progress
- Oversaw paraprofessionals

Kindergarten, South Sioux City Community Schools

South Sioux City, NE

- Individualize instruction based on students' needs, interests and assessment results
- Build and strengthen student relationships to create a safe learning environment
- Prepare and organize both daily and monthly activities *2009-2013*
- Develop Guided Reading lessons that focus on fluency and comprehension
- Participate in district, building and grade level PLCs (Professional Learning Communities)
- Assist in the inclusion process of special needs students into the general education classroom
- Cooperatively plan with members of the kindergarten team to meet Nebraska State Standards and district curriculum

Fourth Grade, South Sioux City Community Schools

2008-2009

South Sioux City, NE

- Developed positive relationships with peers, students, and families by keeping an open line of communication
- Presented content in a constructivist approach while appealing to the various learning styles and needs present within the classroom

- Effectively used both *APL* and *Love and Logic* strategies in managing the classroom
- Motivated students through an active hands-on learning environment
- Assessed students at both district and state levels; then used the results as a tool when planning lessons
- Tracked students' attendance, grades and completed report cards through the use of Power School

School/Professional Activities

- ASD Network Friends of Autism Team Award 2018
- Structured Learning Trainer
- Nebraska ASD Network STEPS Participant and Mentor
- School Improvement Team
- Participate in IEP and MDT meetings
- TEACCH Trainer
- School Improvement Team
- District Steering Committee- Kindergarten Representative
- Assistant Girls Softball Coach, *South Sioux City High School*

Trainings

- Level III PRT Training
- Verbal Behavior Training- Early Learner
- Verbal Behavior Training
- RBT Course Completion
- Student Centered Programming
- TEACCH Participant
- LLI (Leveled Literacy Intervention) Training
- Guided Math
- APL Training

Shelli Eickmeier

about me

An organized, caring, hardworking professional with proven teaching and classroom management skills. Possess a strong track record in providing differentiated instruction and behavior management strategies. Skilled at delivering effective research based instruction and tracking student progress. Looking to be a team player who can contribute my knowledge of elementary and special education to assist students and families to have a positive and successful educational experience.

contact

☎ (402) 641-2443
✉ eickmeier@dcscouts.org
📍 4260 E Road
Bellwood, NE 68624

Education

B.S. ELEMENTARY/SPECIAL
EDUCATION
Nebraska Wesleyan University
Lincoln, Ne 1992-1996

MASTERS
CURRICULUM/INSTRUCTION
Wayne State College
Wayne, Ne 2007-2009

Skills

Excellent With Children

Flexible
Team Work
Communication
Time Management
Dependable
Organized

Activities

SAT Team Member
Wellness Team Member
Mentor Teacher
Family Walk Night Coordinator

Spring Walk/Bike to School
Coordinator

David City Public Schools Educator
of the Year 2014-2015

professional experience

2007 - Present

FIRST GRADE TEACHER / *Bellwood Elementary School, David City Public Schools*

- Use Marzano strategies to plan and implement instruction for first grade curriculum
- Modify curriculum and provide accommodations for students with IEPs
- Incorporate differentiated instruction and technology to enhance student learning
- Develop and implement behavior management plans for school and home settings
- Participate in the IEP meetings and planning for students in my classroom

2003 - 2007

SPECIAL EDUCATION TEACHER / *David City MS/HS, David City Public School*

- Responsible for providing modified reading and math instruction and implementing life skills instruction
- Managed, wrote, and conducted IEP meetings
- Worked closely with classroom teachers to assist in carrying out IEP goals
- Supervised para educators to provide effective support in the general education classroom and life skills setting

Tricia Spieker

84364 520 Ave., Elgin, NE 68636 | C: 402-990-7180 | tricia.spieker@esu8ne.org

Professional Summary

Responsible Speech-Language Pathologist with a passion for helping others succeed. Eight years of experience working in the public school setting. Excels at problem-solving and time management in order to effectively meet both the needs of students and fulfill legal due process requirements. Effective communication skills, which allow for professional and understandable presentation to parents, teachers, and students. Consultation and collaboration skills that foster rapport with other professionals. High interest in the areas of apraxia, attention disorders, and executive functioning skills.

Qualifications

M.S. Education	Matching instruction to needs of the student
Consultation with parents and staff	Time management skills
Effective communicator	Data collection systems
Rapport-building with students	Use of assessments to create plans
Flexibility with schedule and lesson plans	Timely completion of paperwork

Job Experience

Educational Service Unit (ESU) #8, Neligh, Nebraska

2011-Present

Speech-Language Pathologist

- Provide direct therapy to students with various disabilities ages Birth to 21 including:
 - Articulation, Phonological Disorders, Apraxia, Autism, Language Impairment, Traumatic Brain Injury, Attention Deficit Hyperactivity Disorder, Fluency, Intellectual Disabilities
- Evaluate student needs for speech and language services as part of an initial evaluation or re-evaluation for special education
- Work with teachers and parents to address the needs of a given student in order to make them successful in the classroom
- Complete duties as Case Manager or Team Member for each student in a timely manner
- Provide support and direction to Speech Language Technician to share caseload
- Create and carry out individualized lesson plans for each student based on needs
- Provide extended school year services to those at risk for regression or those receiving year-round services

Education

University of Nebraska-Lincoln

Master's of Science in Speech-Language Pathology, May 2011

University of Nebraska-Lincoln

Bachelor's Degree in Education and Human Sciences, December 2008

GPA: 3.92/4.0

Certifications

American Speech-Language Hearing Association

Clinical Certificate of Competence in Speech-Language Pathology

State of Nebraska

Licensed Speech-Language Pathologist

Affiliations

- American Speech-Language Hearing Association Member
- Nebraska Speech-Language Hearing Association Member

References

Sheila Kropp

Former Speech Language Pathologist Coordinator, ESU #8

skropp@esu8.org

402-640-1937

Taylor Hagemeyer

Early Childhood Special Education Teacher, ESU #8

taylor.hagemeyer@esu8ne.org

720-556-3489

Keith Leckron

Superintendent of Elkhorn Valley Schools

keith.a.leckron@gmail.com

402-368-5301

Rosemary Patras

Special Education Teacher, Elkhorn Valley Schools

mrs.patras@elkhornvalleyschools.org

402-750-3761



Office Use Only:

Degree* MA
Hours Earned * 00
Experience 2
Index 1.33
FTE 1.0
Salary + Equity* \$ 21,268.8
*Anticipated for (2018-2019 school year)

CERTIFICATED SPECIAL EDUCATION CONTRACT

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

WITNESSETH: That ESU7 hereby agrees to employ the above-named Party in the assignment of LMHP for school year 2018-2019, subject to the following terms and conditions:

- 1. Term of Employment.** This agreement shall commence on the 1 day of May, 2019. This agreement shall terminate on the 9 day of August, 2019 or may be terminated pursuant to Section 7 of the attached contract, whichever comes first. This term shall consist of 70 days of service in any given fiscal year, which are exclusive of holidays.
- 2. Compensation:** The Party shall be paid a yearly salary as determined by the applicable Negotiated Master Agreement, paid in 4 monthly payments. The first salary installment shall be payable on the 20th day of May and on the 20th day of each month thereafter.
- 3. Fringe Benefits:** ESU7 agrees to pay such part of the health and dental insurance premium of the party as may be agreed upon in negotiations between ESU7 and bargaining organization or organizations of the party, providing said party opts to participate in such an insurance program.
- 4. Professional Status.** The Party hereby affirms that he/she is not under contract with another school board or board of education covering any part of or all of the same terms provided in this contract. Said party affirms that he/she holds or will hold at the beginning of the term of this contract, a current and valid Nebraska License or Teaching Certificate, with State-approved endorsements in those services, teaching, or administrative areas mutually agreed upon by the party and the Board of ESU7. The party further agrees that the certificate is or will be properly registered with ESU7 prior to the beginning of the term of this contract. If the certificate is

not registered with ESU7, prior to the contract start date, this contract shall be declared invalid and the party shall not be further reimbursed for any services rendered under the assignment identified in "WITNESSETH" of this contract. This provision shall not apply to the party when the assigned duties of the party do not require certification.

5. **Policies, Rules and Regulations.** The Party agrees to be governed by the policies of the Board of ESU7, the rules and regulations of ESU7 and the directives of supervisors. The Party agrees that the policies of the Board of ESU7 and rules and regulations of the ESU7 may be changed at any time, with or without notice to the Party.
6. **Duties.** The duties of the Party shall be as prescribed for the position and assignment, which duties shall be performed in accordance with standards, goals, and policies established by the Board of ESU7 and the ESU7 Administrator. The Party agrees to devote full time, skill, labor and attention to these duties throughout the term of this contract.
7. **Termination of Employment.** Should the party violate any of the terms of this contract, or in the performance of his/her assigned duties fail satisfactorily to perform, the Board of ESU7 may upon a finding of just cause, all as set forth hereafter, terminate this contract. Prior to any final decision to terminate this contract prior to the completion of the contract period, the ESU Administrator shall notify the party in writing of any conditions of unsatisfactory performance which the ESU Administrator considers may be just cause to terminate this contract prior to the end of the contract period. If the party wishes a hearing, a written request shall be sent to the Secretary of the Board or the ESU Administrator within 7 calendar days after receipt of the written notice. Upon receipt of such notice the Board shall order the hearing to be held within thirty (30) days and shall give written notice of the time and place of the hearing to the party. At the hearing evidence shall be presented in support of the reasons given for considering termination of the contract and the party shall be permitted to produce evidence relating thereto.

The Board shall render a decision to terminate the contract based on the evidence produced at the hearing. As used herein the term "just cause" shall mean (a) incompetency, (b) neglect of duty, (c) unprofessional conduct, (d) insubordination, (e) immorality, (f) physical or mental incapacity, or (g) other conduct, which interferes substantially with the continued performance of his/her assigned duties. Nothing contained herein shall prevent the suspension of the party, with pay, from his/her duties during the pendency of such proceedings. If the party makes no request for a hearing within the seven days provided herein, the Board of ESU7 may proceed to take official action to terminate this contract.

8. **Disability.** Should the Party be unable to perform the essential functions

of the position by reason of illness, accident or other disability beyond his/her control, and such disability shall continue for more than two (2) months; or if such disability is permanent, irreparable, or of such a nature as to make performance of his/her duties impossible, the Board may, in its discretion, terminate this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Party under any insurance coverage furnished by ESU7.

9. **Deductions.** This contract shall conform to the federal and state regulations governing deductions from the compensation stated herein with reference to withholding tax, social security, and teacher's retirement. Other deductions may be withheld as agreed to by the parties of this contract.
10. **Private Automobiles.** ESU7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU7 in accordance with such mileage reimbursement policies of the Board of ESU7 or as otherwise provided for the in the Negotiated Master Agreement.
11. **Entirety of Agreement and Amendments.** The Party certifies that he or she has read the foregoing Certificated Special Education Contract, fully understands its terms and conditions and agrees that the foregoing Certificated Special Education Contract constitutes the entire agreement and that no representations, promises, agreements or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Certificated Special Education Contract shall be subject to modification only by a written instrument signed by the Party and the ESU7 Administrator.
12. **Amendments to be in Writing.** This contract may be modified or amended only by a written document duly authorized and executed by the ESU7 Administrator and the Board.
13. **Applicable Law.** This agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

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

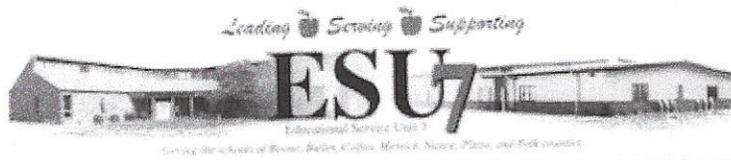
Executed by the Board of ESU7 this _____ day of _____, 20__.

Secretary, Board of ESU7

President, Board of ESU

Executed by the Party this _____ day of _____, 20__.

Party



Office Use Only:

Degree * MA
Hours Earned * 00
Experience 2
Index 1.33
FTE 1.0
Salary + Equity * \$ 44,797.06+11,418
*Anticipated for (2019-2020 school year)

CERTIFICATED SPECIAL EDUCATION CONTRACT

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

WITNESSETH: That ESU7 hereby agrees to employ the above-named Party in the assignment of LMHP for school year 2019-2020, subject to the following terms and conditions:

- 1. Term of Employment.** This agreement shall commence on the 12 day of August, 2019. This agreement shall terminate on the 20 day of May, 2020 or may be terminated pursuant to Section 7 of the attached contract, whichever comes first. This term shall consist of 185 days of service in any given fiscal year, which are exclusive of holidays.
- 2. Compensation:** The Party shall be paid a yearly salary as determined by the applicable Negotiated Master Agreement, paid in 12 monthly payments. The first salary installment shall be payable on the 20th day of September and on the 20th day of each month thereafter.
- 3. Fringe Benefits:** ESU7 agrees to pay such part of the health and dental insurance premium of the party as may be agreed upon in negotiations between ESU7 and bargaining organization or organizations of the party, providing said party opts to participate in such an insurance program.
- 4. Professional Status.** The Party hereby affirms that he/she is not under contract with another school board or board of education covering any part of or all of the same terms provided in this contract. Said party affirms that he/she holds or will hold at the beginning of the term of this contract, a current and valid Nebraska License or Teaching Certificate, with State-approved endorsements in those services, teaching, or administrative areas mutually agreed upon by the party and the Board of ESU7. The party further agrees that the certificate is or will be properly registered with ESU7 prior to the beginning of the term of this contract. If the certificate is

not registered with ESU7, prior to the contract start date, this contract shall be declared invalid and the party shall not be further reimbursed for any services rendered under the assignment identified in "WITNESSETH" of this contract. This provision shall not apply to the party when the assigned duties of the party do not require certification.

5. **Policies, Rules and Regulations.** The Party agrees to be governed by the policies of the Board of ESU7, the rules and regulations of ESU7 and the directives of supervisors. The Party agrees that the policies of the Board of ESU7 and rules and regulations of the ESU7 may be changed at any time, with or without notice to the Party.
6. **Duties.** The duties of the Party shall be as prescribed for the position and assignment, which duties shall be performed in accordance with standards, goals, and policies established by the Board of ESU7 and the ESU7 Administrator. The Party agrees to devote full time, skill, labor and attention to these duties throughout the term of this contract.
7. **Termination of Employment.** Should the party violate any of the terms of this contract, or in the performance of his/her assigned duties fail satisfactorily to perform, the Board of ESU7 may upon a finding of just cause, all as set forth hereafter, terminate this contract. Prior to any final decision to terminate this contract prior to the completion of the contract period, the ESU Administrator shall notify the party in writing of any conditions of unsatisfactory performance which the ESU Administrator considers may be just cause to terminate this contract prior to the end of the contract period. If the party wishes a hearing, a written request shall be sent to the Secretary of the Board or the ESU Administrator within 7 calendar days after receipt of the written notice. Upon receipt of such notice the Board shall order the hearing to be held within thirty (30) days and shall give written notice of the time and place of the hearing to the party. At the hearing evidence shall be presented in support of the reasons given for considering termination of the contract and the party shall be permitted to produce evidence relating thereto.

The Board shall render a decision to terminate the contract based on the evidence produced at the hearing. As used herein the term "just cause" shall mean (a) incompetency, (b) neglect of duty, (c) unprofessional conduct, (d) insubordination, (e) immorality, (f) physical or mental incapacity, or (g) other conduct, which interferes substantially with the continued performance of his/her assigned duties. Nothing contained herein shall prevent the suspension of the party, with pay, from his/her duties during the pendency of such proceedings. If the party makes no request for a hearing within the seven days provided herein, the Board of ESU7 may proceed to take official action to terminate this contract.

8. **Disability.** Should the Party be unable to perform the essential functions

of the position by reason of illness, accident or other disability beyond his/her control, and such disability shall continue for more than two (2) months; or if such disability is permanent, irreparable, or of such a nature as to make performance of his/her duties impossible, the Board may, in its discretion, terminate this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Party under any insurance coverage furnished by ESU7.

9. **Deductions.** This contract shall conform to the federal and state regulations governing deductions from the compensation stated herein with reference to withholding tax, social security, and teacher's retirement. Other deductions may be withheld as agreed to by the parties of this contract.
10. **Private Automobiles.** ESU7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU7 in accordance with such mileage reimbursement policies of the Board of ESU7 or as otherwise provided for the in the Negotiated Master Agreement.
11. **Entirety of Agreement and Amendments.** The Party certifies that he or she has read the foregoing Certificated Special Education Contract, fully understands its terms and conditions and agrees that the foregoing Certificated Special Education Contract constitutes the entire agreement and that no representations, promises, agreements or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Certificated Special Education Contract shall be subject to modification only by a written instrument signed by the Party and the ESU7 Administrator.
12. **Amendments to be in Writing.** This contract may be modified or amended only by a written document duly authorized and executed by the ESU7 Administrator and the Board.
13. **Applicable Law.** This agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

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

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

Secretary, Board of ESU7

President, Board of ESU

Executed by the Party this _____ day of _____, 20__.

Party

Ronelle Jackson

735 N Grant, Fremont, NE 68025 ▪ (308) 529-3551 ▪ rojackson01@wsc.edu

EDUCATION

Master of Science in Clinical Mental Health Counseling

Graduation: December 2018

Wayne State College, Wayne, Nebraska

Bachelor of Science in Human Service Counseling, December 2015

Wayne State College, Wayne, Nebraska

RELATED EXPERIENCE

INTERNSHIPS

Jackson Recovery Inpatient Crisis Stabilization Adolescent Unit Ages 11-18 May – Aug. 2018

- Administer SAD Person Suicide Scale, PHQ-9 Health Questionnaire, Adverse Childhood Experience Assessment and a biopsychosocial assessment to determine patient's level of emotional, behavioral and cognitive functioning
- Facilitate family crisis sessions within 48-hours of patient's admission to observe interactions and gather pertinent familial information which induced suicidal ideation
- Lead 60-85 minute group therapy sessions to address trauma, hallucinations and delusions with all patients on the unit
- Complete appropriate documentation for agency accreditation and insurance authorizations

State of NE- Children and Family Protective Services (CPS) May 2015 – August 2015

- Attended court hearings which included termination of parental rights and juvenile issues
- Completed all documentation for state and federal requirements such as interactions with attorneys, foster families and biological parents
- Observed home removal of three children ages 5-14 years of age
- Participated and led family team meetings and home visits
- Supervised and led campers in activities at Royal Family KIDS Camp for foster children ages 6-11 years old

PROFESSIONAL VOLUNTEERISM

January 7th – August 29th, 2018

The HELP Clinic Addiction Support Group, Wayne, Nebraska

- Facilitated weekly recovery activities in group
- Led psychoeducational information sessions on boundaries and parenting techniques
- Provided resources to counselors in the area
- Maintained professionalism while redirecting and confronting issues in group

EMPLOYEMENT

Mental Health Therapist

January 2019 – Present

Capstone Behavioral Health, P.C.

- Utilize Rational-Emotive Behavioral Therapy to intervene in cognitive distortions creating barriers in client’s intrapersonal and interpersonal situations
- Conducts individual, family, marriage and group therapy services in line with State of Nebraska Laws
- Monitors therapeutic process through the DSM-5 and its assessments
- Support students with emotional and behavioral concerns and assist them in developing healthy coping skills
- Responsible for timely submissions of all documentation required by the Medicaid, Blue Cross Blue Shield and Region 6

Para-professional

October 2016 – July 2018

Wayne Community Schools

- Assist in the educational and social development of students under the direction and guidance of the facilitator and classroom teachers
- Implement Individual Education Plans for the students and monitor their progress
- Gather and assess pertinent data for progress notes, report cards, and vocational rehabilitation counselors
- Support students with emotional or behavior concerns and assist them in developing appropriate social skills.

PROFESSIONAL MEMBERSHIPS

Chi Sigma Iota

February 2018 – Present

American Counseling Association

July 2016- Present

Nebraska Counseling Association

August 2016 - Present

REFERENCES

Dr. Cody Dickson

Graduate Professor

Wayne State College

(402) 375-7386

Codicks1@wsc.edu

Dr. Steven Dinsmore

Counseling Psychologist

Wayne State College

(402) 375-7386

Stdinsm1@wsc.edu

Kayla Varley

Special Education 7-12 Life Skills Room

Wayne Community Schools

611W 7th Street

Wayne, NE 68787

(402) 375- 3150

kavarle1@waynebluedevils.org

Dr. Katy Murphy

Wayne State College Supervisor

Wayne State College

1111 Main Street

Wayne, NE 68787

(712) 898-3924

kamurph1@wsc.edu

ESU 7 Goals

Board of Directors

Goal 1: Use of Data for Quality and Efficiency: The Board will use data to ensure quality and efficiency of current and future services to its stakeholders (students, educators, parents and community).

Goal 2: Behavioral Health Programming: The Board will explore the potential expansion of educational behavioral health programming.

Goal 3: Financial Projections: The Board will examine short and long term financial projections to ensure long term financial stability.

Goal 4: Updates Policy Manual: The Board will work to update and streamlining their policy manual.

Administrator

Goal 1: Communication and Marketing: The Administrator will communicate and market our work being done to the board, staff and school districts.

Goal 2: Budget Stability: The Administrator will ensure budget stability by maintaining cash on hand at 30%.

Goal 3: Policy Revision Timeline: The Administrator will create a timeline for policy revision completion by 2019-2020.

Agency Team

Goal 1.1: Stakeholder Involvement: The Agency Team will work to expand stakeholder involvement in SIMPL Stage 1.

Goal 1.2: Define Professional Development: The Agency Team will work to expand the definition of professional development delivery to every department that provides that service.

Goal 1.3: SIMPL Service Descriptions: The Agency Team will ensure every service in SIMPL will include a description of that service.

Goal 2.1: Agency-wide Survey: The Agency Team will develop and deploy an agency-wide process to survey respondents in order to obtain data for decision-making.

Goal 2.2: Timeline for Measuring Services: The Agency Team will develop a process for assessing service implementation across services, agency-wide, including timelines for verification and implementation scoring.

Goal 3.1: Job Descriptions: The Agency Team will update, clarify, revise and create job descriptions for each position at ESU 7.

Goal 3.2: Re-Organize Leadership Team: The Agency Team will create and modify the organizational leadership team to encompass a comprehensive cross-section of services.

Goal 3.3: Align Staffing to SIMPL: The Agency Team will formally align the staffing allocations to each service on the service plan.

Goal 3.4: Recruitment and Retention: The Agency Team will develop a formalized recruitment and retention process agency-wide.

Departments

Administration: Systems Across Agency (Maintenance Requests, Bookkeeping Procedures, Consistent Benefits)

Cen7ter: Find more usable space in the current Cen7ter and add more space for the Cen7ter

Early Childhood: Designated room for EC workspace (14 people)/ change to "accepted: work areas and Define and share with NDE manageable fidelity requirements (RBI, HV, Gold).

Grants: Establish a backup person and procedure should a grant coordinator be unable to carry out their responsibilities.

Migrant: Think outside the box to enhance recruitment efforts by effectively educating schools, community and families.

Production: Develop and deploy communication plan for copying procedures.

Professional Development: Determine what data will be most useful for determining services for schools. Create an off-campus survey that gives us credible, reliable, and actionable data.

Psychology: Gather and interpret data regarding outcomes of initial referrals and determine needs to improve the efficacy of our services, leadership and support to districts.

Speech: Increase confidence level in writing IEPs by streamlining wording within the IEP document.

Technology: Improve intra-office communication

Vision: Increase communication within the department by having monthly meetings.



E - Equipment, Materials and Supplies

Article III, Section 5, E. Equipment, Materials and Supplies

1. Purchases up to \$10,000 Open Market. The Administrator or designee shall be authorized to purchase any item specifically budgeted up to \$10,000 in the open market. Official action by the Board shall be requested by the Administrator where it is required by law or in those instances where it appears to be in the best interests of the ESU. The purchase of items in excess of \$10,000 shall require Board approval.

Open market orders and contracts for the purchase of equipment, materials and supplies shall be awarded based on the following criteria:

- a. Quality of product.
- b. Suitability of product.
- c. Equality of price (or fairness of price).
- d. Conformance to specifications.
- e. Convenience of delivery.
- f. General reputation of business firms.
- g. Services to be provided to the ESU by supplier.
- h. Established relationship between supplier and the ESU.
- i. Ability to provide the goods or services under question.
- j. Ability to provide replacement parts for the goods to be purchased.
- k. Warranties offered on products.
- l. Adherence to State Law and Federal Regulations.
- m. Any other stipulations set forth in Board policy or by Board action with regard to purchasing decisions.

Local purchases will be preferred whenever the foregoing factors are considered to be substantially the same.

2. Purchases from \$10,000 up to \$100,000—Solicit Proposals. The Administrator or designee shall request the submission of bids, quotes or proposals for purchases which have a cost from \$10,000 up to \$100,000

proposals for purchases, which have a cost from \$10,000 up to \$100,000. The Administrator or designee shall receive and evaluate all proposals and make a recommendation to the Board for acceptance. The Board reserves the right to reject any and all proposals, to waive any informality in any proposal, and to accept the proposal that it deems best serves the interests of the ESU; which may or may not be the lowest cost proposal.

3. Purchases of \$100,000 and above—Sealed Bids. The Administrator or designee shall advertise for sealed bids for purchases which have a cost of greater than \$100,000.
 - i. Bid instructions and specifications. The Administrator or designee shall prepare bid instructions that are clear and complete and conducive to competitive bidding. The bid instructions shall set forth all considerations necessary to bid and be consistent with any guidelines established by the Board.
 - ii. Advertisement. The notice to bidders shall be published appropriately in a manner that will allow for competition. Vendors and suppliers shall be invited to have their names placed on mailing lists to receive invitations to bid. When specifications are prepared, they will be mailed or made available to all vendors or suppliers who have indicated an interest in bidding.
 - iii. Sealed bids. Bids must be submitted in sealed envelopes, addressed to the Board, and plainly marked with the name of the bid and the time of the bid opening.
 - iv. Withdrawal of Bids and Late Bids. Any bid may be withdrawn prior to the scheduled time for the opening of bids. Any bid received after the time and date specified shall not be considered.
 - v. Bid Opening. Bids shall be opened at the time specified and all bidders and other persons shall be invited to be present. After the bids have been opened and tabulated, they shall be available for those interested to copy or study. They shall not, however, be removed from the ESU's offices.
 - vi. Right to Reject. The Board reserves the right to reject any or all bids and to accept the bid which appears to be in the best interest of the ESU. Each bid notice should carry the notification that the ESU reserves the right to accept or reject any or all bids.
 - vii. Right to Waive Bid Formalities. The Board reserves the right to waive any informality in, or reject any or all bids, or any part of any bid, as

... consistent with law.

Legal Reference:	
Date of Adoption:	September 13, 2018



BOARD RESOLUTION OF ESU 7 IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY MARLA BENSON, EARLY CHILDHOOD SPEECH-LANGUAGE PATHOLOGIST

IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY MARLA BENSON

WHEREAS, Marla has always been mindful of the interests of Educational Service Unit and has worked tirelessly to advance ESU 7;

WHEREAS, Marla has provided outstanding support and guidance to ESU 7; and

WHEREAS, Marla has faithfully and with honor, integrity and great distinction served as a Early Childhood Speech-Language Pathologist for ESU 7;

RESOLVED, that the ESU 7 Board of Directors formally acknowledges and extends its profound appreciation to Marla for her thirty-six years of service to ESU 7 and her cause of impact on education. As a token of appreciation, ESU 7 will provide Marla with a gift recognizing her retirement;

RESOLVED FURTHER, that the Board Members of ESU 7 are hereby authorized and directed to take such action as may be necessary, appropriate or advisable to implement this resolution; and

We, the undersigned, hereby certify that the ESU 7 Board is comprised of 11 members, of whom __, constituting a quorum, were present at a meeting duly and regularly called, noticed, convened and held this 15 day of April, 2019, and that the foregoing Resolution was duly adopted at said meeting by the affirmative vote of __ members, and opposed by __ members, and said Resolution has been duly recorded in the Minutes and is in full force and effect.

DULY PASSED ON April 15, 2019

Presented by:

<i>Donald Ellison</i>	<i>Jack Young</i>	<i>Richard Stephens</i>	<i>Dan Hoesly</i>
<i>Joyce Baumert</i>	<i>Douglas Pauley</i>	<i>Richard Luebbe</i>	<i>Marni Danhauer</i>
<i>Douglas Kluth</i>	<i>Gary Wieseler</i>	<i>Jennifer Miller</i>	<i>Dr. Larianne Polk</i>



BOARD RESOLUTION OF ESU 7 IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY MARY BOHNING, EARLY CHILDHOOD COORDINATOR

IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY MARY BOHNING

WHEREAS, Mary has always been mindful of the interests of Educational Service Unit and has worked tirelessly to advance ESU 7;

WHEREAS, Mary has provided outstanding support and guidance to ESU 7; and

WHEREAS, Mary has faithfully and with honor, integrity and great distinction served as a Early Childhood Coordinator for ESU 7 ;

RESOLVED, that the ESU 7 Board of Directors formally acknowledges and extends its profound appreciation to Mary for her thirty-six years of service to ESU 7 and her cause of impact on education. As a token of appreciation, ESU 7 will provide Mary with a gift recognizing her retirement;

RESOLVED FURTHER, that the Board Members of ESU 7 are hereby authorized and directed to take such action as may be necessary, appropriate or advisable to implement this resolution; and

We, the undersigned, hereby certify that the ESU 7 Board is comprised of 11 members, of whom __, constituting a quorum, were present at a meeting duly and regularly called, noticed, convened and held this 15 day of April, 2019, and that the foregoing Resolution was duly adopted at said meeting by the affirmative vote of __ members, and opposed by __ members, and said Resolution has been duly recorded in the Minutes and is in full force and effect.

DULY PASSED ON April 15, 2019

Presented by:

<i>Donald Ellison</i>	<i>Jack Young</i>	<i>Richard Stephens</i>	<i>Dan Hoesly</i>
<i>Joyce Baumert</i>	<i>Douglas Pauley</i>	<i>Richard Luebbe</i>	<i>Marni Danhauer</i>
<i>Douglas Kluth</i>	<i>Gary Wieseler</i>	<i>Jennifer Miller</i>	<i>Dr. Larianne Polk</i>



BOARD RESOLUTION OF ESU 7 IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY PAULETTE WIESER, BOOKKEEPER AND TECHNOLOGY DEPARTMENT SECRETARY

IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY PAULETTE WIESER

WHEREAS, Paulette has always been mindful of the interests of Educational Service Unit and has worked tirelessly to advance ESU 7;

WHEREAS, Paulette has provided outstanding support and guidance to ESU 7; and

WHEREAS, Paulette has faithfully and with honor, integrity and great distinction served as a Bookkeeper and Technology Department Secretary of ESU 7 for sixteen and a half years;

RESOLVED, that the ESU 7 Board of Directors formally acknowledges and extends its profound appreciation to Paulette for her sixteen and a half years of service to ESU 7 and her cause of impact on education. As a token of appreciation, ESU 7 will provide Paulette with a gift recognizing her retirement;

RESOLVED FURTHER, that the Board Members of ESU 7 are hereby authorized and directed to take such action as may be necessary, appropriate or advisable to implement this resolution; and

We, the undersigned, hereby certify that the ESU 7 Board is comprised of 11 members, of whom __, constituting a quorum, were present at a meeting duly and regularly called, noticed, convened and held this 15 day of April, 2019, and that the foregoing Resolution was duly adopted at said meeting by the affirmative vote of __ members, and opposed by __ members, and said Resolution has been duly recorded in the Minutes and is in full force and effect.

DULY PASSED ON April 15, 2019

Presented by:

<i>Donald Ellison</i>	<i>Jack Young</i>	<i>Richard Stephens</i>	<i>Dan Hoesly</i>
<i>Joyce Baumert</i>	<i>Douglas Pauley</i>	<i>Richard Luebbe</i>	<i>Marni Danhauer</i>
<i>Douglas Kluth</i>	<i>Gary Wieseler</i>	<i>Jennifer Miller</i>	<i>Dr. Larianne Polk</i>



BOARD RESOLUTION OF ESU 7 IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY TERRY FUSCO, ESU 7 BOARD MEMBER

IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY TERRY FUSCO

WHEREAS, Terry has always been mindful of the interests of Educational Service Unit and has worked tirelessly to advance ESU 7;

WHEREAS, Terry has provided outstanding support and guidance to ESU 7; and

WHEREAS, Terry has faithfully and with honor, integrity and great distinction served as a Board Member for ESU 7;

RESOLVED, that the ESU 7 Board of Directors formally acknowledges and extends its profound appreciation to Terry for his nine years of service to ESU 7 and his cause of impact on education. As a token of appreciation, ESU 7 will provide Terry with a gift recognizing his retirement;

RESOLVED FURTHER, that the Board Members of ESU 7 are hereby authorized and directed to take such action as may be necessary, appropriate or advisable to implement this resolution; and

We, the undersigned, hereby certify that the ESU 7 Board is comprised of 11 members, of whom __, constituting a quorum, were present at a meeting duly and regularly called, noticed, convened and held this 15 day of April, 2019, and that the foregoing Resolution was duly adopted at said meeting by the affirmative vote of __ members, and opposed by __ members, and said Resolution has been duly recorded in the Minutes and is in full force and effect.

DULY PASSED ON April 15, 2019

Presented by:

<i>Donald Ellison</i>	<i>Jack Young</i>	<i>Richard Stephens</i>	<i>Dan Hoesly</i>
<i>Joyce Baumert</i>	<i>Douglas Pauley</i>	<i>Richard Luebbe</i>	<i>Marni Danhauer</i>
<i>Douglas Kluth</i>	<i>Gary Wieseler</i>	<i>Jennifer Miller</i>	<i>Dr. Larianne Polk</i>

A decorative border of watercolor flowers and leaves surrounds the text. The flowers include large yellow and orange blossoms, purple buds, and small white and pink flowers. Green leaves and stems are interspersed throughout the design.

please join us for the

Center
Open House

Wednesday, May 8, 2019

1:00 p.m. - 2:30 p.m.

2563 44th Avenue
Columbus, NE

Legislative Update to the ESU 7 Board
4.15.19

[Link to full summary.](#)

Each bill summary is organized by:

Bill Number (Senator's last name), Sponsor Committee, One-liner

Description

[Status](#)

LB 18 (Briese) Revenue, Adopt the Remote Seller Sales Tax Collection Act

LB 18 is essentially the same legislation offered by former Senator Watermeier in 2017 (LB 44). Would create the Remote Seller Sales Tax Collection Act. The bill would require remote sellers (online retailer without a physical presence in our state) to collect and remit sales tax if their gross revenue in Nebraska exceeds \$100,000 or their sales in Nebraska consist of 200 or more separate transactions. In 2017 the Nebraska Department of Revenue commented that such legislation would yield anywhere from \$30 million to \$40 million in new revenue for the state.

[Jan. 31, Heard by Revenue Committee. No action yet.](#)

[Held in Committee](#)

LB 73 (Erdman) Education, Require display of the national motto in schools

Provides that each school board must prominently display the national motto of the United States, "In God We Trust," written legibly in English, in each classroom or in another prominent place in each school building where each student will be able to see and read it each day school is in session.

[Jan. 22, Heard. No action from committee yet](#)

[Held in Committee](#)

LB 120 (Crawford) Education, Require teacher and school staff to receive training on behavioral and mental health

Changes some terminology relevant to the duties of the state school security director to include a more deliberate focus on . The suicide awareness and prevention training in public schools. The bill strikes the term "suicide awareness" and inserts "behavioral and mental Health" into [§ 79-2,146] and specifies that the training is conducted each year during contract hours.

The bill includes an emergency clause.

[Jan. 14, Referred to Education Committee](#)

Mar. 4, Heard. No action from committee yet
Held in Committee

LB 161 (Erdman) Education, Eliminate learning communities

Dissolves the Learning Community effective July 1, 2020.

Feb. 19, Hearing Scheduled

Held in Committee

LB 148 (Groene) Government, Change requirements for public hearings on proposed budget statements and notices of meetings of public bodies

The bill specifies that such hearing must be held separately from any regularly scheduled meeting of the governing body and may not be limited by time.

LB 148 further specifies that at the hearing, the governing body must make a detailed presentation of the proposed budget statement and must make at least three copies of the proposed budget statement available to the public. Under current provisions of the Act, each public body must 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. LB 148 eliminates any discretion by the governing body in determining the method by which it publicizes notice.

Feb. 6, Heard by Government, Military and Veterans Affairs Committee.

Mar. 5, Moved to General File, amendments filed.

LB 103 (Linehan) Revenue, Change provisions relating to property tax requests

In essence, a school district or other political subdivision cannot collect more dollars in property taxes without holding a separate public hearing. For example, if the valuation of property increased within a school district, the district would be required to lower its levy to collect only an equal amount of property tax dollars received the previous year. If the school wished to maintain the levy and keep additional dollars, the school board would need to follow the proposed language and hold a public hearing to explain/discuss the rationale. The school board would continue to have the final decision on raising, lowering or maintaining the levy. The public hearing may not be held at the same time as the annual budget hearing. Notice of the public hearing must be given before the date of the hearing by the publication of a notice in at least one newspaper of general circulation in such political subdivision and in a prominent public location at which notices are regularly posted in the building where the governing body of the political subdivision regularly conducts its business.

A resolution or ordinance setting a political subdivision's property tax request at an amount that exceeds the political subdivision's property tax request in the prior year must include

the following information:

-- The name of the political subdivision;

-- The amount of the property tax request;

-- The following statements:

1. The total assessed value of property differs from last year's total assessed value by percent;

2. The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property, would be \$..... per \$100 of assessed value;

3. The (name of political subdivision) proposes to adopt a property tax request that will cause its tax rate to be \$..... per \$100 of assessed value; and

4. Based on the proposed property tax request and changes in other revenue, the total operating budget of (name of political subdivision) will exceed last year's by percent; and

-- The record vote of the governing body in passing the resolution or ordinance.

In brief: When property tax asking is greater one year to next, there will need to be separate hearing, separate notice (bigger), no restriction on public comment. After all those steps, the BOE still makes the decision. Tough to argue against, but is a hoop. Timing is a big concern.

Jan 24, Heard by Revenue Committee.

Feb. 5, Moved to General File with amendments

Feb. 11, Moved to Select File

Mar 13, Passed, link to [slip law](#)

LR 3CA (Erdman) Revenue, Constitutional amendment to provide income tax credits for property taxes paid

Similar to a previous legislative attempt, LR 3CA would amend the Nebraska Constitution to provide a refundable credit against the income tax imposed by the State of Nebraska in an amount equal to 35% of the property taxes that were:

(a) Levied on real property located in this state; and

(b) Paid by the taxpayer during the taxable year.

The tax credits would be available for taxable years beginning on January 1, 2021. If adopted by the Legislature, the measure would appear on the 2020 General Election ballot.

Feb. 7, Heard by Revenue Committee. No action yet.

Held in committee

LR 5CA (Brewer) Revenue, Constitutional amendment to limit the percentage of funding for schools that comes from property taxes

Article VII, Section 1 of the Nebraska Constitution requires that the Legislature provide for the free instruction in the common schools of this state of all persons between the ages of five and 21 Years. LR 5CA proposes to amend this section of the Constitution with language stating that no more than 35% of the funding for the free instruction in the common schools may derive from property taxes. The idea behind the constitutional amendment is that the state would need to dramatically increase funding for education.

If adopted by the Legislature, the measure would appear on the 2020 General Election ballot for approval by the voters.

[Feb. 12, Heard by Education Committee. No action yet.](#)

[Held in Committee](#)

LR 8CA (Governor's bill), Funding for schools that comes from property taxes

Places constitutional lid to what schools, ESUs, in levied property tax. In this case it is 3% growth. Any above that number would need voter approval. There is no revenue replacement in this proposal. If passed, would be put on the ballots in 2020.

[Jan. 17, Referred to Revenue Committee](#)

[Feb. 27, Heard, no action yet](#)

[Apr. 10, Failed to advance, 4-2-2](#)

LB 147 (Groene) Education, Provide for the use of physical force or physical restraint or removal from a class in response to student behavior.

Amends the Nebraska Student Discipline Act to provide for the use of physical force or physical restraint or removal from a class in response to student behavior.

[Feb. 11, Heard by Education Committee. No action yet. All education organizations, except NSEA opposed.](#)

[Still in Education committee with motion to indefinitely postpone, now pending.](#)

LB 165 (Hunt) Education, Adopt the Too Young to Suspend Act

Creates the Too Young to Suspend Act with the purpose to prohibit early childhood education and kindergarten students from being suspended or expelled from school except in limited circumstances. The intent of the bill is to prevent suspensions or expulsions of difficult young students who may disrupt school activities or willfully defy school authorities, but who are not a danger to other students.

[Feb. 26, Hearing scheduled for Education Committee](#)

[Held in Committee](#)

LB 309 (Lindstrom) Last session this bill was introduced, working on something similar this session.

Proposes to increase the total amount available in the Property Tax Credit Fund for tax year 2019 and each tax year thereafter to \$275 million. Currently, the total amount available in the Property Tax Credit Fund is \$224 million. This bill proposes an additional \$51 million each tax year.

Jan. 15, Introduced to Revenue Committee

Feb. 27, Hearing

Apr. 11, Moved to General File, 6-0-2

LB 314 (Briese) Last session this bill was introduced, working on something similar this session.

Supported by school groups, ag groups, etc. Proactive proposal. Increases state sales tax .5%, and other taxes while eliminating some tax exemptions to produce estimated \$782,000,000 new revenue for property tax relief.

Feb. 14, Hearing scheduled for Revenue Committee

Held in Committee

LB 399 (Slama) -- Civics Bill

Must have a board Civics Committee, at least 2 public meetings per year, ensure some social studies curriculum requirements, Under the amendments, the requirement that school districts must administer the civics exam

is removed and inserts a requirement that school districts choose at least one of three options to incorporate in the district's curriculum. These three options are:

1. Administer written test;
2. Require that the student attend or participate in a meeting of a public body and subsequently complete a project or paper discussing what the student learned; or
3. Require that the student complete a project or paper and a class presentation between eighth grade and twelfth grade on a person, persons, or even commemorated by one of the holidays listed in the bill or on a topic related to such person, persons, or event. The holidays and commemoration days listed in the bill include George Washington's birthday, Abraham Lincoln's birthday, Dr. Martin Luther King, Jr.'s birthday, Native American Heritage Day, Constitution Day, Memorial Day, Veterans Day, and Thanksgiving Day.

School districts do not have to incorporate all three options. They must only incorporate one of the options listed above.

There are many prescriptive elements to be included in curriculum.

Every school board, the State Board of Education, and the superintendent of each school district in the state shall be held directly responsible in the order named for carrying out this section..

Neglect thereof by any employee may be considered a cause for dismissal

The Education Committee advanced LB 399 to General File by a unanimous 8-0 vote. The bill now awaits first-round debate.

Mar. 13, Placed on Final Reading, link to [final copy](#) containing FA21

Mar. 14, Moved back to Select File for amendments

Mar. 15 Advanced to Final reading

Mar. 21, Passed on Final Reading 44-2-3 and presented to Governor

Mar. 27, Approved, became law. Effective September 2019, link to [slip law](#).

LB 537 (Lathrop) - Performance Eval Bill

Change provisions relating to actions with regard to the performance or conduct of a certificated school district employee.

From Justin Knight, Perry Law Firm: If a teacher is placed on a "performance improvement plan or other form of administrative directive to address alleged performance deficiencies," LB 537 would allow the teacher to appeal that decision to the board of education. In other words, if LB 537 is passed into law, struggling teachers could challenge an administrator's decision to place the teacher on an improvement plan. This concept should be a concern to both administrators and school boards alike. The purpose of the bill would permit teachers to bypass school administrators and burden boards with the day-to-day supervision of teachers.

Aside from the many practical problems, there are several legal uncertainties regarding LB 537. For one, LB 537 could jeopardize the board's ability to be impartial during a termination/cancellation/non-renewal hearing if the board previously held a hearing on the teacher's appeal of an improvement plan or directive. There is also the obvious uncertainty as to what constitutes an "administrative directive" under the bill. For example, would a comment in the hallway suffice to trigger a right to an appeal? What about a building-wide email from the principal with a new attendance rule (such as requiring all teachers to arrive 30 minutes before school)? Or does such a "directive" need to be individually tailored to a specific teacher for a right to a hearing? Unfortunately, the bill does not provide much guidance to answer these questions.

In any event, the intent of this bill may unfortunately result in fewer teachers being given an opportunity to improve (which is, after all, the point of an improvement plan). This may result in an increased number of hearings, but probably not for the reasons that the proponents of this bill intended. Indeed, if LB 537 is enacted, many districts would likely rather have one hearing (to end employment) rather than several hearings (one for an improvement plan and another to end employment).

Jan. 22, Introduced to Education Committee

Mar. 18, Hearing scheduled

LB 568 (Morfeld) - Mental Health First Aid

Provide for mental health first aid training for school districts and change provisions relating to the use of lottery funds

Jan. 22, Introduced to Education Committee

Mar. 18, Hearing scheduled

LB 675 (Groene) - Education Shell Bill

Jan. 23, Introduced to Education Committee

Feb. 26, Heard

Mar. 19, Education Committee prioritized

LB 670 (Linehan) - Adopt the Opportunity Scholarships Act and provide tax credits

The bill would provide income tax credits for private school scholarship funds.

NASB's take on what this bill means...

- It is costly
- It puts pressure on property taxes
- It won't save the state money
- It makes scholarship tax credits more lucrative than other types of giving
- It may lead to fewer donations to private schools, churches
- There are Constitutional concerns
- The bill is not targeted to low-income students

Jan. 23, Introduced to Revenue Committee

Mar. 7, Hearing scheduled

Apr. 11, Placed on General File, 5-2-1

LB 679 (DeBoer) - School Financing Review

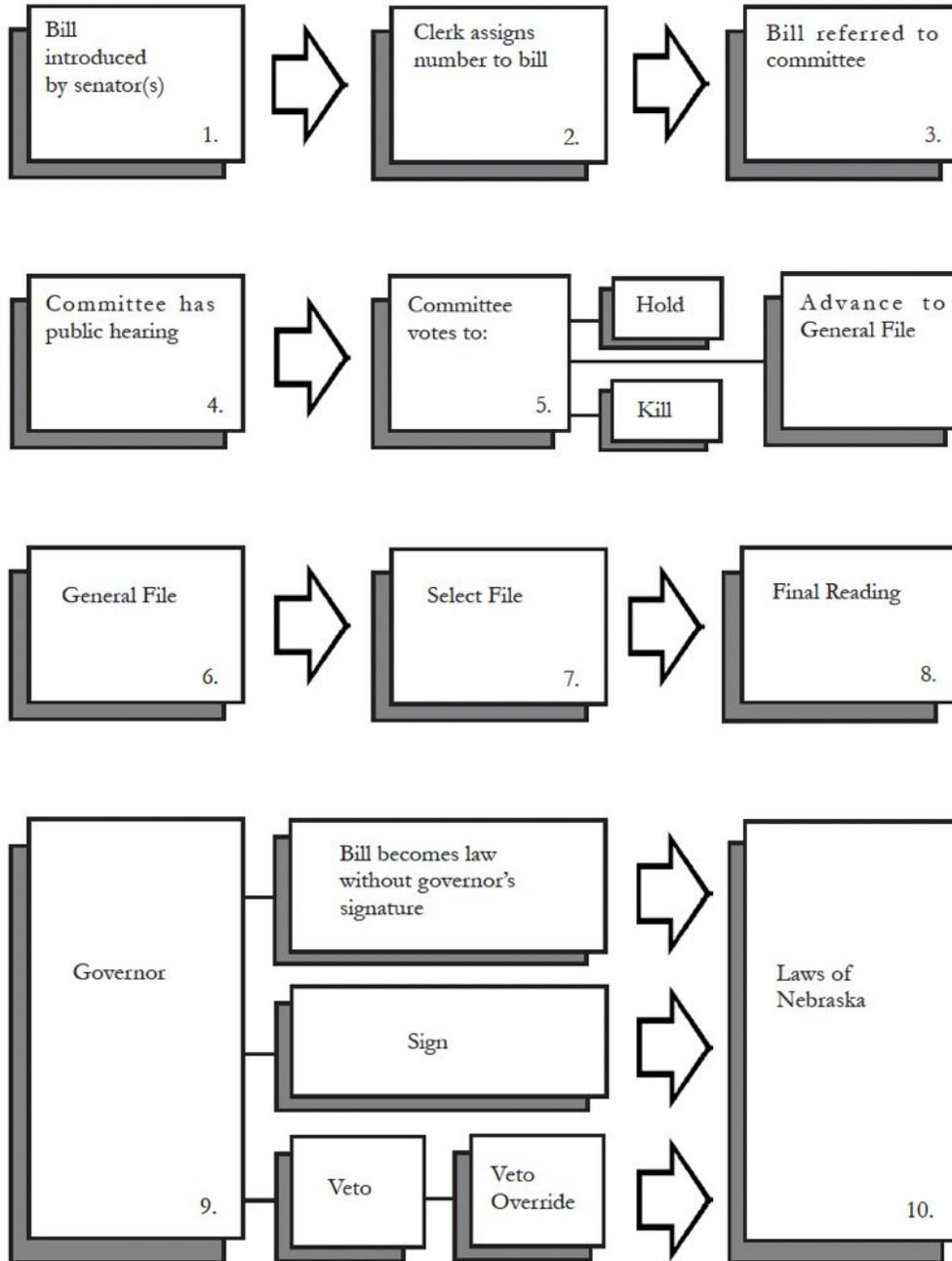
Create the School Financing Review Commission

Jan. 23, Introduced to Education Committee

Mar. 19, Hearing scheduled

There are over 80 bills introduced that will impact state aid, core services, and/or property taxes. The list in this document only highlights the ones I have pulled out for you at this point. If there are others that seem to have legs, I will add them for the next update.

How a Bill Becomes a Law



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