



## Regular Board of Education Meeting

Educational Service Unit 7, A/B Conference Room  
2567 44th Avenue  
Columbus, NE 68601

Monday, September 16, 2024 at Directly following the Tax Asking/Final Levy  
Posted Locations:

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

Posted Date: 09/09/2024

Attendance Taken at 5:31 PM.

Bob Arp:	Present
Joyce Baumert:	Present
Amy Blaser:	Present
Marni Danhauer:	Present
Karen Gomez:	Absent
Don Graff:	Present
Dawn Lindsley:	Present
Richard Luebbe:	Present
Doug Pauley:	Present
Richard Stephens:	Absent
Gary Wieseler:	Present
Jack Young:	Present

Present: 10, Absent: 2.

{{Name: Agenda Item Name}}

1. **Call the Meeting to Order**

## LEADERSHIP • SERVICE • SUPPORT

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

Roll call was taken at 5:31pm.

Board President conducted the meeting.

Staff present:

Kris Elmshaeuser, Administrator

Mindy Reed, Secretary to the Board of Directors

Marci Ostmeyer, Professional Development Director

Tami Clay, Special Education Director

Morgan Morsett, Administrative Secretary/Receptionist

### 1.1. Notification of Open Meetings Law

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

### 1.2. Roll Call

### 1.3. Absent Board Members

Board Member Richard Stephens will be absent, prior notification was given.

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

Discuss, consider and take all necessary action to approve Board member absences as presented Passed with a motion by Marni Danhauer and a second by Jack Young.

Karen Gomez: Absent

Richard Stephens: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Marni Danhauer: Yea

Don Graff: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Doug Pauley: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

Board members Richard Stephens and Karen Gomez were absent and notified the Administrator prior to the board meeting.

1.4. Pledge of Allegiance All members present participated in the Pledge of Allegiance.

2. Approval of Agenda

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

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

Discuss, consider and take all necessary action to approve the agenda as presented

Passed with a motion by Dawn Lindsley and a second by Joyce Baumert.

Karen Gomez: Absent

Richard Stephens: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Marni Danhauer: Yea

Don Graff: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Doug Pauley: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

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

**Administrator Recommendation:** Discuss, consider and take all necessary action to approve the virtual conferencing option for the October board meeting. There will not be a virtual conferencing option for the October 2024 board meeting.

4. Welcome Visitors No visitors present.

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

Citizens wishing to address the Board on a certain agenda item must complete the Request to be Heard Document prior to the start of the board meeting. Citizens wishing to present petitions to the Board may do so at this time. However, the Board

will only receive the petitions and not act upon them or their contents. No public comments provided.

6. **Consent Agenda**

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

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

Consent Agenda Includes:

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

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

Discuss, consider and take all necessary action to approve the consent agenda as presented Passed with a motion by Doug Pauley and a second by Jack Young.

Karen Gomez: Absent

Richard Stephens: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Marni Danhauer: Yea

Don Graff: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Doug Pauley: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

6.1. Minutes

**This is a consent item.**

6.2. Presentation of Bills #78524 through #78663 totaling \$1,178,764.98

The summary of bills for the current month total:\$1,178,764.98 - Bills #78524 through #78663

General Activity Fund total: \$0

	Amount	Vendor	Description
7852 4	\$42,609.0 0	Gregg Young Plattsmouth	2024 Chrysler Pacific for SPED
7852 5	\$12,304.0 0	Gregg Young Plattsmouth	2025 Chrysler Pacific for SPED w/ trade in

78526	\$31,903.00	Gregg Young Toyota of Columbus	2025 Toyota Camry LE Hybrid
78527	\$24,222.00	Gregg Young Toyota of Columbus	2024 Toyota Corolla
78550	\$8,594.23	Eakes Office Solutions	Furniture for Bridges
78555	\$9,000.00	ESU 3	ASD contracted services
78558	\$16,500.00	Flagler Technologies	School Technology flow through
78565	\$5,000.00	Humphrey Public Schools	Perkins contracted services
78567	\$11,186.00	International Academy of Science Acellus	Learning Academy student software licenses
78570	\$33,087.00	Journeyed	School Technology flow through - 2nd year Veeam payment
78578	\$8,000.00	Marzano Resources	Title II contracted services
78585	\$71,802.00	NASB ALICAP	2024-25 Property, Liability and Workers Compensation
78602	\$5,857.40	State of NE DAS State Accounting	Network service charges
78610	\$6,962.88	Yanda's Avl Rental	Technology equipment for meeting rooms

**This is a consent item.**

6.3. Reading of Article I, Section 5, E Negotiations

**This is a consent item.**

6.4. Reading of Article IV, Section 5, H Copyright

**This is a consent item.**

6.5. Reading of Article IV, Section 6, A Safety

**This is a consent item.**

6.6. Reading of Article IV, Section 7, A Employee Files

**This is a consent item.**

6.7. Reading of Article IV, Section 7, B Social Security Numbers

**This is a consent item.**

7. Board Code of Ethics and Oath of Office - District 3, Amy Blaser Amy Blaser was appointed as the District 3 Board Member for ESU 7. The September 2024 Board Meeting is the first meeting for Amy Blaser since the appointment. It is required for all board members to recite the oath of office and sign off on it as well as the Code of Ethics annually.

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

8. Treasurer's Report

Review the breakdown of the Treasurer's Report.

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

Discuss, consider and take all necessary action to accept the Treasurer's Report as presented Passed with a motion by Bob Arp and a second by Gary Wieseler.

Karen Gomez: Absent  
Richard Stephens: Absent  
Bob Arp: Yea  
Joyce Baumert: Yea  
Amy Blaser: Yea  
Marni Danhauer: Yea  
Don Graff: Yea  
Dawn Lindsley: Yea  
Richard Luebbe: Yea  
Doug Pauley: Yea  
Gary Wieseler: Yea  
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

9. 2024-2025 Resolution for Tax Asking and Final Levy

Now be it therefore resolved that the Board of ESU 7 has a tax request of \$3,299,168.88 for the 2024-2025 fiscal year and the final levy of the Board of ESU 7 should be, and hereby is set at .015 for the 2024-2025 fiscal year.

**Administrator Recommendation:** Discuss, consider and take all necessary action to approve the 2024-2025 Tax Asking and Final Levy Resolution as presented.

Discuss, consider and take all necessary action to approve the 2024-2025 Tax Asking and Final Levy Resolution as presented Passed with a motion by Dawn Lindsley and a second by Bob Arp.

Karen Gomez: Absent  
Richard Stephens: Absent  
Bob Arp: Yea  
Joyce Baumert: Yea  
Amy Blaser: Yea  
Marni Danhauer: Yea  
Don Graff: Yea  
Dawn Lindsley: Yea  
Richard Luebbe: Yea  
Doug Pauley: Yea  
Gary Wieseler: Yea  
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

10. Approval of the 2024-2025 Budget

**Administrator Recommendation:** Discuss, consider and take all necessary action to approve the 2024-2025 Budget as presented.

Discuss, consider and take all necessary action to approve the 2024-2025 Budget as presented Passed with a motion by Bob Arp and a second by Dawn Lindsley.

Karen Gomez: Absent  
Richard Stephens: Absent  
Bob Arp: Yea  
Joyce Baumert: Yea  
Amy Blaser: Yea  
Marni Danhauer: Yea  
Don Graff: Yea  
Dawn Lindsley: Yea  
Richard Luebbe: Yea  
Doug Pauley: Yea  
Gary Wieseler: Yea  
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

11. Representation at the State Education Conference Delegate Assembly Selection of one Board Member to represent ESU 7 at the Delegate Assembly on Friday, November 22, 2024, from 8:00am-9:30am.

Dawn Lindsley will be the representative at the Delegate Assembly.

12. NASB Legislation Committee - Member 16 Election

The following nominations have been submitted for NASB Legislation Committee Member #16.

- Dawn Lindsley, ESU 7
- Mary Yilk, ESU 9

The person chosen to represent Legislation Committee Member #16 will be formally approved at the November 20, 2024, NASB Board Meeting. Legislation Committee members will officially take office at the end of Delegate Assembly in November. Each candidate will be notified by early November of the election results.

**Administrator Recommendation:** Discuss, consider and take all necessary action to approve the Board President to submit the vote for \_\_\_\_\_, as the NASB Legislation Committee member #16.

Discuss, consider and take all necessary action to approve the Board President to submit the vote for Dawn Lindsley, as the NASB Legislation Committee member #16  
Passed with a motion by Marni Danhauer and a second by Gary Wieseler.

Karen Gomez: Absent  
Richard Stephens: Absent  
Dawn Lindsley: Abstain (Without Conflict)  
Bob Arp: Yea  
Joyce Baumert: Yea  
Amy Blaser: Yea  
Marni Danhauer: Yea  
Don Graff: Yea  
Richard Luebbe: Yea  
Doug Pauley: Yea  
Gary Wieseler: Yea  
Jack Young: Yea

Yea: 9, Nay: 0, Absent: 2, Abstain (Without Conflict): 1

13. **Administrator's Report General**

- ESUCC Update
- Professional Development and Production/Print Shop Report - Director Ostmeier
- Special Education Report - Director Clay
- Technology Report - Director Ellsworth
  - Nebraska Cybersecurity Network Update
- Upcoming Events
  - NASB Area Membership Meeting in Fremont, NE (September 25, 2024)
    - Registered:
      - Bob Arp
      - Dawn Lindsley

- Gary Wieseler
  - Jack Young
  - Karen Gomez
  - Richard Stephens
- Future 2024 Events
  - NASA/NASB Labor Relations Conference in Lincoln, NE (October 2-3, 2024)
    - Registered:
      - Richard Stephens
  - NASA/NASB State Education Conference in Omaha, NE (November 20-22, 2024)
    - Registered:
      - Bob Arp
      - Dawn Lindsley
      - Doug Pauley
      - Gary Wieseler
      - Jack Young
      - Joyce Baumert
      - Marni Danhauer
  - AESA Annual Conference in Orlando, FL (December 4-6, 2024)
    - Bob Arp
    - Don Graff
    - Joyce Baumert

Chief Administrator Kris Elmshaeuser thanked Morgan Morsett for attending the board meeting and helping project the meeting agenda.

Administrator Elmshaeuser reviewed the attached ESUCC September Presentation slides showing the Member Costs and Savings from the ESUCC Cooperative Purchasing. ESUCC met last week for ESU PDO and the ESUCC board meeting.

Professional Development (PD) Report - Director Ostmeyer provided the PD report to the board. Director Ostmeyer wanted to let the board know the science standards were approved by the state board of education. Our very own Ernie Valentine is a member of the statewide science cadre. Director Ostmeyer received an email from the Nebraska Department of Education (NDE) regarding a potential grant opportunity for Grow Your Own Teacher Apprenticeship program. Director Ostmeyer reached out to Central Community College (CCC) to discuss the program and, due to the specifications of requiring a four-year educator prep program, she further reached out to Wayne State College. There have been several meetings with Wayne State College, Columbus Public School representatives, CCC representatives, and ESU 7 to assist Wayne State College in writing the grant. Amy Richards from ESU 7 has been leading this project and providing Wayne State College with documents to support the submission of this grant. Currently, Columbus Public Schools and ESU 7 would be partners with current employees who would qualify for this two-year program. The grant is for \$2.5 million. The money would go to Wayne State College to cover all costs for the applicants to receive their education degree. The focus of this project is

that individuals will receive a special education endorsement by June 2027.

Director Ostmeyer provided an update on the January 3, 2025, PD Day event. There are currently around 1200 people who said they plan to attend. This number includes all types of school positions. The Agency Team is still in the process of finalizing sessions. There are 80 different speakers. There are about 200 paraeducators coming to the event. Board Secretary Dawn Lindsley asked if there needs to be more speakers for different areas, possibly cooks or family and consumer sciences? Director Ostmeyer requested that if Dawn has interested speakers, they can put information into the speaker proposal form. For certificated staff, attending the PD Day event would be considered an in-service day. For classified staff, they would be paid their normal rate to attend the event. Currently, there are 11 out of the 19 public school districts and one non-public school signed up to attend. All the ESU 7 staff will be attending the PD Day event for professional development as well.

Special Education Report - Director Clay provided the Special Education report to the board. Special Education has grant opportunities they are accepting and considering. One opportunity is for mental health training for non-public schools. There has been a positive response to the need for mental health training in non-public schools. Another possible grant opportunity would be for ESU 7 to be a train-the-trainer for psychological first aid. There is a community option as well. However, Director Clay is concerned about the impact of staff time regarding the community option. Director Clay is working with schools on their determination of notice and will begin assisting districts with submitting the Special Education Financial Reporting System (SPEDFRS). The Bridges program is going well. The staff work very hard. Each Bridges student has a one-on-one para-educator and there is one teacher for five students. Director Clay is grateful the Board approved the Bridges program.

### 13.1. Goal Update

#### Goals

- Goal 1: By July 2025, the ESU 7 board will have advertised for a Chief Administrator, completed the interview process, sent a contract, hired a Chief Administrator, made the announcement, and begun the onboarding process.
- Goal 2: By July 2025, the ESU 7 board will attend at least two professional/personal learning events annually.  
Update: Three board members have attended one professional event.
- Goal 3: By July 2025, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.  
**Pending**: Clarkson - October 9, 2024 at 6pm
  - Director:
  - Board Member:
- Goal 4: By July 2025, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district.

Chief Administrator Kris Elmshaeuser provided a goal report. For goal one, the Chief Administrator vacancy announcement has been posted. For goal three, Director Ostmeyer and board member Gary Wieseler will attend the Clarkson Board Meeting in October. There are no Directors or board members available to attend the Schuyler Board Meeting. Secretary to the Board, Mindy Reed, will reach out to the Schuyler Superintendent to notify him.

#### 13.2. Services Update

- SIMPL Update

# Rationale : SIMPL Update



- Update on Regional PD Day in 2025
  - January 3, 2025 from 8:00am-4:00pm

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

### 13.3. Personnel

Resignation:

- Brenda Hake, Learning Academy Paraprofessional. Last day was August 29, 2024.

## 14. Committee Reports

### 14.1. Buildings and Grounds Committee Report

The Buildings and Grounds Committee Chairperson, Bob Arp, will provide an update.

- Bridges Construction Bids
  - B-D Construction:
    - Base Bid - \$337,675.00
    - Calendar days to substantial completion - 180 days
  - Bierman Contracting Inc.:
    - Base Bid - \$349,400.00
    - Calendar days to substantial completion - 165 days
  - Huff Construction:
    - Base Bid - \$437,600.00
    - Calendar days to substantial completion - 190 days
- Playground - Move forward

**Committee Recommendation:** Discuss, consider and take any action necessary to approve the lowest bid, B-D Construction, for the Bridges project as presented.

**Committee Recommendation:** Discuss, consider, and take any necessary action to move forward with getting bid specifications together for the playground using Mike Kennedy at RVW to handle the bid specs and RFP.

Discuss, consider and take any action necessary to approve the lowest bid, B-D Construction, for the Bridges project as presented Passed with a motion by Jack Young and a second by Doug Pauley.

Karen Gomez: Absent

Richard Stephens: Absent

Don Graff: **Nay**

Bob Arp: **Yea**

Joyce Baumert: **Yea**

Amy Blaser: **Yea**

Marni Danhauer: **Yea**

Dawn Lindsley: **Yea**

Richard Luebbe: Yea  
Doug Pauley: Yea  
Gary Wieseler: Yea  
Jack Young: Yea

Yea: 9, Nay: 1, Absent: 2

Discuss, consider, and take any necessary action to move forward with getting bid specifications together for the playground using Mike Kennedy at RVW to handle the bid specs and RFP Passed with a motion by Joyce Baumert and a second by Don Graff.

Karen Gomez: Absent  
Richard Stephens: Absent  
Bob Arp: Yea  
Joyce Baumert: Yea  
Amy Blaser: Yea  
Marni Danhauer: Yea  
Don Graff: Yea  
Dawn Lindsley: Yea  
Richard Luebbe: Yea  
Doug Pauley: Yea  
Gary Wieseler: Yea  
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

Buildings and Grounds Committee Chairperson, Bob Arp, provided an update to the board. There are two major projects and one additional requested project at ESU 7. The HVAC project is approximately 1/3 of the way completed. The HVAC project will be done in three phases and should take approximately 15 weeks to complete. The Bridges project will start shortly once the bid approval is done. Board member Don Graff asked if we have worked with any of the construction companies who have submitted bids. Board member Graff had some concerns with BD Construction when he worked with them at Twin River approximately 20 years ago. Chairperson Arp notified the board that both BD Construction and Bierman have good standing in the area. Board Secretary Dawn Lindsley asked if there were any contingencies built into the contract about going over the proposed days? Administrator Elmshaeuser notified the board that the contract language has not been worked out yet, since the bid approval will be acted on tonight. All three construction companies said they would be completed with the Bridges construction by March 2025. Another project to consider is the playground. The Buildings and Grounds Committee is recommending moving forward with the process of getting bids to begin the construction on the playground. It would be ideal to have the playground done at the same time as the Bridges construction.

- 14.2. **Negotiations Committee Report** Reports of activities and discussions from the Negotiations Committee will take place during this item.

Joint Budget and Negotiations Committee Meeting will be in October.

**Committee Recommendation:** There will be a joint Negotiations and Budget Committee meeting prior to the October board meeting. Secretary to the Board, Mindy Reed, will send out times to the committee members. Negotiations Committee member, Bob Arp, notified the board that the Negotiations Committee had met informally twice.

14.2.1. Request to recognize ESUEA as exclusive bargaining agent for 2026-2027

The ESU 7 Education Association requests that the Board representing the Educational Service Unit 7 take action to recognize ESU 7 Education Association as the exclusive bargaining agent for the non-supervisory certificated staff for the 2026-2027 contract year.

**Committee Recommendation:** Discuss, consider, and take all necessary action to recognize ESU 7 Education Association as exclusive bargaining agent for the non-supervisory certificated staff for the 2026-2027 contract year.

Discuss, consider, and take all necessary action to recognize ESU 7 Education Association as exclusive bargaining agent for the non-supervisory certificated staff for the 2026-2027 contract year Passed with a motion by Dawn Lindsley and a second by Joyce Baumert.

Karen Gomez:	Absent
Richard Stephens:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Amy Blaser:	Yea
Marni Danhauer:	Yea
Don Graff:	Yea
Dawn Lindsley:	Yea
Richard Luebbe:	Yea
Doug Pauley:	Yea
Gary Wieseler:	Yea
Jack Young:	Yea

Yea: 10, Nay: 0, Absent: 2

14.3. Administrator Evaluation Committee Report A report of activities from the Administrator Evaluation Committee will be given during this item.

Interim Chief Administrator Evaluation Timeline:

- **August:** Evaluation Committee Chair and Administrator review Evaluation Tool and Evaluation Policy/Procedures.

- **March:** Full Board is provided a paper copy of the evaluation questions.

- **April:** Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of April. The chair then forwards on to the full Board for completion by the April Board Meeting. The Board will send their completed evaluation tool to the Evaluation Committee prior to the April Board Meeting. The Administrator completes the Evaluation Tool as a self-assessment and sends it to the Evaluation Committee Chair on or before April 30.
- **May:** Committee Chair will send the completed Administrator self-assessment to the full Board after May 1. The Evaluation Committee compiles results of the full Board's completed evaluations prior to the May Board Meeting.
- **June:** The Evaluation Committee meets prior to the June Board Meeting to review with the Administrator the results of the evaluation. Report to the full Board in June Board Meeting following Closed Session requirements with the Administrator present.

**Committee Recommendation:**

15. Conference Report

Conference Attendees will report on their learnings.

- Area Membership Meeting - York
  - Don Graff
  - Doug Pauley
- Area Membership Meeting - Norfolk
  - Joyce Baumert

Board President, Doug Pauley and board member, Don Graff attended the York Area Membership Meeting. The meeting focused a lot on legislative updates.

Board member, Joyce Baumert attended the Area Membership Meeting in Norfolk. The meeting advocated the need to let our senators know how our schools are spending money.

16. Adjournment Meeting adjourned at 6:44pm.

Minutes respectfully submitted by Mindy Reed, Recording Secretary to the ESU 7 Board.

# NEBRASKA OPEN MEETINGS ACT

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

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

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

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

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

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

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

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

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

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

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

(c) Investigative proceedings regarding allegations of criminal misconduct;

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

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

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

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

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

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

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

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

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

(1) Until January 1, 2025:

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

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

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

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

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

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

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

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

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

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

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

(2) Beginning January 1, 2025:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

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

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority; and

(xiii) A natural resources district.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Operative 4/17/24



Nebraska Council  
of School Administrators

455 South 11<sup>th</sup> Street, Suite A  
Lincoln, NE 68508  
(402) 476-8055  
ncsa.org



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



## **Regular Board of Education Meeting**

Educational Service Unit 7, Oak Room

2657 44th Ave

Columbus, NE 68601-8537

Monday, August 19, 2024 at 5:30 PM

Posted Locations:

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

Posted Date: 08/12/2024

Attendance Taken at 5:33 PM.

Bob Arp: Present

Joyce Baumert: Present

Amy Blaser: Absent

Marni Danhauer: Present

Karen Gomez: Present

Don Graff: Present

Dawn Lindsley: Present

Richard Luebbe: Present

Doug Pauley: Present

Richard Stephens: Present

Gary Wieseler: Present

Jack Young: Present

Present: 11, Absent: 1.

### 1. Call the Meeting to Order

## LEADERSHIP • SERVICE • SUPPORT

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

Roll call was taken at 5:33pm.  
Board President conducted the meeting.

Staff present:

Kris Elmshaeuser, Administrator  
Linda Shefcyk, Business Manager  
Mindy Reed, Secretary to the Board of Directors  
Marci Ostmeyer, Professional Development Director  
Tami Clay, Special Education Director  
Dan Ellsworth, Network Operations Director

### 1.1. Notification of Open Meetings Law

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

### 1.2. Roll Call

### 1.3. Absent Board Members

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

Board member Amy Blaser was absent for personal reasons. Board member Blaser has yet to recite the Oath of Office.

### 1.4. Pledge of Allegiance

All members present participated in the Pledge of Allegiance.

## 2. Approval of Agenda

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

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

Discuss, consider and take all necessary action to approve the agenda as presented Passed with a motion by Jack Young and a second by Dawn Lindsley.

Amy Blaser: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Marni Danhauer: Yea

Karen Gomez: Yea

Don Graff: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 11, Nay: 0, Absent: 1

3. Welcome Visitors  
No visitors present.

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

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

No public comments provided.

5. **Consent Agenda**

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

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

Consent Agenda Includes:

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

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

Discuss, consider and take all necessary action to approve the consent agenda as presented  
 Passed with a motion by Bob Arp and a second by Marni Danhauer.

- Amy Blaser: Absent
  - Bob Arp: Yea
  - Joyce Baumert: Yea
  - Marni Danhauer: Yea
  - Karen Gomez: Yea
  - Don Graff: Yea
  - Dawn Lindsley: Yea
  - Richard Luebbe: Yea
  - Doug Pauley: Yea
  - Richard Stephens: Yea
  - Gary Wieseler: Yea
  - Jack Young: Yea
- Yea: 11, Nay: 0, Absent: 1

5.1. Minutes

**This is a consent item.**

5.2. Presentation of Bills #78243 through #78382 totaling \$1,143,430.86

The summary of bills for the current month total: \$1,143,430.86 - Bills #78243 through #78382

General Activity Fund total: \$0

	Amount	Vendor	Description
78257	\$5,556.00	Bierman Contracting	Safety grant for St. Anthony school
78260	\$27,081.11	Capital One	Technology equipment/licenses
78264	\$6,423.98	Central City Public School	SPED/Grant reimbursements
78266	\$12,813.18	Central NE Rehab Services	Speech professional speaker
78270	\$16,402.34	Columbus Public Schools	SPED year end settlement
78271	\$5,135.45	Cross Co. School	Stipend/Grant reimbursement
78274	\$10,447.79	Dell Technologies	Technology equipment for schools
78301	\$15,705.00	Kagan Professional Development	Title II contracted services
78304	\$9,728.00	Kiddie Cab	Migrant summer school

78306	\$6,384.64	Lakeview Community Schools	SPED year end settlement/Grant reimbursement
78329	\$12,256.62	PowerSchool	Perform/Records software renewal
78331	\$11,358.46	Red Door Designs	Roller blinds for windows in North Building
78322	\$68,400.00	Rutt's Heating and Air	2nd HVAC remodel payment
78333	\$31,218.25	RVW Inc.	HVAC and South building remodel
78340	\$5,352.60	State of NE DAS State Accounting	Network service charges

**This is a consent item.**

5.3. Presentation of Bills #78383 through #78523 totaling \$1,105,113.42

The summary of bills for the current month total:\$1,105,113.42 - Bills #78383 through #78523

General Activity Fund total: \$0

	Amount	Vendor	Description
78399	\$45,726.14	Capital One	Technology equipment/licenses, travel and supplies
78410	\$13,939.60	Computer Concepts	Safety Grant supplies for NE Christian
78415	\$13,311.76	Dell Technologies	Technology software flow thru for schools
78416	\$26,519.75	Eakes Office Solutions	Copier Maintenance
78419	\$7,225.50	Educational Products	Migrant supplies
78429	\$8,370.00	ESUCC	World Book software
78443	\$18,150.00	Imagine Learning	Title III software
78451	\$38,888.74	LastPass	5000 Licenses flow thru
78463	\$6,057.20	NANOPAC, INC	Vision supplies
78475	\$39,386.70	Rutt's Heating and Air	3rd HVAC remodel payment
78478	\$5,052.00	ServiceMaster by Shevlin	Cen7ter floor waxing/cleaning
78482	\$5,352.60	State of NE DAS State Accounting	Network service charges

**This is a consent item.**

5.4. Reading of Article IV, Section 5, C Weapons

**This is a consent item.**

- 5.5. Reading of Article IV, Section 5, D Civility

**This is a consent item.**

- 5.6. Reading of Article IV, Section 5, E Professional Boundaries Between Employees and Students

**This is a consent item.**

- 5.7. Reading of Article IV, Section 5, F Visitors to Employees

**This is a consent item.**

- 5.8. Reading of Article IV, Section 5, G Other Employment

**This is a consent item.**

- 5.9. Mileage Reimbursement Rate

There has been no change to the IRS mileage rate as of August 1, 2024.

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

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

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

**This is a consent item.**

- 5.10. Disposal of Inventory

**This is a consent item.**

- 5.11. 2024-2025 Nebraska Rural Community Schools Association (NRCSA) Dues

The Nebraska Rural Community Schools Association is a non-profit organization dedicated to serving the needs of rural schools and communities. Since 1981, NRCSA has been committed to protecting the well-being of public education and implementing its mission of providing quality education for all children.

NRCSA is an Association consisting of 195 school districts and ESU's in Nebraska working together to support and promote quality educational programs for students in rural Nebraska. Through its members NRCSA serves the interests of over 75,000 children in 88 counties and 24 legislative districts.

**This is a consent item.**

- 5.12. 2024-2025 Contract for Amy Richards, Professional Development Coordinator - Early Childhood Specialist

**This is a consent item.**

- 5.13. 2024-2025 Contract for Brandy Thompson, Professional Development Career Academy Coordinator

**This is a consent item.**

- 5.14. 2024-2025 Contract for Brooke Kavan, Professional Development Coordinator

**This is a consent item.**

- 5.15. 2024-2025 Contract for Brooke Koliha, Professional Development Coordinator

**This is a consent item.**

- 5.16. 2024-2025 Contract for Cynthia Alarcon, Grant Coordinator

**This is a consent item.**

- 5.17. 2024-2025 Contract for Dan Ellsworth, Network Operations Director

**This is a consent item.**

- 5.18. 2024-2025 Contract for Ernie Valentine, Professional Development Coordinator

**This is a consent item.**

- 5.19. 2024-2025 Contract for Kendra Gustafson, Professional Development Coordinator

**This is a consent item.**

- 5.20. 2024-2025 Contract for Marci Ostmeyer, Professional Development Director

**This is a consent item.**

- 5.21. 2024-2025 Contract for Mark Brady, Professional Development Coordinator

**This is a consent item.**

- 5.22. 2024-2025 Contract for Martha (Vanessa) Gascon-Guarcas, MEP Education Liaison

**This is a consent item.**

- 5.23. 2024-2025 Contract for Otis Pierce, Professional Development Coordinator

**This is a consent item.**

- 5.24. 2024-2025 Contract for Richard Stuart, Information Technology Specialist

**This is a consent item.**

- 5.25. 2024-2025 Contract for Stephanie Foreman, ASD Behavior Specialist

**This is a consent item.**

- 5.26. 2024-2025 Contract for Travis Kassing, Network & Computer Systems Engineer

**This is a consent item.**

6. Shari Becker, NASB Director of Education Leadership Search Service, Chief Administrator Search Discussion  
Shari Becker, NASB Director of Education Leadership Search Service, will attend the Board Meeting to go over the timeline for the Chief Administrator search.

Shari Becker, NASB Director of Education Leadership Search Service, attended via Zoom to discuss the Chief Administrator hire process with the board. There was a suggestion to give potential Chief Administrator applicants time over a holiday break to get their resumes updated in preparation for applying. Shari agreed this would be a good idea yet advocated ESU 7 not wait until February for interviews. After discussion, it was determined to have the application due date on December 2, 2024, which would give potential applicants over the Thanksgiving break to update all of their documents to submit and would also give NASB the opportunity to recruit applicants during the State Education Conference.

Chief Administrator interviews will be scheduled for December 16, 2024. Interviews will rotate between different interview groups. Shari will need to meet with either the full board or a committee prior to the interviews to narrow down the finalists. Shari Becker will check in with Board President Doug Pauley after the September 2024 board meeting. The committee will consist of Board President Doug Pauley, Board Vice President Jack Young, Board Secretary Dawn Lindsley, and Board members Gary Wieseler and Joyce Baumert. The committee will work on the interview questions and meet with Shari to ensure the process stays on track.

Shari will send out correspondence to the ESU 7 Superintendents inviting them to call or communicate with her if they have any additional feedback they would like to share regarding what they are looking for in a Chief Administrator. Shari will also send out an electronic survey to ESU 7 staff to gather feedback on what they are looking for in the new Chief Administrator.

Shari Becker reviewed the draft timeline and the leadership profile, which were printed documents.

There will be a Chief Administrator advertising brochure on the NASB website. The advertising for the position will start in September 2024. The position will be posted on the NASB website, Teach Nebraska, NCSA, and other sites which will allow us to post. Shari encouraged the board to let her know if they have anyone in mind they would like NASB to reach out to.

## 7. June and July 2024 Treasurer's Reports

### **Review the breakdown of the Treasurer's Report**

**Administrator Recommendation:** Discuss, consider and take any action necessary to accept the June and July 2024 Treasurer's Report as presented.

Discuss, consider and take any action necessary to accept the June and July 2024 Treasurer's Report as presented. Passed with a motion by Gary Wieseler and a second by Doug Pauley.

Amy Blaser:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Marni Danhauer:	Yea
Karen Gomez:	Yea

Don Graff: Yea  
Dawn Lindsley: Yea  
Richard Luebbe: Yea  
Doug Pauley: Yea  
Richard Stephens: Yea  
Gary Wieseler: Yea  
Jack Young: Yea  
Yea: 11, Nay: 0, Absent: 1

8. 2024-2025 Contract for Amy Slama, Transition Grant Coordinator  
Amy Slama, Transition Grant Coordinator, has a change in FTE for the 2024-2025 contract year. The updated Transition Grant Coordinator term shall consist of 123.95 days of service.

**Administrator Recommendation:** Discuss, consider and take all necessary action to approve the 2024-2025 Transition Grant Coordinator contract for Amy Slama as presented. Discuss, consider and take all necessary action to approve the 2024-2025 Transition Grant Coordinator contract for Amy Slama as presented Passed with a motion by Joyce Baumert and a second by Jack Young.

Amy Blaser: Absent  
Bob Arp: Yea  
Joyce Baumert: Yea  
Marni Danhauer: Yea  
Karen Gomez: Yea  
Don Graff: Yea  
Dawn Lindsley: Yea  
Richard Luebbe: Yea  
Doug Pauley: Yea  
Richard Stephens: Yea  
Gary Wieseler: Yea  
Jack Young: Yea  
Yea: 11, Nay: 0, Absent: 1

9. 2024-2025 Contract for Amy Slama, Transition Coach  
Amy Slama, Transition Coach, has a change in FTE for the 2024-2025 contract year. The updated Transition Coach term shall consist of 61.05 days of service.

**Administrator Recommendation:** Discuss, consider and take all necessary action to approve the 2024-2025 Transition Coach contract for Amy Slama as presented. Discuss, consider and take all necessary action to approve the 2024-2025 Transition Coach contract for Amy Slama as presented Passed with a motion by Bob Arp and a second by Gary Wieseler.

Amy Blaser: Absent

Bob Arp: Yea  
Joyce Baumert: Yea  
Marni Danhauer: Yea  
Karen Gomez: Yea  
Don Graff: Yea  
Dawn Lindsley: Yea  
Richard Luebbe: Yea  
Doug Pauley: Yea  
Richard Stephens: Yea  
Gary Wieseler: Yea  
Jack Young: Yea  
Yea: 11, Nay: 0, Absent: 1

10. 2024-2025 Contract for Ingrid Rodriguez, Intern/PLMHP  
New 2024-2025 contract for Ingrid Rodriguez, Intern/PLMHP

**Administrator Recommendation:** Discuss, consider and take all necessary action to approve the 2024-2025 Intern/PLMHP contract for Ingrid Rodriguez as presented. Discuss, consider and take all necessary action to approve the 2024-2025 Intern/PLMHP contract for Ingrid Rodriguez as presented Passed with a motion by Doug Pauley and a second by Jack Young.

Amy Blaser: Absent  
Bob Arp: Yea  
Joyce Baumert: Yea  
Marni Danhauer: Yea  
Karen Gomez: Yea  
Don Graff: Yea  
Dawn Lindsley: Yea  
Richard Luebbe: Yea  
Doug Pauley: Yea  
Richard Stephens: Yea  
Gary Wieseler: Yea  
Jack Young: Yea  
Yea: 11, Nay: 0, Absent: 1

The attached contract on the agenda is unsigned. However, Ingrid signed the contract prior to the board meeting, so Board President Doug Pauley and Board Secretary Dawn Lindsley were able to sign off on the wet signature version of the contract.

11. **Administrator's Report General**

- ESUCC Update
- Professional Development and Production/Print Shop Report - Director Ostmeier

- Special Education Report - Director Clay
- Technology Report - Director Ellsworth
  - Nebraska Cybersecurity Network Update
- Upcoming Events
  - NASB Area Membership Meeting in Fremont, NE (September 25, 2024)
    - Need to know who will be attending. Awards will be delivered to:
      - Bob Arp: Point Award - Level III
      - Dawn Lindsley: Point Award - Level IV
      - Joyce Baumert: Point Award - Level VI
      - Doug Pauley: Point Award - Level VI
- Future 2024 Events
  - NASA/NASB Labor Relations Conference in Lincoln, NE (October 2-3, 2024)
  - NASA/NASB State Education Conference in Omaha, NE (November 20-22, 2024)
  - AESA Annual Conference in Orlando, FL (December 4-6, 2024)

Chief Administrator Kris Elmshaeuser reviewed the attached NDE ESUCC attachment with the board.

Professional Development and Print Shop Update - Director Marci Ostmeyer provided the update to the board. Summer is the busiest time in the Print Shop. There is a guarantee that if teachers or staff have their orders to the Print Shop by June 1, the order will be fulfilled by the start of the school year. This summer there was an online tracker where teachers could check their order status. The Print Shop staff work very hard. The Professional Development (PD) Department is currently at its busiest time. The PD staff are in all 19 public schools, there are eight PD Coordinators, and they are in the schools multiple times meeting the needs of the schools. Director Ostmeyer went to the AESA Summer Leadership Conference, and she was invited to join an AESA Women's Leadership group. The group met for the first time last week.

Special Education Update - Director Tami Clay provided the update to the board. Director Clay finished IDEA applications and final reimbursements. The school year is off to a great start. The Bridges program is fully staffed, and the first two days have been great. There are five students in the Bridges program for this first year. Both the Learning Academy and Cen7ter have both had a very nice start to the year as well. The Special Education staff are making a difference every day.

Technology Update - Director Dan Ellsworth provided the update to the board. All the schools that have asked for help over the summer have been helped. Director Ellsworth discussed LastPass and how he advocated for students to have LastPass to help build good habits with password storage. Director Ellsworth negotiated for all schools, students, and teachers in the ESU 7 area to have access to LastPass. This will be expanded to a statewide project. ESU 7 is the only ESU as of now, handing out LastPass to students.

Administrator Elmshaeuser reviewed the upcoming events and requested to know who would like to attend which event, so registrations can be submitted.

#### 11.1. Goal Update

Goals for 24-25:

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

Goals for 23-24 were:

- Goal 1: By July 2024, the ESU 7 board will create, roll out, and operationalize a formalized process for board recruitment, onboarding, mentoring, and boardsmanship.
  - 100% Complete
- Goal 2: By July 2024, the ESU 7 board will attend at least two professional/personal learning events annually.
  - 83% Complete
- Goal 3: By July 2024, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
  - 94.8% Complete
- Goal 4: By July 2024, the ESU 7 board will create, roll out, and operationalize communication materials detailing tailored services and outcomes.
  - 100% Complete

Chief Administrator Kris Elmshaeuser reviewed the goals with the board.

#### 11.2. Services Update

- Update on Regional PD Day in 2025
  - January 3, 2025 from 8:00am-4:00pm
- SIMPL Update - 2023-2024 year end. Screenshots attached.

Regional PD Day - The Agency Team met at the end of July and will meet this Friday to continue to go over the PD Day schedule and tasks. Dr. Kay and Administrator Elmshaeuser met earlier today and discussed the Regional PD Day event. There have been eight districts and 700 staff who have signed up for the Regional PD event as of now. Administrator Elmshaeuser will send out another reminder to Superintendents to get a commitment for the event. The Regional PD Day is a very big event to put on. All 19 public school districts and 19 non-public schools have been invited to the PD Regional Day.

Administrator Elmshaeuser reviewed the attached SIMPL document.

### 11.3. Facilities Update

The Administrator will provide a facilities update during this item.

- HVAC update
- Opening bids for Bridges construction

The North Building HVAC project will start Monday, August 26, 2024, and will take approximately 15 weeks. The HVAC work will be conducted in phases. Staging will be in the back of the building or on the side in a couple of parking spots; Rutts Heating and A/C does not believe staging will take a lot of space.

The Bridges project bids will be open on August 29, 2024. The Buildings and Grounds Committee will meet to discuss the bids and will make a recommendation at the September board meeting.

### 11.4. **Personnel**

New Hires:

- Shelby Sudduth, Bridges Paraprofessional, started August 12, 2024
- Sherry Olney, Learning Academy Paraprofessional, started August 12, 2024
- Maribel Espinoza, Bridges Paraprofessional, started August 12, 2024
- Tina Speicher, Bridges Paraprofessional, started August 12, 2024
- Anadia McKimmey, Paraprofessional Intern, started August 12, 2024
- Jade Podliska, Paraprofessional Intern, started August 12, 2024

Resignations:

- Tiffany Hackett, Learning Academy Paraprofessional, resigned July 19, 2024
- Kaedyn Stary, Cen7ter Paraprofessional, resigned July 22, 2024
- Ana Garcia, Migrant Education Program Service Provider, resigned effective August 30, 2024

#### 11.4.1. Personnel - 2024-2025 Contracts

2024-2025 Contracts offered and authorized by the Chief Administrator for the following staff:

- Abel (Josh) Arias, Migrant Education Program Service Provider
- Adilene Perez, Migrant Education Program Recruiter
- Alexis Hitz, District Technology Coordinator
- Angie Arndt, Department Secretary
- Angie Olson, Print Shop Personnel
- Carolyn Koch, Bookkeeper
- Chris Chvala, Computer Support Specialist
- Cindy Wieser, Department Secretary
- Darlene Rodriguez, Migrant Education Program Recruiter
- Devon Gronenthal, District Technology Coordinator
- Dylan Southard, District Technology Coordinator
- Elizabeth Lawrence, Department Secretary
- Emma Moore, Technology Intern
- Janet Ciboron, Print Shop Personnel
- Jason Trotter, District Technology Coordinator
- Jeremiah Salyard, District Technology Coordinator
- Kaylee Olmer, Part Time Secretarial for Special Education
- Kim Ruger, Print Shop Personnel
- Kris Johnson, Braillist (Increase to 1.0 FTE)
- Larry Shefcyk, Custodian/Maintenance
- Linda Shefcyk, Business Manager
- Maria Rodriguez-Borquez, Migrant Education Program Recruiter
- Mayra Garcia, Department Secretary
- Mindy Reed, Executive Secretary
- Morgan Morsett, Receptionist/Secretary
- Nathalie Vargas, Migrant Education Program Service Provider
- Susan Olmer, Bookkeeper
- Yaribey Rodriguez, Migrant Education Program Service Provider

- The Migrant Department will hire school tutors throughout the year as necessary as classified following the Migrant Education Grant regulations.

#### 11.5. Legislative Update

The Legislature on Tuesday, August 13, 2024, moved LB 34 as amended to Select File. The measure includes spending caps on counties, cities, and villages, and a new property tax credit program based upon school district levy obligations to taxpayers.

Next, the Legislature voted to adopt [AM84](#) (a white copy amendment) to AM73 (the committee amendments to LB 34).

In part, AM84 creates the School District Property Tax Relief Act to provide property tax relief for property taxes levied against real property by school

districts. The property tax relief would be made to owners of real property in the form of a property tax credit.

- For tax year 2024....\$750 million
- For tax year 2025....\$780 million
- For tax year 2026....\$808 million
- For tax year 2027....\$838 million
- For tax year 2028....\$870 million
- For tax year 2029....\$902 million; and
- For tax year 2030 and thereafter, the total amount of relief granted would be the total amount of relief from the prior year increased by 3%.

The legislative information included in the board agenda was as of August 14, 2024, and has changed every day. As of Friday, August 16, 2024, LB 34, LB 2, and LB 3 are in final reading. LB 34 includes a form of property tax credit. LR 2 CA regarding taxing of owner-occupied housing is still on select file as of the board meeting. Since this is a constitutional amendment, it would need to go to voters in November.

Board Secretary Dawn Lindsley is on the NASB Legislative Committee. During the last NASB Legislative Committee meeting, Dawn advocated for ESUs when discussing two new standing rules.

#### 11.6. AESA Annual Conference

The 2024 AESA Annual Conference Information Request was emailed to all board members. The deadline to sign up was August 2, 2024. The following board members have signed up to go: Bob Arp and Don Graff.

## 12. **Committee Reports**

### 12.1. Budget Committee Report

Budget Committee Chair will provide an update to the board.

#### **Committee Recommendation:**

Budget Committee Chair Gary Wieseler provided a Budget Committee Meeting update. The final valuations came in a little less than anticipated. The Budget Committee reviewed the overall budget and any changes in the overall budget. There were small budget changes due to additional staff hiring and insurance changes. The five areas where the budget took a pretty big increase were: tech upgrades, overhead expenses for the south building, vehicle replacement, hiring a

grant writer, building improvements which included the HVAC project and the playground. The proposed budget will be an \$18 million dollar budget, which is a pretty sizable increase from the \$16 million budget from last year. Assuming nothing changes, the Budget Committee will recommend keeping the levy the same as last year.

#### 12.2. Buildings and Grounds Committee Report

The Buildings and Grounds Committee needs to schedule a meeting for the first part of September. Dates available:

- September 3, 2024, after 1:00pm
- September 5, 2024, after 1:00pm
- September 6, 2024, after 1:00pm

#### **Committee Recommendation:**

The next Buildings and Grounds Committee meeting will be September 3, 2024, at 1:00pm.

#### 12.3. Administrator Evaluation Committee Report

A report of activities from the Administrator Evaluation Committee will be given during this item.

Evaluation Timeline:

- **August:** Evaluation Committee Chair and Administrator review Evaluation Tool and Evaluation Policy/Procedures.
- **September:** Full Board is provided a paper copy of the evaluation questions.
- **October:** Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to the full Board for completion by the October Board Meeting. The Board will send their completed evaluation tool to the Evaluation Committee prior to the October Board Meeting. The Administrator completes the Evaluation Tool as a self-assessment and sends it to the Evaluation Committee Chair on or before October 31.
- **November:** Committee Chair will send the completed Administrator self-assessment to the full Board after November 1. The Evaluation Committee compiles results of the full Board's completed evaluations prior to the November Board Meeting.
- **December:** Evaluation Committee meets prior to the December Board Meeting to review with the Administrator the results of the evaluation. Report to the full Board in December Board Meeting following Closed Session requirements with the Administrator present.
- **January:** Confirm Evaluation Committee members. The Administrator provides the Evaluation Committee with goals and shares with the Board at the January Board Meeting.

#### **Committee Recommendation:**

Administrator Evaluation Chairperson Marni Danhauer and Administrator Elmshaeuser met prior to the board meeting. Since Administrator Elmshaeuser is an

Interim Administrator, the timeline will be moved to the Spring as opposed to being completed in January. There are only two board members on the Administrator Evaluation Committee, Chairperson Marni let the board know they would like to have additional committee members.

13. Conference Report

Conference Attendees will report on their learnings.

- Administrator Days, July 24-26, 2024

Administrator Elmshaeuser attended Administrator Days. The Commissioner spoke about priorities for this year, which include CTE, accountability, and literacy. Governor Pillen spoke about reducing property taxes. There were several sessions on Title IX. There were ESU 7 area schools and staff members who presented at Administrator Days.

14. Adjournment

Meeting adjourned at 7:17pm.

Minutes respectfully submitted by Mindy Reed, Recording Secretary to the ESU 7 Board.

**Check Register Summary**

Batch Year: 24    Bank: 10    Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00078524	C	08/26/2024	15911	GREGG YOUNG PLATTSMOUTH	42,609.00
10	00078525	C	08/26/2024	15911	GREGG YOUNG PLATTSMOUTH	12,304.00
<b>Total Bank: 10</b>						<b>\$54,913.00</b>

<b>Total Computer Checks:</b>	<b>\$54,913.00</b>
<b>Total Manual Checks:</b>	<b>\$0.00</b>
<b>Total ACH Checks:</b>	<b>\$0.00</b>
<b>Total Other Checks:</b>	<b>\$0.00</b>
<b>Total Electronic Checks:</b>	<b>\$0.00</b>
<b>Total Computer Voids:</b>	<b>\$0.00</b>
<b>Total Manual Voids:</b>	<b>\$0.00</b>
<b>Total ACH Voids:</b>	<b>\$0.00</b>
<b>Total Other Voids:</b>	<b>\$0.00</b>
<b>Total Electronic Voids:</b>	<b>\$0.00</b>
<b>Grand Total:</b>	<b>\$54,913.00</b>
<b>Number of Checks:</b>	<b>2</b>

Batch Year	Batch	Amount
24	000354	54,913.00

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00078526	C	09/03/2024	15385	GREGG YOUNG TOYOTA OF COLUMBUS	31,903.00
10	00078527	C	09/03/2024	15385	GREGG YOUNG TOYOTA OF COLUMBUS	24,222.00
10	00078528	C	09/20/2024	9466	4ALL PROMOS	1,790.93
10	00078529	C	09/20/2024	10013	ACE HARDWARE	99.93
10	00078530	C	09/20/2024	10080	AESA REGISTRATION	2,670.00
10	00078531	C	09/20/2024	14974	ALLO COMMUNICATIONS	177.00
10	00078532	C	09/20/2024	190428	ALMQUIST, MALTZAHN, GALLOWAY & LUTH PC	133.00
10	00078533	C	09/20/2024	10391	AMAZON CAPITAL SERVICES *	7,313.48
10	00078534	C	09/20/2024	160690	ANN PROKOPEC	125.50
10	00078535	C	09/20/2024	10681	APPLE COMPUTER, INC.	3,432.00
10	00078536	C	09/20/2024	388	APPLIED CONNECTIVE TECHNOLOGIES	320.00
10	00078537	C	09/20/2024	12599	ASHLEY BAUER	2,160.00
10	00078538	C	09/20/2024	20142	BARNES AND NOBLE, INC.	3,062.88
10	00078539	C	09/20/2024	15636	BROOK TOMKA	250.08
10	00078540	C	09/20/2024	21108	BUREAU OF EDUCATION & RESEARCH	279.00
10	00078541	C	09/20/2024	30039	CAPITAL ONE-POLK	6,179.64
10	00078542	C	09/20/2024	1996	CASEY'S MAIL SERVICE LLC	322.03
10	00078543	C	09/20/2024	30550	CITY OF COLUMBUS WATER & SANIT	435.49
10	00078544	C	09/20/2024	60054	CLARIS (FILEMAKER)	4,672.12
10	00078545	C	09/20/2024	15792	COLUMN SOFTWARE PBC	12.22
10	00078546	C	09/20/2024	31425	COURTYARD BY MARRIOTT	483.00
10	00078547	C	09/20/2024	31462	CROSS COUNTY SCHOOL	315.00
10	00078548	C	09/20/2024	4812	CUBBY'S, INC.	557.46
10	00078549	C	09/20/2024	15890	DSN SECURITY	1,852.00
10	00078550	C	09/20/2024	40725	EAKES OFFICE SOLUTIONS	8,594.23
10	00078551	C	09/20/2024	50825	ED SERVICE UNIT 7-PAYROLL	770,627.47
10	00078552	C	09/20/2024	14613	ELYSE BELINA	555.43
10	00078553	C	09/20/2024	50640	ESU 1	5,000.00
10	00078554	C	09/20/2024	50750	ESU 10	2,500.00
10	00078555	C	09/20/2024	50650	ESU 3	9,000.00
10	00078556	C	09/20/2024	5533	FAS-BREAK WINDSHIELD REPAIR	359.00
10	00078557	C	09/20/2024	60056	FNBO	97.71
10	00078558	C	09/20/2024	13560	FLAGLER TECHNOLOGIES, LLC	16,500.00
10	00078559	C	09/20/2024	15920	FNBO CREDIT CARD	8,542.09
10	00078560	C	09/20/2024	15903	GENERATION GENIUS	145.00
10	00078561	C	09/20/2024	80147	HAMPTON INN	1,899.00
10	00078562	C	09/20/2024	11460	HAYLEY MURPHY	826.78
10	00078563	C	09/20/2024	80507	HOLIDAY INN EXPRESS	1,284.00
10	00078564	C	09/20/2024	80543	HOMETOWN LEASING	477.45
10	00078565	C	09/20/2024	80860	HUMPHREY PUBLIC SCHOOL	5,000.00
10	00078566	C	09/20/2024	80880	HY-VEE	435.07
10	00078567	C	09/20/2024	13030	INTERNATIONAL ACADEMY OF SCIENCE ACELLUS	11,186.00
10	00078568	C	09/20/2024	13552	JEAN ANNE KAMRATH	175.00
10	00078569	C	09/20/2024	190486	JENNIFER SNYDER	200.00
10	00078570	C	09/20/2024	6319	JOURNEYED.COM, INC.	33,087.60
10	00078571	C	09/20/2024	12424	KASEYA US LLC	960.75
10	00078572	C	09/20/2024	140045	LEARNING FORWARD	668.00
10	00078573	C	09/20/2024	15261	LEXIA LEARNING SYSTEMS, LLC	1,750.00
10	00078574	C	09/20/2024	15261	VOYAGER SOPRIS LEARNING	484.00
10	00078575	C	09/20/2024	40545	LISA DURANSKI	450.91
10	00078576	C	09/20/2024	120550	LOUP POWER DISTRICT	5,052.97
10	00078577	C	09/20/2024	5410	MARK BRADY	92.46
10	00078578	C	09/20/2024	477	MARZANO RESOURCES	8,000.00
10	00078579	C	09/20/2024	15946	MEGGIN FUNK	2,250.00
10	00078580	C	09/20/2024	130378	MENARDS	374.59
10	00078581	C	09/20/2024	10499	MICHELLE RUIPIER	225.00
10	00078582	C	09/20/2024	130547	MNJ TECHNOLOGIES	2,580.00
10	00078583	C	09/20/2024	9199	NACIA	250.00
10	00078584	C	09/20/2024	140066	NE ASSOC OF SCHOOL BOARDS	930.00
10	00078585	C	09/20/2024	140063	NASB ALICAP	71,802.00
10	00078586	C	09/20/2024	140351	NCSA	125.00
10	00078587	C	09/20/2024	8893	NEBRASKA DEPARTMENT OF REVENUE	90.00

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00078588	C	09/20/2024	140460	NEBRASKA DEPT OF EDUCATION	125.00
10	00078589	C	09/20/2024	140460	NEBRASKA DEPT OF EDUCATION	250.00
10	00078590	C	09/20/2024	140570	NEBRASKA TECHNOLOGY & TELECOM.	162.53
10	00078591	C	09/20/2024	140696	NORRIS SCHOOL DISTRICT 160	4,548.00
10	00078592	C	09/20/2024	140760	NOVICKI FIRE PREVENTION	321.00
10	00078593	C	09/20/2024	140525	NRCSA	850.00
10	00078594	C	09/20/2024	12122	One Source The Background Check Company	44.00
10	00078595	C	09/20/2024	160040	THE PARENT INSTITUTE	1,692.00
10	00078596	C	09/20/2024	160450	PIZZA RANCH	396.84
10	00078597	C	09/20/2024	15814	RAMADA TOPEKA DOWNTOWN HOTEL	129.96
10	00078598	C	09/20/2024	180237	REALITY WORKS	4,853.70
10	00078599	C	09/20/2024	981	SARAH WACHA	443.54
10	00078600	C	09/20/2024	13170	SCHOLASTIC INC	46.05
10	00078601	C	09/20/2024	760	SERVICEMASTER BY SHEVLIN	1,502.00
10	00078602	C	09/20/2024	190850	STATE OF NEBRASKA DAS STATE ACCTG.	5,857.40
10	00078603	C	09/20/2024	191085	SUPER SAVER	498.09
10	00078604	C	09/20/2024	8710	TIME MANAGEMENT SYSTEMS	2,520.00
10	00078605	C	09/20/2024	200606	U & I SANITATION	112.25
10	00078606	C	09/20/2024	4960	UNIVERSITY OF NEBRASKA AT KEARNEY	250.00
10	00078607	C	09/20/2024	14915	VALIDATE ME INC	425.00
10	00078608	C	09/20/2024	10320	VERIZON WIRELESS	1,106.99
10	00078609	C	09/20/2024	230049	CAPITAL ONE-WALMART (SPED)	508.80
10	00078610	C	09/20/2024	13757	YANDA'S AVL RENTAL	6,962.88
10	00078611	A	09/20/2024	13897	ADILENE PEREZ	496.47
10	00078612	A	09/20/2024	14494	ALEXUS HITZ	534.66
10	00078613	A	09/20/2024	120155	AMY J SLAMA	724.94
10	00078614	A	09/20/2024	10030	ANA KAREN GARCIA MEDINA	673.35
10	00078615	A	09/20/2024	1082	ANGEL D MAYBERRY	440.86
10	00078616	A	09/20/2024	250100	ANGELA ARNDT	133.40
10	00078617	A	09/20/2024	990	BRANDY ROSE	169.51
10	00078618	A	09/20/2024	14621	CALVIN FREY	780.55
10	00078619	A	09/20/2024	5967	CASSANDRA RUTH	665.98
10	00078620	A	09/20/2024	9512	CASSIE KRINGS	580.89
10	00078621	A	09/20/2024	13510	CHRISTINA HANCOCK	309.54
10	00078622	A	09/20/2024	70017	CYNTHIA ALARCON	131.98
10	00078623	A	09/20/2024	180474	DARLENE RODRIGUEZ	980.88
10	00078624	A	09/20/2024	14001	DEVON GRONENTHAL	341.70
10	00078625	A	09/20/2024	14060	DYLAN SOUTHARD	428.80
10	00078626	A	09/20/2024	7560	ESI HOSTED SERVICES	176.12
10	00078627	A	09/20/2024	7099	HALEY KUNZE	152.76
10	00078628	A	09/20/2024	15970	INGRID RODRIGUEZ	316.04
10	00078629	A	09/20/2024	15709	IRIS MEDINA GONZALEZ	511.21
10	00078630	A	09/20/2024	10375	RONELLE JACKSON	1,050.00
10	00078631	A	09/20/2024	8559	JACLYN TERNUS	279.39
10	00078632	A	09/20/2024	14745	JAEDYN MORRIS	765.14
10	00078633	A	09/20/2024	9580	JASON TROTTER	91.79
10	00078634	A	09/20/2024	15954	JENNA MATTOX	286.09
10	00078635	A	09/20/2024	11223	JILL WIELGUS	352.42
10	00078636	A	09/20/2024	8540	JOLYNN KAHLANDT	506.52
10	00078637	A	09/20/2024	11932	JOSH ARIAS	936.66
10	00078638	A	09/20/2024	6459	KAISE RECEK	45.56
10	00078639	A	09/20/2024	14478	KASSANDRA CORNWELL	649.23
10	00078640	A	09/20/2024	15695	KRIS ELSHAEUSER	63.81
10	00078641	A	09/20/2024	100521	KRIS JOHNSON	33.50
10	00078642	A	09/20/2024	190384	LARRY SHEFCYK	123.82
10	00078643	A	09/20/2024	13480	LETISHIA KLEINSCHMIT	723.60
10	00078644	A	09/20/2024	13986	LYNNE WEBSTER	710.20
10	00078645	A	09/20/2024	15601	MARCI HAIGHT	442.75
10	00078646	A	09/20/2024	2267	MARCIA OSTMEYER	265.32
10	00078647	A	09/20/2024	11797	MARIA RODRIGUEZ	1,399.63
10	00078648	A	09/20/2024	14699	MARIAH BELLER	827.45
10	00078649	A	09/20/2024	11479	MEGAN WELCH	651.24

**Check Register Summary**

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00078650	A	09/20/2024	12246	MERRIDIE KAUP	513.89
10	00078651	A	09/20/2024	8788	NATHALIE VARGAS	615.06
10	00078652	A	09/20/2024	15962	NICOLE CHILES	562.13
10	00078653	A	09/20/2024	13498	RACHEL BUETTNER	319.59
10	00078654	A	09/20/2024	130708	SHARON M BROWN	684.74
10	00078655	A	09/20/2024	8524	SHAYNA CEPEL	170.18
10	00078656	A	09/20/2024	10740	SHELLI EICKMEIER	450.91
10	00078657	A	09/20/2024	15725	SONYA SUKUP	281.91
10	00078658	A	09/20/2024	12165	STEPHANIE FOREMAN	690.53
10	00078659	A	09/20/2024	13447	SUSAN OLMER	28.88
10	00078660	A	09/20/2024	11436	TAMRA CLAY	58.29
10	00078661	A	09/20/2024	13536	TERI OPFER	822.09
10	00078662	A	09/20/2024	230361	WENDY WOLFE	276.04
10	00078663	A	09/20/2024	10545	YARIBEY RODRIGUEZ	672.68

**Total Bank: 10 \$1,123,851.98**

<b>Total Computer Checks:</b>	<b>\$1,098,951.30</b>
<b>Total Manual Checks:</b>	<b>\$0.00</b>
<b>Total ACH Checks:</b>	<b>\$24,900.68</b>
<b>Total Other Checks:</b>	<b>\$0.00</b>
<b>Total Electronic Checks:</b>	<b>\$0.00</b>
<b>Total Computer Voids:</b>	<b>\$0.00</b>
<b>Total Manual Voids:</b>	<b>\$0.00</b>
<b>Total ACH Voids:</b>	<b>\$0.00</b>
<b>Total Other Voids:</b>	<b>\$0.00</b>
<b>Total Electronic Voids:</b>	<b>\$0.00</b>
<b>Grand Total:</b>	<b>\$1,123,851.98</b>
<b>Number of Checks:</b>	<b>138</b>

Batch Year	Batch	Amount
25	000005	161,067.04
25	000016	56,125.00
25	000019	79,285.90
25	000027	56,746.57
25	000033	770,627.47



**Article I, Section 5, E Negotiations**

Negotiations shall be conducted in accordance with the applicable negotiated agreement and state and federal statutes.

1. Associations seeking official Educational Service Unit 7 recognition for the purpose of negotiations shall submit such request in writing to the Educational Service Unit 7 Board.
2. The Educational Service Unit 7 Board agrees to enter into the negotiation process with each recognized employee group in a good faith effort to reach an agreement concerning employees' salaries, terms and conditions of employment.
3. The Educational Service Unit 7 Board delegates the authority to its representatives to make and consider proposals and concessions in the course of negotiating, subject to ratification by the Educational Service Unit 7 Board.
4. Negotiations will be conducted in closed sessions.

Legal Reference:	§
Date(s) of Review:	May 18, 2020 September 15, 2022 September 18, 2023 September 16, 2024

## **Article IV, Section 5, H Copyright**

ESU 7 encourages its staff members to be creative, innovative and to engage in continuous learning and advancement. These aims are intended to contribute towards each staff member's professional development, enhance ESU 7's reputation and image among its constituents and improve student learning. However, inherent in the pursuit of advancement is the possibility that a staff member may use resources provided through ESU 7 for commercial purposes or gain. All staff members shall abide by this policy when developing, producing or otherwise creating any "Covered Work" as defined herein.

### **Covered Works**

A "Covered Work" includes all intellectual property as defined by applicable state and federal law, including, but not limited to the following:

1. Patents;
2. Copyrights;
3. Trademarks;
4. Trade Secrets;
5. All other information and data owned by ESU 7.

These include, but are not limited to, literary, scholarly, musical, sound, audiovisual, electronic or other computer (including hardware, software, or apps) work. In the event that any state or federal law, rule or regulation is amended to include a new category of "intellectual property," such new category will be included in this policy as if set forth fully herein.

### **Ownership of Covered Work**

The ESU Board owns all "Covered Work" and any other intellectual property interest created by ESU employees in their capacity as an ESU employee or created with any ESU-sponsored resources. Employees shall have no claim to any ownership rights in such works and shall take whatever steps necessary to comply with this policy. An employee who accepts payment or other gain for any Covered Work, without Board approval, shall be in violation of this policy and may be disciplined up to and including termination of employment.

The Board may, in its discretion, recognize a staff member who contributed to such work.

The Board reserves the right to patent, register, market, and license any of its intellectual property. The Board may allocate any proceeds generated from such activities in a manner consistent with the Board's mission.

### **Employee Resolution Process**

In the event that an employee is uncertain as to whether a work is a "Covered Work," as defined by this policy, or whether such work will be created within their capacity as an ESU employee or created with any ESU-sponsored resources, the employee should seek clarification

from the ESU Administrator. In the event that the ESU Administrator is uncertain, the Administration may ask the Board to adopt a determination. In the event that the Administrator or Board confirm that the employee's intended work will not be covered under this policy, the employee need not make any further reports or findings to the ESU. However, if the employee's work changes in any way that may bring such work within the definition of "Covered Work," the employee should consult with the Administrator.

In the event that the ESU Administrator and/or Board determines that an employee's proposed work would fall under the definition of "Covered Work," the employee shall regularly inform the Administrator of the work in progress.

Employees are strongly encouraged to secure pre-approval before attempting to create or produce any work.

#### Copyright Infringement Avoidance

ESU 7 recognizes the importance of protecting the rights of authors, scholars, and others who originate or publish for distribution under the copyright or other rights of authorship, to receive compensation in the form of royalties, profits, or other financial entitlements for their works. For that reason, it is the policy of ESU 7 to avoid any practices contrary to copyright law or which interferes or infringes copyrights. It shall be contrary to the policy of ESU 7 to cause or permit photocopying, duplication of any manner, distributing or exhibiting for profit, any book, pamphlet, sound recording, computer software, video recording or any material of any nature when to do so is violative of any copyright or causes an authorized diminution of rents, royalties or profits to any holder of copyright.

This policy is drafted as guidance and is not exhaustive or limiting of liability for actions contrary to this policy. Any employee knowingly violating this policy, in which violation results in any liability to ESU 7, will be liable to the ESU for such damage as is suffered by the ESU. Inasmuch as part of the nature of ESU 7 business does, from time to time, involve loaning materials for preview and/or use purposes to local School Districts, ESU 7 will develop a procedure for taking reasonable precautions to notify borrowing districts of copyright laws protecting the materials as outlined by originating companies.

Legal Reference:	
Date of Adoption:	February 18, 2019
Date(s) of Review:	September 16, 2024

## Section 6 - Safety

### Article IV, Section 6, A Safety

ESU 7 is committed to providing and maintaining a safe and healthy work environment. The administration is to make the safety of employees an integral part of the management function. Each employee is to make safety an integral part of their duties by following established safety regulations and procedures, assisting in accident prevention activities by reporting any job-related injury to the administration immediately, reporting unsafe conditions immediately, and providing suggestions to eliminate accidents and injuries. Failure to follow safety rules may lead to disciplinary action up to and including termination.

Safety and health management is the ultimate responsibility of the Board. Functional authority for continued development and implementation of health and safety is hereby delegated to the Administrator or the Administrator's designee.

The Safety Committee shall maintain documentation of its compliance with this policy.

Legal Reference:	§ 48-443 to § 48-445
Date of Adoption:	March 18, 2019
Date(s) of Review:	September 16, 2024

## Section 7 - Employee Files and Privacy

### Article IV, Section 7, A Employee Files

The administration shall protect the confidentiality of personal information in records regarding personnel beyond salaries and routine directory information. Job application materials submitted by applicants, other than finalists, who have applied for employment, shall also be maintained as confidential records. Such confidential records information shall be released only to the extent required by law or as appropriate for the operations of the ESU.

The following information is designated as “directory information” and may be given to parents or guardians of students served by the ESU upon request:

1. Whether a certificated staff member has met State qualifications and licensing criteria for the grade levels and subject areas in which the certificated staff member provides instruction.
2. Whether the certificated staff member is teaching under an emergency or provisional teaching certificate.
3. The baccalaureate degree major of the certificated staff member, along with information about other graduate certification or degrees held by the certificated staff member, and the field of discipline of the certification or degree.
4. The qualifications of a paraeducator assigned to their child.

Information regarding an employee’s medical condition or history is to be maintained in a separate medical file and treated as confidential, including employment background checks related to physical or mental condition and records pertaining to FMLA leaves for health related reasons.

To the extent the ESU conducts any functions within the purview of HIPAA, which may include group health plans or student health services, it designates the ESU as a hybrid entity as to any such functions. The administration shall develop and implement all necessary practices and procedures to comply with laws governing protected health information (PHI) to the extent applicable and to maintain the privacy of PHI that the ESU receives, obtains, or transmits. The Administrator is designated as the HIPAA privacy officer for the ESU.

Legal Reference:	§ 84-712.05 (7) and (15) (Public Records Act) 34 CFR 200.61 (NCLB) 29 CFR § 1630.14 (ADA regulations) 29 CFR § 825.500 (FMLA regulations) 49 CFR 391.23 (Drug Testing regulations) Health Insurance Portability and Accountability Act (HIPAA)
Date of Adoption:	June 17, 2019
Date(s) of Review:	September 16, 2024

#### **Article IV, Section 7, B Social Security Numbers**

Employee social security numbers shall be kept confidential to the extent required by law. Use of more than the last four digits of an employee's social security number shall be made by the ESU only for:

1. Legal Mandates - Compliance with state or federal laws, rules, or regulations.
2. Internal Administration - Internal administrative purposes, including provision of employee social security numbers to third parties for such purposes as administration of personnel benefits and employment screening and staffing. However, the internal administrative uses shall not permit use of employee social security numbers:
  - a. As an identification number for occupational licensing.
  - b. As an identification number for ESU meetings.
  - c. In files with unrestricted access within the ESU.
  - d. In files accessible by any temporary employee unless the temporary employee is bonded or insured under a blanket corporate surety bond or equivalent commercial insurance.
  - e. For posting any type of ESU information.

The ESU will not use or require an employee to use more than the last four digits of an employee's social security number for:

1. Public Posting or Display - Any public posting or display available to the general public or to an employee's co-workers.
2. Internet Transmission - Transmission over the Internet unless the connection is secure or the information is encrypted.
3. Internet Access - To access an Internet web site unless a password, unique personal identification number, or other authentication device is also required to access the Internet web site.
4. Identifier - As an employee number for any type of employment-related activity.

Legal Reference:	§ 48-287; 5 USC § 552a (note) (Privacy Act of 1974)
Date of Adoption:	March 18, 2019
Date(s) of Review:	September 16, 2024

**Article I, Section 3, E Oath of Office**

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

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

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

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

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

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

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

**Code of Ethics for ESU 7 Board Members**

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

1. **Follow Laws:** I will uphold and enforce the constitutions, laws, rules and regulations of the state and federal governments, the state and federal agencies, binding court orders pertaining to educational service units, and the policies and regulations of ESU 7. Desired changes shall be brought about only through legal and ethical procedures.

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

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

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

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

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

7. **Confidentiality:** I will hold confidential all matters pertaining to ESU 7 which, if disclosed, would needlessly injure individuals, the Board, or ESU 7. I will not ask for legally confidential information about staff or students when not required to fulfill my duties as a Board

member. When such information is made available to me in my role as a Board member, I will maintain the confidentiality of such information.

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

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

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

Agreed to by the members of the Board of Educational Service Unit 7 on this \_\_\_ day of \_\_\_\_\_, 20\_\_.

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

## August '24 Treasurer Report

<b>Beginning Balance AUGUST 1, 2024</b>				<b>\$71,316.30</b>		
<b>RECEIPTS</b>						
Property taxes			\$29,791.12			
SPED			\$50,156.71			
General/Flow Through			\$169,928.93			
Grants			\$163,380.45			
<b>TOTAL RECEIPTS</b>			<b>\$413,287.22</b>	<b>\$413,287.22</b>		
				\$484,603.52		
Transfer to Money Market				\$750,000.00	+	
Total Funds Available				\$1,234,603.52		
<b>DISBURSEMENTS:</b>						
General Fund			\$415,089.39			
SPED			\$409,569.88			
Receipts as credits			\$0.00			
Grants			\$334,382.15			
<b>Total DISBURSEMENTS Check #78383 thru #78525</b>			<b>\$1,159,041.42</b>	<b>\$1,159,041.42</b>	-	
<b>Ending balance, August 31, 2024</b>				<b>\$75,562.10</b>		
Checking balance						\$75,562.10
Money Market Deposit Account at First National Bank						\$4,830,000.00
Money Market Deposit Account at First National Bank						\$100,000.00
Money Market Deposit Account at Bank of Clarks						\$100,000.00
Money Market Deposit Account at Columbus Bank & Trust						\$100,000.00
Certificate of Deposit - Great Western Bank						\$200,000.00
Certificate of Deposit - First National Bank-Columbus						\$100,000.00
Certificate of Deposit - First National Bank-Columbus						\$1,000,000.00
<b>TOTAL CASH ON HAND (includes cash reserve)</b>						<b>\$6,505,562.10</b>
<b>CASH RESERVE</b>	<b>\$1,487,587.48</b>					
<b>Funds that are due to ESU 7</b>						
Grants				(\$1,268,093.75)		
Production/Art Media Accounts Receivable			(\$15,698.50)			
Network Support Accounts Receivable			(\$9,862.51)			
Misc. Flow thru Accounts Receivable			(\$8,060.22)			
Outstanding Receivables				(\$33,621.23)		
<b>Total due to ESU 7</b>				<b>(\$1,301,714.98)</b>		
	<b>2022-23</b>	<b>2023-24</b>	<b>2022-23</b>	<b>2023-24</b>		
	<b>Dollars Spent Per Month</b>	<b>Dollars Spent Per Month</b>	<b>Percentage spent each month</b>	<b>Percentage spent each month</b>		
September	\$266,632.91	\$299,871.57	9.70%	10.08%	Total Budget	\$16,223,814.63
October	\$186,072.92	\$176,049.06	6.77%	5.92%	30% of budget	\$4,867,144.39
November	\$143,630.26	\$127,254.21	5.22%	4.28%	Earmarked set aside	\$8,586,908.00
December	\$192,654.08	\$207,245.41	7.01%	6.97%	Total budget spent to date	\$12,097,497.03
January	\$197,852.07	\$204,916.22	7.19%	6.89%		
February	\$221,903.94	\$177,900.54	8.07%	5.98%		
March	\$187,887.87	\$202,230.23	6.83%	6.80%		
April	\$208,157.75	\$194,760.45	7.57%	6.55%		
May	\$199,048.99	\$203,966.51	7.24%	6.86%		
June	\$200,189.85	\$216,733.54	7.28%	7.28%		
July	\$158,470.03	\$195,107.67	5.76%	6.56%		
August	\$262,542.38	\$230,664.77	9.55%	7.75%		
<b>Approved Total General Budget for Levy \$</b>			\$2,750,201.46	\$2,975,174.95		
<b>Total Spent to date</b>			\$2,425,043.05	\$2,436,700.18		
Dollars approved from cash reserve				\$0.00		
<b>NOTES</b>						

**RESOLUTION SETTING THE FINAL LEVY OF  
EDUCATIONAL SERVICE UNIT 7**

WHEREAS, public notice was given at least five days in advance of a special public hearing called for the purpose of determining final levy of Educational Service Unit 7 (ESU 7) for the 2024-2025 fiscal year; and whereas such special public hearing was held before the Board at the time, date and place announced in the notice published in a newspaper of general circulation, a copy of which notice and proof of publication of which is attached hereto as Exhibit A, all as required by law;

and WHEREAS, the Board provided an opportunity to receive comment, information and evidence from persons in attendance at such special hearing;

and WHEREAS, the Board, after having reviewed the preliminary tax rate certified by the County Clerk in each county in which taxable property is situated and which is subject to taxes levied by ESU 7;

and WHEREAS, the Board of Education of Educational Service Unit 7, after public consideration of the matter has determined that a final tax levy in an amount different from the preliminary property tax rate certified by each such County Clerk as is herein above referred to, is necessary in order to carry out the functions of ESU 7 as determined by its Board for the 2024-2025 school year;

Now be it therefore resolved that the Board of ESU 7 has a tax request of \$3,299,168.88 for the 2024-2025 fiscal year and the final levy of the Board of ESU 7 should be, and hereby is set at .015 for the 2024-2025 fiscal year.

It is so moved by \_\_\_\_\_ and seconded by \_\_\_\_\_ this 16 day of September, 2024.

Roll call vote as follows:

<u>Jack Young</u>	YES	NO	ABSENT
<u>Richard Luebbe</u>	YES	NO	ABSENT
<u>Marni Danhauer</u>	YES	NO	ABSENT
<u>Joyce Baumert</u>	YES	NO	ABSENT
<u>Amy Blaser</u>	YES	NO	ABSENT
<u>Karen Gomez</u>	YES	NO	ABSENT
<u>Richard Stephens</u>	YES	NO	ABSENT
<u>Doug Pauley</u>	YES	NO	ABSENT
<u>Gary Wieseler</u>	YES	NO	ABSENT
<u>Don Graff</u>	YES	NO	ABSENT
<u>Dawn Lindsley</u>	YES	NO	ABSENT
<u>Bob Arp</u>	YES	NO	ABSENT

The undersigned herewith certifies as Secretary of the Board of ESU 7 that the above resolution was duly adopted by a majority of said Board at a duly constituted public meeting of said Board.

\_\_\_\_\_  
Secretary of the Board

**Expenditures-Revenue Budget 2024-2025**

Code	Program Function	2023-2024 2-Budgeted Expenditure	2024-2025 2-Budgeted Expenditure	1-Contract (Districts)	1-Current Year Property Taxes, General fund	Dollars pulled from Cash On Hand	Indirect Costs	1-State Funds	1- Federal Funds	1-Flow Through	1-Actual Balance Carry Over	Balance	Month Reviewed
1200	Administrative Outreach	181,944.14	462,104.21					462,104.21				0.00	May
1200.3000	Para Professional	106,958.00	291,218.00	291,218.00								0.00	May
1200.3400	Cen7ter	619,027.49	664,839.00	664,839.00								0.00	May
1200.44	Learning Acadamy/Bridges	826,431.00	1,038,764.50	1,038,764.50								0.00	May
1200.5500	Transition	96,700.00	52,440.99	52,440.99								0.00	May
1200.3700	Resource Coach	139,400.00	71,474.50	71,474.50								0.00	May
1200.3800	Behavior Analyst	59,600.00	68,199.00	68,199.00								0.00	May
	Mandt	26,682.00	0.00	0.00								0.00	
1200.46	Braille	36,800.54	45,523.19	45,523.19								0.00	May
1296	Early Childhood	1,122,448.49	1,307,586.00	1,307,586.00								0.00	May
2141	Psychology	743,866.25	743,090.00	743,090.00								0.00	May
2141.4200	LMHP	520,479.00	614,281.50	614,281.50								0.00	May
2151	Speech	928,924.98	609,861.00	609,361.00						500.00		0.00	May
2151.3600	Deaf Education	118,332.75	124,899.00	124,899.00								0.00	May
2181	Vision	168,970.00	110,258.50	110,258.50								0.00	May
2181.4100	O&M	112,471.00	77,592.50	77,592.50								0.00	May
2290.5000	Mental Health (NDE)	202,304.64	270,956.58					270,956.58				0.00	May
2213	Professional Development	1,088,533.07	1,214,264.91		1,129,951.04					84,313.87		0.00	May
2290	Regular Instruction - Media	151,980.16	153,213.39		32,069.66					121,143.73		0.00	May
2310	Board	46,445.25	58,690.25		58,690.25					0.00		0.00	May
2320	Administration	610,145.12	544,842.18		400,720.83		54,378.81			89,742.54		0.00	May
2330	Legal Services	6,950.00	8,150.00		8,150.00					0.00		0.00	May
2510	Business	249,594.76	224,800.83		171,579.73		8,200.00			45,021.10		0.00	May
2530	Printing/Art Media	483,974.70	506,054.56		211,104.56	68,000.00				226,950.00		0.00	May
2570	HR	50,063.30	48,964.29		47,464.29	500.00				1,000.00		0.00	May
2580	Technology	1,735,802.75	2,144,791.50		945,502.50	\$483,760.00				\$715,529.01		0.00	June
2580-0004	LanMan	542,381.53	452,298.13	452,298.13								0.00	June
2580-0005	NNNC	43,248.40	55,210.00		55,210.00							0.00	June
2580-0006/0007	Technology Consortium	84,546.67	76,238.96		0.00					76,238.96		0.00	June
2610	Operation of Buildings	97,881.00	142,250.00		100,250.00		42,000.00					0.00	May
2620	Maintenance of Buildings	84,147.99	85,451.63		85,451.63							0.00	May
2630	Grounds	8,200.00	9,700.00		9,700.00							0.00	May
2650	Vehicle Replacement	112,584.39	119,060.61		12,730.00	80,000.00				26,330.61		0.00	May
2660	Security	6,130.00	4,590.00		4,590.00					0.00		0.00	May
2670	Safety	21,347.39	12,004.39		12,004.39					0.00		0.00	May
2900	Grant Writer	0.00	117,685.85	117,685.85								0.00	August
4700	Building Improvement	1,094,000.00	1,821,630.40		14,000.00	1,807,630.40						0.00	May
3599	Other State	10,000.00	10,000.00					10,000.00				0.00	June
3552	Safety & Security Rule 58 C.O. NDOL Teacher Retention	0.00	42,252.40						42,252.40			0.00	
4399	Other Federal	350,000.00	350,000.00						35,000.00			0.00	June
6418.25	PEak	94,506.54	94,507.00						350,000.00			0.00	June
6417.25.418	Regional Transition	120,640.00	120,640.00						94,507.00			0.00	June
6415.24.421	Autism Grant C.O.	0.00	66,694.83						120,640.00			0.00	June
6415.25.421	Autism Grant	240,399.00	240,399.00						66,694.83			0.00	June
6417.25.427	Job Expo	5,753.70	5,762.00						240,399.00			0.00	June
6415.21.430	Anticipated Grant	125,000.00	125,000.00						5,762.00			0.00	June
6417.25.432	Transition Summer VR Grant	49,999.00	50,000.00						125,000.00			0.00	June
6417.20.432	Regional Transition Carryover	13,460.90	0.00						50,000.00			0.00	June
6990.24.491	ELC ARPA Training Grant	31,840.82	0.00						0.00			0.00	June
6310.25.701	Title IIA Teacher Quality	211,322.83	223,754.86						0.00			0.00	June
6990.25.490	Early Learning Connections	170,364.00	170,364.00						223,754.86			0.00	June
6416.25.416	Planning Region Grant	21,500.00	21,500.00						170,364.00			0.00	June
6700.25.501	Carl Perkin Grant	96,604.19	96,088.00						\$21,500.00			0.00	June
6700.25.701	ReVision (Career Academy Coord.)	150,000.00	150,000.00						95,166.55	921.45		0.00	June
6990.24.701	Early Childhood PD Specialist	130,000.00	6,698.24						150,000.00			0.00	June
6990.24.702	K-2 Coach (application in process)	130,000.00	13,402.44						6,698.24			0.00	June
6990.24.703	Pre K-2 additional grant funds	16,500.00	11,285.24						13,402.44			0.00	June
6800	Federal Nutrition Program	12,692.17	13,326.32						11,285.24			0.00	June
									13,326.32			0.00	June





**BALLOT**  
*Legislation Committee Member #16*

Please vote for one of the following:

- \_\_\_\_\_ Dawn Lindsley, ESU 7
- \_\_\_\_\_ Mary Yilk, ESU 9

School Name: \_\_\_\_\_

Signature of Board President: \_\_\_\_\_

**Please return this ballot by October 31<sup>st</sup>, 2024 to:**

Via email at [shorky@nasbonline.org](mailto:shorky@nasbonline.org)  
OR  
Nebraska Association of School Boards  
Sallie Horky, Chief Operating Officer  
1311 Stockwell Street, Lincoln, NE 68502



## NASB Legislation Committee Nomination Form for Member #16

**THIS FORM MUST BE RECEIVED AT NASB BY AUGUST 30th, 2024**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Telephone: \_\_\_\_\_

Home

Work

Cellular

Email Address: \_\_\_\_\_

### Local Board Service

Name of local school board: \_\_\_\_\_

Years of service on local board: \_\_\_\_\_

Current office held on local school board: \_\_\_\_\_

Past offices held on local school board: \_\_\_\_\_

\_\_\_\_\_

### Association Participation

State Conferences: \_\_\_\_\_

National (NSBA) Conventions: \_\_\_\_\_

Workshops: \_\_\_\_\_

\_\_\_\_\_

Awards Received: \_\_\_\_\_

(CONTINUED)

## Other Education-Related Public Service

Commissions, Task Forces, and Committees: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## Personal Information

Occupation: \_\_\_\_\_

Educational Background: \_\_\_\_\_

\_\_\_\_\_

Community Activities: \_\_\_\_\_

\_\_\_\_\_

Awards and Recognitions: \_\_\_\_\_

\_\_\_\_\_

Hobbies and Activities: \_\_\_\_\_

\_\_\_\_\_

### This nomination is submitted by:

District Name: \_\_\_\_\_

Name of Board President or Vice President: \_\_\_\_\_

Date: \_\_\_\_\_

By checking this box, I assert the board president or vice president has read the completed Nomination Form and verifies its authenticity.

**Return to: NASB  
1311 Stockwell St.  
Lincoln, NE 68502  
Or via e-mail to [shorky@nasbonline.org](mailto:shorky@nasbonline.org)**



NASB Legislation Committee  
Nomination Form for Member #16

**THIS FORM MUST BE RECEIVED AT NASB BY AUGUST 30th, 2024**

Name: Mary Yilk  
Address: 404 North Second Ave.  
City, State, Zip: Hastings, NE 68901  
Telephone: 402-469-1804 Cellular  
Home Work Cellular  
Email Address: maryyilk9@gmail.com

**Local Board Service**

Name of local school board: Educational Service Unit #9  
Years of service on local board: 2017-Present 7 Years  
Current office held on local school board: Vice President  
Past offices held on local school board: Head of Wages and Benefits (Negotiations 2018-Present)

**Association Participation**

State Conferences: Various State Conferences of NASB & NRCSA  
National (NSBA) Conventions: NA  
Workshops: 2017-2024 See attached for specific conferences  
Awards Received: NSAB Achievement Awards Levels 1-4

## Other Education-Related Public Service

Commissions, Task Forces, and Committees: Task Force Suicide Prevention (2010-2012)  
State RTI Task Force (2008-2010), NCSA Legislative Committee (2008-2014),  
NAESP/NCSA Committee Changing Entry Date for Kindergarten (2008-2012), NCSA E

## Personal Information

Occupation: Retired School Administrator & Elementary Teacher

Educational Background: Master of Arts in Elementary Education Kearney State College Dec. 1982

Master of Arts in Ed. Ad Kearney State College May 1988 Endorsements : Early Childhood, Special Ed, Middle School, Regional Behavior Specialist

Community Activities: Hastings City Councilperson (1976-1984), North Central Study Team for Hastings College (2003)

Hastings College Adjunct Professor (Jan. 2013-May 2013)

Awards and Recognitions: NAESP Distinguished Principal (2011-2012 SY)

NCSA Distinguished Service (2014)

Hobbies and Activities: Family, Bridge, Travel, Attending Sporting Events

### This nomination is submitted by:

District Name: ESU #9

Name of Board President or Vice President: Kenil A. Spray Pres.

Date: 19 Aug 24

By checking this box, I assert the board president or vice president has read the completed Nomination Form and verifies its authenticity.

Return to: NASB  
1311 Stockwell St.  
Lincoln, NE 68502  
Or via e-mail to [shorky@nasbonline.org](mailto:shorky@nasbonline.org)

Date Earned	Description	Event (Event Attendee) (Event Attendee)
3/6/24	Mary Yilk - 2024 Legislative Bench Day - Session	2024 Legislative Bench Day
1/22/24	Mary Yilk - LIC - Monday Program	2024 Legislative Issues Conference
11/17/23	Mary Yilk - 2023 State Education Conference - Session	2023 State Education Conference
9/13/23	Mary Yilk - 2023 Area Membership Meeting - Kearney	2023 Area Membership Meeting - Kearney
6/15/23	Mary Yilk - 2023 School Leaders & Law Conference - Session	2023 School Leaders & Law Conference
1/23/23	Mary Yilk - LIC - Monday Program	2023 Legislative Issues Conference
1/22/23	Mary Yilk - LIC - Sunday Dinner	2023 Legislative Issues Conference
11/18/22	Mary Yilk - 2022 State Education Conference - Session	2022 State Education Conference
11/18/22	Mary Yilk - Voting Delegate - School Board Members only	2022 State Education Conference
9/7/22	Mary Yilk - 2022 Area Membership Meeting - York	2022 Area Membership Meeting - York
5/17/21	Mary Yilk - 2020 ESU Legislative Zooms (Apr-May 2021) - Session	2020 ESU Legislative Zooms (Apr-May 2021)
2/1/21	Mary Yilk - LIC - Monday Program	2021 Virtual Legislative Issues Conference
8/19/20	Mary Yilk - Virtual Area Membership Meeting - Session	Virtual Area Membership Meeting
9/12/19	Mary Yilk - 2019 Labor Relations Conference - Session	2019 Labor Relations Conference
4/24/19	Mary Yilk - 2019 LaVista School Law for Board Members Workshop - Session	2019 LaVista School Law for Board Members Workshop
9/6/18	Mary Yilk - 2018 Labor Relations - Session	2018 Labor Relations Conference
11/20/17	2017 State Conference Registration Sept. 13 - Nov. 3	2017 State Education Conference



In its 5th decade of operation, ESUCC Cooperative Purchasing represents 17 Educational Service Units statewide which in turn service Nebraska school districts with over 300,000 students. We are authorized to coordinate purchases for public school districts, nonpublic school systems, other ESUs, and other public agencies, including any county, city, village, school district, or agency of the state government, any drainage district, sanitary and improvement district, or other municipal corporation or political subdivision of the State of Nebraska.

**UNITED WE SAVE**



*Providing our members the opportunities to purchase quality products & services at the lowest price possible*

**Members saved over \$7.8M last year!**



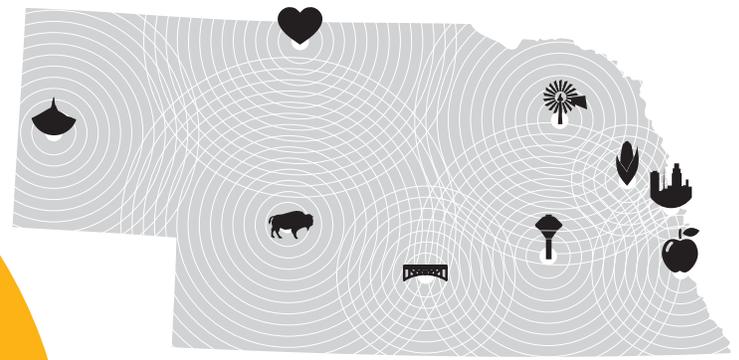
2023-24

## Nebraska ESUCC Cooperative Purchasing Sales & Savings By Program

ESU # 07

---

<u>Program</u>	<u>Member Cost</u>	<u>Savings</u>
AEPA	\$174,391.71	\$37,777.49
Annual Buy	\$188,570.44	\$65,333.36
Annual Buy Punch Out	\$956.32	\$195.87
Custodial Buy	\$238,649.97	\$137,903.81
Extended Buy	\$824.06	\$260.23
Food Buy	\$457,234.70	\$104,720.96
Paper Buy	\$125,435.10	\$9,441.35
Special Buy	\$237,910.99	\$93,442.33
<b><u>Grand Totals</u></b>	<b><u>\$1,423,973.29</u></b>	<b><u>\$449,075.40</u></b>



# 2024 AREA MEMBERSHIP MEETINGS

Leadership - Training - Recognition - Networking - Vision

North Platte - Gering - Valentine - Kearney - York - Norfolk - Nebraska City - Omaha - Fremont

[www.NASBonline.org](http://www.NASBonline.org)

# 2024 REGISTRATION

## REGISTER NOW FOR THE MEETING NEAREST YOU

Tuesday, August 20	North Platte	Register by August 14
Wednesday, August 21	Gering	Register by August 14
Thursday, August 22	Valentine	Register by August 14
Tuesday, August 27	Kearney	Register by August 22
Wednesday, August 28	York	Register by August 22
Wednesday, September 4	Norfolk	Register by August 29
Wednesday, September 11	Nebraska City	Register by September 6
Tuesday, September 24	Omaha	Register by September 20
Wednesday, September 25	Fremont	Register by September 20

### TO REGISTER

Go to [www.NASBonline.org](http://www.NASBonline.org), and log in using your email and password. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.

Registration fees for each meeting and dinner are as follows:

NASB Member Registration	\$89
Cancellation Fee	\$25

*No refunds after the deadlines.*

# 2024 AGENDA

4:30 PM - REGISTRATION, NETWORKING & EXHIBITORS

5:00 PM - OPENING SESSION

5:15 PM - LEGISLATIVE UPDATE

5:50 PM - BREAK & EXHIBITORS

6:05 PM - TRAINING SESSIONS #1

6:35 PM - BREAK & EXHIBITORS

6:50 PM - TRAINING SESSIONS #2

7:25 PM - NETWORKING DINNER & AWARDS/RECOGNITION

15 AWARDS OF ACHIEVEMENT POINTS WILL BE EARNED FOR ATTENDING



# 2024 SESSION BREAKDOWN

**5:00 PM - WELCOME & OPENING SESSION**  
JOHN SPATZ, NASB EXECUTIVE DIRECTOR AND MEMBERS OF THE NASB BOARD OF DIRECTORS

**5:15 PM - LEGISLATIVE UPDATE: A TALE OF TWO SESSIONS - REGULAR AND SPECIAL**  
COLBY COASH, NASB ASSOCIATE EXECUTIVE DIRECTOR AND DIRECTOR OF GOVERNMENT RELATIONS  
A look back at what was passed in the 2024 Legislative Session, who is campaigning towards victory in November, and the results of the Special Session!

## 6:05 PM - TRAINING SESSIONS 1

**HOW DOES NEBRASKA COMPARE?** ... Attend this session to hear about five-year trend data on Nebraska student demographics and performance. How do we rank educationally, invest in students, and financially support students compared to other states? An update on the Shortage Steering Committee will be shared.

- Shari Becker, Director of Education Leadership Search Service, and John Spatz, Executive Director

**SCHOOL CLAIMS, INSURANCE TRENDS AND HIGH-RISK ACTIVITIES** ... Come to this session to hear about Best Practices for schools. No one wants to read about the district, on the front page of the local newspaper, unless it's for passing a school bond or winning a state championship. Let's talk about school insurance and how we can prevent hitting the headlines.

- Megan Boldt, Associate Executive Director, Director of ALICAP/Insurance

**ACCOUNTABILITY AND STAKEHOLDER ENGAGEMENT** ... The research is clear. Community and parent engagement fosters goodwill, brings in new partners and resources, and will positively impact support of students, expanded learning opportunities, and facility upkeep and expansion. Does the board know what the staff, students, parents, and community are thinking, what they expect of the school district, and what they support? This session will address the importance of engaging stakeholders, managing the feedback, and how the board assures stakeholders voices have been heard.

- Marcia Herring, Director of Board Leadership

## 6:50 PM - TRAINING SESSIONS 2

**NETWORKS OF SUPPORT: INSPIRING LOCAL LEADERSHIP** ... Leadership does not have to feel lonely! Support systems are all around us to share the love of local leadership. But where do school leaders reach out to find such support? Hear from local representatives from the Nebraska Children and Families Foundation about the many programs, services, and funding they can offer districts in support of students and families!

- Caden Frank, Board Leadership Community Engagement Specialist

**OPEN MEETINGS, OPTION ENROLLMENTS, AND OUCH, TITLE IX!** ... The last Unicameral session made a lot of changes calling for policy revisions, but that doesn't mean the Feds can't match them with a long-dreaded Title IX update. All these and more for 2024.

- Jim Luebbe, Director of Policy Services

**SUPPORT FOR BOARD AND SUPERINTENDENT LEADERSHIP SUCCESS** ... Transition is not an event, but a process that is important to the success of the board and superintendent as non-incumbent board members prepare for their new role. Do you have a plan for board orientation, when is the best time to engage, and what information will be presented and discussed? This session will provide orientation materials for new members, and a checklist that outlines how the board and superintendent work collaboratively for positive outcomes for the school district.

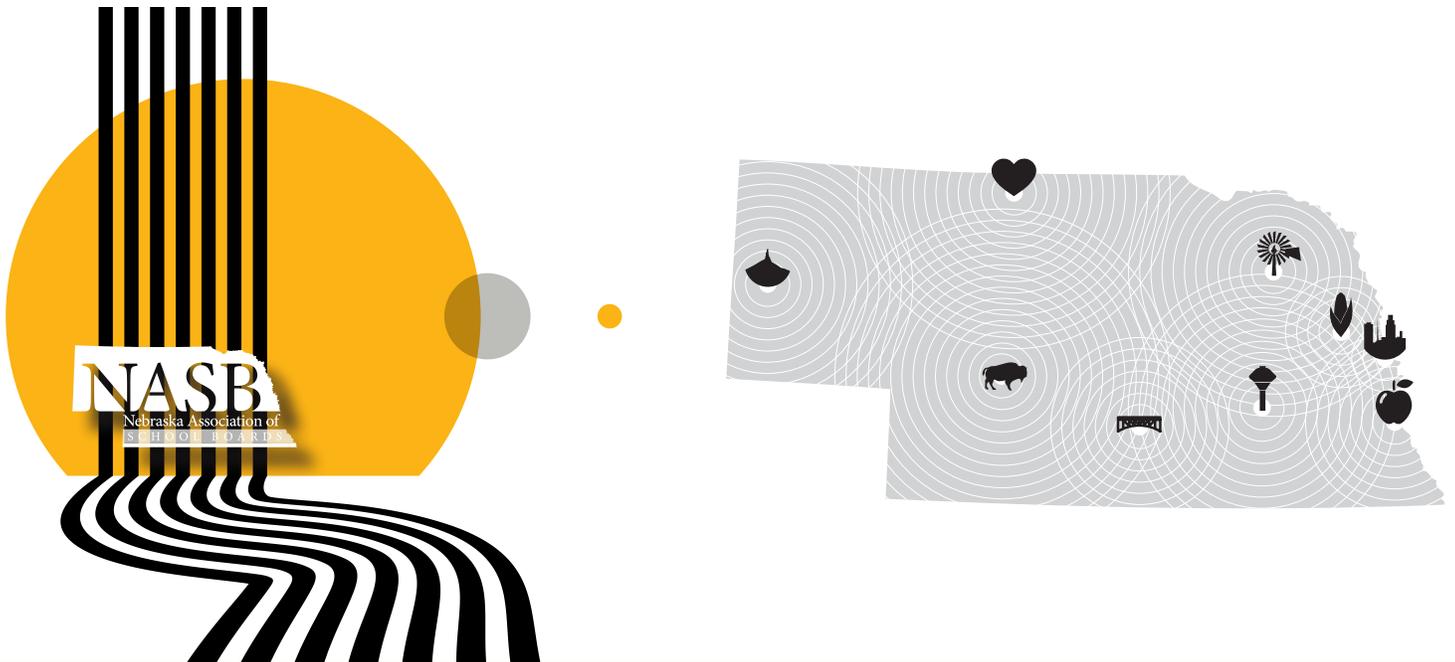
- Marcia Herring, Director of Board Leadership





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

RETURN SERVICE REQUESTED



# 2024 AREA MEMBERSHIP MEETINGS

Leadership - Training - Recognition - Networking - Vision

North Platte - Gering - Valentine - Kearney - York - Norfolk - Nebraska City - Omaha - Fremont



NCSA

## Nebraska Council of School Administrators

- NCSA Executive Board
- Organization and Structure
- NCSA and Affiliate Awards
- Our State and National Partners
- Corporate Sponsors
- Dissertation Archive
- Employment Post (*Updated*)
- Useful Web Links
- NCSA Region Map
- Contact Us
- NCSA Team
- Legislative.NCSA.org
- Retirement Announcement



Check out the latest edition of the *NCSA Today!*



## Labor Relations

Wednesday, October 2, 2024 - 12:00pm to Thursday, October 3, 2024 - 3:15pm



### NASA and NASB Labor Relations Conference



October 2-3, 2024

Embassy Suites - Lincoln, NE

This annual joint event brings together School Administrators and School Board Members to provide information on negotiations, legal updates, and best practices for labor relations. Look for registration to open in late-summer 2024.

### Wednesday, October 2

**12:30 Registration Opens**

**1:00-4:00 Preconference Workshop: The ABCs of Negotiations with Perry Law Firm**  
The single biggest part of a school district's budget is personnel costs. Salaries and benefits alone usually represent around 90% of a district's total expenses. Therefore, it is absolutely essential that a district understand the negotiation process and legal requirements in order to ensure that these expenses are a reasonable and good use of taxpayer dollars. In this session, we will walk through the negotiation process and offer practical suggestions, including specific items to consider heading into the 2025-2026 negotiations timeline.

### Thursday, October 3

**7:30 Registration, Continental Breakfast, and Exhibits Open**

**8:30 Welcome and From Chaos to Clarity: How to be your best when things are at their worst with Marianne Renner**

Today's new world is bringing more chaos and uncertainty than ever before. New challenges and constant change can take a toll on performance. How do you show up and bring your very best even during the most trying times? Get inspired and learn practical tools to help you get the best out of yourself and those around you.



In this keynote, learn to:

- Blast through roadblocks that inhibit performance
- Avoid the dangerous allure of distraction
- Overcome obstacles outside your control
- Master your self-talk in the face of uncertainty

**9:30 Exhibit Break**

**9:45 Concurrent Session I**

**10:45 Exhibit Break**

**11:00 Concurrent Session II**

**12:00 Lunch**

**1:00 Concurrent Session III**

**2:00**      **Exhibit Break**  
**2:15**      **Concurrent Session IV**  
**3:15**      **Adjourn**

### **Session Topics Include:**

- Wages and Payment Collection
- Negotiations and Arrays
- Communication in Labor Relations
- School Retirement Plan
- EHA Health Care Member Support
- HR Hot Topics
- Legal Updates
- Workers Comp
- FLSA
- Federal Labor Case Law
- Superintendent Role in Board Relations
- And More!

### **Lodging Information**

Embassy Suites - Lincoln

Call (402) 473-4719

**Mention: Labor Relations**

Rate: \$149 + tax

Rooms must be booked by September 11, 2024

### **Exhibit and Sponsorship Opportunities**

Labor Relations is held annually for around 200 Nebraska School Superintendents and School Board Members. Participation in this event will provide an opportunity to interact with district decision-makers. Click **HERE** to download additional information and paperwork to participate.

Booth spaces will be assigned on a first-come, first-served basis with completed paperwork and payment received.

*The exhibit and sponsorship cancellation deadline for this event is September 6, 2024. No refunds will be provided after this date. Please contact Brenda, [brenda@ncsa.org](mailto:brenda@ncsa.org), with any cancellation requests.*

**2024 STATE EDUCATION CONFERENCE  
NOVEMBER 20-22  
CHI HEALTH CENTER - DOWNTOWN OMAHA**

**All Systems Go**



**Co-Sponsored by the Nebraska Association of School Boards  
and the Nebraska Association of School Administrators**



# 2 Registration & Reservations

REGISTRATION FOR THE 2024 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 11, 2024

To register, go to [www.NASBonline.org](http://www.NASBonline.org)

Log in using your email and password, and click the 'Events' tab to register.



Registration fees for the conference are as follows:  
 REGISTRATION SEPTEMBER 11 - NOVEMBER 8  
 PRE-CONFERENCE REGISTRATION  
 CANCELLATION FEE (PRIOR TO 11/8)  
*(No refunds after the registration deadline)*

<b>\$325</b>	LATE-REGISTRATION NOVEMBER 9 - ON-SITE	<b>\$375</b>
<b>\$100</b>	BOARD MEMBER ELECT	<b>\$175</b>
<b>\$150</b>	NON-MEMBER	<b>\$750</b>

*(Substitutions are done at no charge)*

## Hotel Reservations

TO RESERVE ACCOMMODATIONS AT THE CONFERENCE HOTELS YOU MUST FIRST REGISTER FOR THE CONFERENCE AS DESCRIBED ABOVE.

To qualify for a room, you must first register for the Conference.

Once your conference registration is complete, you will receive an email with your NASB Registration code and a Conference Hotel reservation link. The code will not be activated until 10:00 AM CT, Wednesday, September 25, 2024

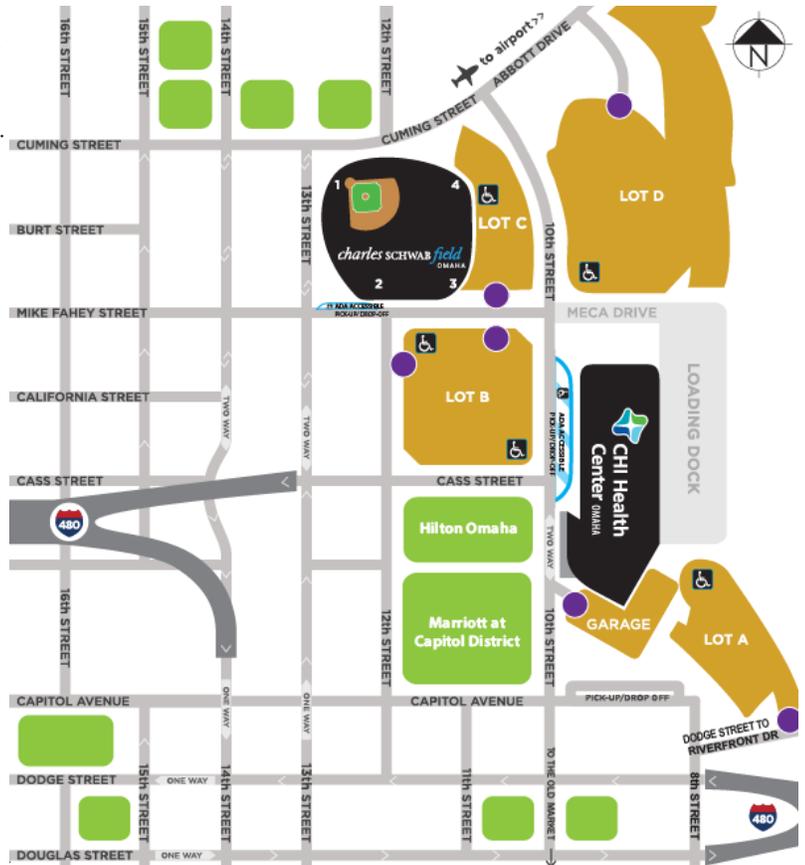
SUBMIT YOUR CONFERENCE HOTEL ROOM REQUEST WEDNESDAY, SEPTEMBER 25, 2024.

THE OMAHA CONVENTION & VISITORS BUREAU WILL ACT AS THE HOUSING AGENT FOR ALL PROPERTIES.

Hilton Omaha - 1001 Cass Street  
 \$151 per night  
**ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 20, OR UNTIL FULL**

Omaha Marriott Downtown - 222 North 10th Street  
 \$171 per night  
**ROOM REQUESTS WILL BE ACCEPTED UNTIL NOVEMBER 8, OR UNTIL FULL**

A RESERVATION AT ONE OF THE ABOVE IS NOT REQUIRED TO ATTEND THE STATE EDUCATION CONFERENCE



## WEDNESDAY, NOVEMBER 20

Pre-Conference Sessions  
1:00 to 4:00 PM

Exhibitor Reception  
4:00 to 5:30 PM

## THURSDAY, NOVEMBER 21

Board Member/Mentor Collaboration  
7:15 to 8:15 AM

Opening Keynote Speaker  
8:15 to 9:30 AM

A - Breakout Sessions  
9:45 to 10:45 AM

B - Breakout Sessions  
11:15 AM to 12:15 PM

Thursday Luncheon Keynote Speaker  
12:30 to 2:00 PM

C - Breakout Sessions  
2:15 to 3:15 PM

D - Breakout Sessions  
3:30 to 4:30 PM

## FRIDAY, NOVEMBER 22

Classroom Showcase  
8:00 to 11:30 AM

NASB Delegate Assembly  
8:00 to 9:30 AM

NASA Membership Meeting  
8:00 to 9:30 AM

E - Breakout Sessions  
9:15 to 10:15 AM

F - Breakout Sessions  
10:30 to 11:30 AM

Friday Luncheon Keynote Speaker  
11:45 AM to 1:15 PM

# 20<sup>th</sup>

## DAY 1

WEDNESDAY, NOVEMBER 20, 2024

NASBO MEMBERSHIP MEETING

NASB LEGISLATION COMMITTEE MEETING

NASA EXECUTIVE BOARD MEETING

PRE-CONFERENCE SESSIONS

EXHIBITOR RECEPTION

NASB BOARD MEETING

# 21<sup>st</sup>

## DAY 2

THURSDAY, NOVEMBER 21, 2024

BOARD MEMBER / MENTOR COLLABORATION

PRESENTATION OF COLORS / MUSICAL OPENING

OPENING & LUNCHEON KEYNOTE SPEAKERS

SCHOOL BOARD MEMBER OF THE YEAR PRESENTED

BREAKOUT SESSIONS (A, B, C & D)

# 22<sup>nd</sup>

## DAY 3

FRIDAY, NOVEMBER 22, 2024

NASB DELEGATE ASSEMBLY

NASA MEMBERSHIP MEETING

CLASSROOM SHOWCASE

SUPERINTENDENT OF THE YEAR RECOGNIZED

CLOSING KEYNOTE SPEAKER

BREAKOUT SESSIONS (E & F)

ADJOURN

Register now at [www.NASBonline.org](http://www.NASBonline.org)



## INSPIRING HOPE THROUGH THE POWER OF COMMITMENT AND POSITIVITY BEYOND THE GAME: APPLYING "ALL IN" TO LIFE

### GIAN PAUL GONZALEZ

**THURSDAY MORNING OPENING SPEAKER - 8:15 TO 9:30 AM**

During the New York Giants' 2011 Super Bowl run, Gian Paul Gonzalez, a high school teacher from Union City, N.J., played a pivotal role in inspiring the team with his "ALL IN" rally cry. Before a crucial Christmas Eve game against the NY Jets, Gonzalez led a chapel service where he used poker chips to symbolize commitment, urging players to go "all in" with their dedication. The Giants, initially seen as unlikely playoff contenders, won that game 29-14 and carried their momentum through to victory in Super Bowl XLVI. Gonzalez, who turned down professional basketball opportunities to work with at-risk youth, is the founder of the Hope + Future Foundation. This organization provides health and wellness programs for youth in West New York, NJ, focusing on empowering students and fostering community unity. Gonzalez's "ALL IN" message, is not just a slogan it's a LIFEstyle.



## RUNNING TOWARD CHAOS

### DR. NATALIE STAVAS

**THURSDAY LUNCHEON SPEAKER - 12:30 TO 2:00 PM**

Dr. Natalie Stavas, a Nebraska native, and award-winning Harvard physician and humanitarian, epitomizes her life philosophy: "You Run Toward." This mantra was vividly demonstrated on April 15, 2013. As she approached the finish line of her fifth Boston Marathon, she faced the chaos of a bomb explosion. Instead of fleeing with the crowd, Dr. Stavas ran directly into the danger, providing critical aid and saved several lives that day. Natalie attacks every obstacle with the same attitude: "You run towards that which you fear, that which challenges you, that which is oppositional." Described as a healer, educator, and community leader, she was named "2013 Bostonian of the Year" by The Boston Globe.



## WHAT'S ON THE HORIZON AT THE NEBRASKA DEPARTMENT OF EDUCATION?

### BRIAN MAHER

**FRIDAY LUNCHEON SPEAKER - 11:45 AM TO 1:15 PM**

Join Commissioner Maher as he embarks on his second year at the helm of the Nebraska Department of Education (NDE), leading the charge in shaping the future of education across the state. In this pivotal year, he is poised to build upon the progress of his inaugural term, introducing a range of new developments and initiatives designed to enhance educational outcomes. As he outlines his strategic priorities, we will gain insight into his vision for fostering educational excellence, addressing key challenges, and driving meaningful change within Nebraska's schools. This comprehensive look at the goals and aspirations guiding Commissioner Maher's second year, highlighting the dynamic efforts underway to ensure that every student in Nebraska has access to high-quality education.

## Pre

### PRE-CONFERENCE SESSIONS WEDNESDAY, NOVEMBER 20 - 1:00 TO 4:00 PM

#### INSIDE OUT:

#### NAVIGATING BOARD CONFLICT AND THE HIDDEN COSTS OF DYSFUNCTION

As Boards of Education evolve, long-standing teams often encounter new members with differing beliefs, styles, and agendas, which can challenge board dynamics. This session offers attendees a chance to delve into how respectful dialogue ensures diverse perspectives are heard and considered in the decision-making process. What can the board and superintendent do to prepare for change and explore strategies for managing communication and conflict when it occurs? Participants will learn to foster civility in governance and proactively address common challenges. Join us to enhance your skills in navigating board transitions and maintaining a productive, respectful environment that builds trust between the board and superintendent and ensures that decisions are made openly and with integrity.

**PRESENTERS: David Kramer - Baird Holm Law Firm; Marcia Herring - NASB**

#### HARNESSING THE POWER OF AI:

#### PRACTICAL APPLICATIONS FOR SCHOOL BOARD MEMBERS AND ADMINISTRATORS

Have you been hearing about the buzz around AI and wondering how it will impact your district? Join us for an engaging, hands-on workshop designed specifically for school board members and administrators. We'll start by showcasing how cutting-edge AI tools, like ChatGPT, can simplify daily tasks and enhance the efficiency of board work. From there, we'll explore real-world applications where AI is already benefiting educators—saving time, reducing burnout, and improving student support. Our session will wrap up with the latest research on AI in education, including how schools are crafting policies to leverage AI for better learning outcomes and streamlined operations. You'll leave with actionable insights and practical tools to help you navigate the evolving landscape of AI and make a meaningful difference in your district and community.

**PRESENTERS: Lynne Herr - ESU 6; Andrew Easton - ESUCC; UNK AI Research Team**



## Register now at [www.NASBonline.org](http://www.NASBonline.org)



## ANN MACTIER - SCHOOL BOARD MEMBER OF THE YEAR WILL BE PRESENTED AT THE THURSDAY LUNCHEON

### Previous Winners Include:

2023 - ALLISON WELCH, CONESTOGA	2016 - TERRI HAYNES, CHADRON	2009 - RON PEARSON, ESU #3
2022 - MARCIA MAHON, SOUTH SIOUX CITY	2015 - LINDA RICHARDS, RALSTON	2008 - SANDRA JENSEN, OMAHA
2021 - STEVE KOCH, HERSHEY	2014 - BRAD KRIVOHLAVEK, NORFOLK	2007 - JOHN HANSEN, BELLEVUE
2020 - MARIAN HOLSTEIN, WINNEBAGO	2013 - PATTY BENTZINGER, NORRIS	2006 - FRED TAFOYA, PAPILLON-LA VISTA
2019 - VALERIE FISHER, PAPILLON-LA VISTA	2012 - KATHY BARTEK, FALLS CITY	2005 - WAYNE ERICKSON, WISNER-PILGER
2018 - KATHY DANEK, LINCOLN	2011 - JULIE AGARD, KEARNEY	2004 - ANN MACTIER, OMAHA
2017 - BONNIE HINKLE, GRAND ISLAND	2010 - KIM FASSE, ELKHORN	



## SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE FRIDAY LUNCHEON

### Previous Winners Include:

2025 - MELISSA POLONCIC, DC WEST	2012 - BILL MOWINKEL, GRAND ISLAND NW	1999 - KENNETH ANDERSON, HASTINGS
2024 - ANDY RIKLI, PAPILLION LA VISTA	2011 - MIKE CUNNING, HERSHEY	1998 - KEN BIRD, WESTSIDE
2023 - MARK LENIHAN, WAYNE	2010 - KEITH LUTZ, MILLARD	1997 - RICK BLACK, CONESTOGA
2022 - TERRY HAACK, BENNINGTON	2009 - STEVE RECTOR, SOUTH SIOUX CITY	1996 - GARY HAMMACK, KEARNEY
2021 - JIM SUTFIN, MILLARD	2008 - LARRY RAMAEKERS, AURORA	1995 - MARTIN PETERSEN, ALLIANCE
2020 - MARK ADLER, RALSTON	2007 - ROGER BREED, ELKHORN	1994 - VANDLE PHILLIPS, SOUTH SIOUX CITY
2019 - MIKE TEAHON, GOTHENBURG	2006 - RICHARD EISENHAUER, LEXINGTON	1993 - FRED BELLUM, COLUMBUS
2018 - JOHN SKRETTA, NORRIS	2005 - ROY BAKER, NORRIS	1992 - GLENN LARSEN, ADAMS CENTRAL
2017 - CAROLINE WINCHESTER, CHADRON	2004 - DAN ERNST, WAVERLY	1991 - NORBERT SCHUERMAN, OMAHA
2016 - JAY BELLAR, BATTLE CREEK	2003 - RANDY NELSON, NORFOLK	1990 - DOUG CHRISTENSEN, NORTH PLATTE
2015 - BRIAN MAHER, KEARNEY	2002 - PHILIP SCHOO, LINCOLN	1989 - DONALD STROH, MILLARD
2014 - STEVE BAKER, ELKHORN	2001 - KEITH ROHWER, NEBRASKA CITY	
2013 - KEVIN RILEY, GRETNA	2000 - STEVE JOEL, BEATRICE	



**BOARDSMANSHIP**



**CAREER & COLLEGE READINESS**



**COMMUNITY ENGAGEMENT**



**CURRICULUM**



**ESU**



**FACILITIES**



**LEGAL & POLICY**



**LEGISLATIVE & ADVOCACY**



**MANAGEMENT/ADMINISTRATION**



**NEW BOARD MEMBER**



**SAFETY**



**STUDENTS/EARLY CHILDHOOD**



**TECHNOLOGY**



**WELLNESS**

# Breakout Sessions - Quick Glance 7

## THURSDAY

- A1 LEGISLATIVE OUTLOOK: A "SPECIAL" KIND OF YEAR
- A2 BOARD GOVERNANCE: WHERE DO I BEGIN?
- A3 CONSTRUCTION FUNDING
- A4 STOP CALLING IT MARIJUANA
- A5 PAIN IN THE APP, V. 10.0
- A6 COMMUNICATION FOR DISTRICTS LARGE & SMALL
- A7 SPECIAL EDUCATION AND SECTION 504 ISSUES
- A8 NURTURING FUTURE EDUCATORS IN RURAL NEBRASKA
- A9 BANCROFT-ROSALIE EARLY COLLEGE HIGH SCHOOL
- A10 HARVESTING HOPE
- A11 PROFESSIONAL LEARNING AND LEADERSHIP DEVELOPMENT
  
- B1 NSAA COMPETITIVE BALANCE UPDATE
- B2 EMPOWERING SBMS AS COMMUNITY CATALYSTS
- B3 HOLD YOUR FIRE - ISSUES IN TERMINATIONS
- B4 BUILDING SAFE AND SECURE SCHOOLS
- B5 SUPERINTENDENT CONTRACTS: WHAT DOES IT ALL MEAN?!
- B6 MAKING DOLLARS AND SENSE OF SCHOOL FINANCE
- B7 THE OPEN MEETINGS ACT: THE BASICS TO THE UNEXPECTED
- B8 BUILDING AND GROWING OUR FUTURE
- B9 HOW TO CREATIVELY FUND A SCHOOL FACILITIES UPDATE
- B10 NAVIGATING FUTURES
- B11 HIRING FOREIGN-TRAINED TEACHERS
  
- C1 STUDENT VOICES
- C2 AN INTERACTIVE MOCK BOARD MEETING
- C3 BUILDING, FACILITIES, AND REAL ESTATE
- C4 SUPPORT FOR EDUCATION AND WORKFORCE DEVELOPMENT
- C5 MEETING OF THE MINDS: LET'S GET CLOSED SESSION RIGHT!
- C6 INNOVATIVE PREPARATION FOR EDUCATORS
- C7 WAIVERS & RELEASES IN EXTRACURRICULAR ACTIVITIES
- C8 TAKING SCHOOL SAFETY TO THE NEXT LEVEL
- C9 LESSONS FROM BROKEN BOW BOND ELECTION
- C10 ESU BOARD MEMBER UPDATE
- C11 CONNECTING ED LEARNING TO WORKPLACE SUCCESS
  
- D1 MASTERING PAPERLESS BOARD MEETINGS & NEGOTIATIONS
- D2 EHA BENEFITS UPDATE
- D3 THE USE OF ADVISORY GROUPS TO ENGAGE STAKEHOLDERS
- D4 POWER OF STAY SURVEYS IN RETAINING HIGH-QUALITY STAFF
- D5 HOT TOPICS WITH JIM AND KAREN
- D6 RULE 10: HOW SBMS CAN SUPPORT THEIR SUPERINTENDENT
- D7 NAVIGATING TRANSGENDER STUDENT POLICIES IN SCHOOLS
- D8 DEVELOPING THE DISTRICT AND FOUNDATION RELATIONSHIP

## FRIDAY

- E1 MENTAL HEALTH & WELLNESS RESOURCES
- E2 LEADERSHIP THROUGH LONG-TERM PLANNING
- E3 HOT LEGAL TOPICS FOR BOARD PRESIDENTS
- E4 CITIZEN'S ACADEMY CREATES DEEP PARTNERS
- E5 SOCIAL MEDIA AND THE BOARD MEMBER
- E6 ADDRESSING THE EDUCATOR WORKFORCE
- E7 OPEN MEETINGS AND PUBLIC RECORDS
- E8 CONSTRUCTION MANAGER AT RISK METHOD
- E9 BEHAVIOR INTERVENTION & TEACHER SUPPORT
  
- F1 SYSTEMS FOR SUPPORTING STUDENT BEHAVIOR
- F2 CAREER ACADEMIES - FIND YOUR PATH
- F3 NEGOTIATING FROM THE BOARD'S SIDE
- F4 STRENGTHENING YOUR BEEF IN SCHOOLS
- F5 TITLE IX: NEW OR IMPROVED?
- F6 CENTRAL NEBRASKA TEACHER RECRUITMENT
- F7 ATHLETICS, NIL, AND COPYRIGHT
- F8 A LISTENING SESSION WITH THE STATE BOARD



Register now at [www.NASBonline.org](http://www.NASBonline.org)

## A

### A - BREAKOUT SESSIONS THURSDAY, NOVEMBER 21 - 9:45 TO 10:45 AM



#### A1 A "SPECIAL" KIND OF YEAR

While the 2024 legislative session ended in April and included many provisions that impacted K-12 education, Senators were not done. Called back in July for a Special Session, K-12 education was once again a target for change. Come learn what the legislature did (and didn't do) through two sessions of 2024. We will also preview what education leaders should be thinking about as we head into 2025.

**PRESENTERS: Colby Coash - NASB; Mike Dulaney - NCSA**



#### A2 BOARD GOVERNANCE: WHERE DO I BEGIN? WHAT HAVE I GOTTEN MYSELF INTO?

Welcome to board service! What is the secret to preparing effectively to transition as a new board member? What are the demands of the role and responsibilities of the board? This session will cover frequently asked questions, highlight the NASB Board Governance Standards, and will engage you in interactive discussion, present scenarios to challenge your understanding of overstepping or proper board oversight.

**PRESENTERS: Marcia Herring, Stacie Higgins & Stephanie Summers - NASB**



#### A3 SCHOOL FUNDING FOR CONSTRUCTION PROJECTS, INCLUDING LEASE PURCHASE AGREEMENTS



This session will explore the alternatives to a bond election to finance school buildings and equipment, including lease-purchase agreements directly with banks, lease-purchase agreements for equipment, "QCPUF" financings which now permit financing for "school safety infrastructure concerns," and other financing ideas.

**PRESENTERS: Mike Rogers - Gilmore & Bell Law Firm**



#### A4 STOP CALLING IT MARIJUANA. WHAT SCHOOLS NEED TO KNOW ABOUT HIGH POTENCY THC, VAPING, & FENTANYL

It is not ditch weed in our schools. The marijuana industry has changed the script. High potency THC (the psychoactive ingredient in marijuana) is what students are using in vapes or edible cannabis products. Neighboring states and countries legalizing this new drug along with clever marketing by the cannabis industry has lowered our sense of risk with these products. Learn how the new gateway drug and vape industries are impacting a new generation of users leading them to other deadly substances like fentanyl. What can schools do to be more aware and aid students in curbing these drug trends?

**PRESENTER: Jay Martin - Nebraska Department of Education**



#### A5 PAIN IN THE APP, V. 10.0



It's the diamond anniversary of this topic, and Karen and Sara have a real gem in store! Come get the latest legal trends and troubles regarding student and staff use of social media and technology.

**PRESENTERS: Karen Haase & Sara Hento - KSB School Law**



#### A6 COMMUNICATION STRATEGIES & TOOLS FOR DISTRICTS LARGE & SMALL

Effective communication is the cornerstone of a successful school district. This how-to session is designed to empower school board members and superintendents with the tools and strategies they need to establish clear, consistent, and impactful communication within their districts. The session will cover the essential steps for building a robust communication plan, engaging the community, and ensuring that communication efforts resonate across districts of all sizes. Participants will leave this session with a clear, actionable plan for establishing effective communication in their districts, practical tools for implementation, and strategies for engaging their communities.

**PRESENTER: Annette Eyman - Kordica Communications**



## **A7** WAKE UP CALL: SPECIAL EDUCATION AND SECTION 504 ISSUES FOR BOARDS AND ADMINISTRATORS

The fastest developing areas for school litigation surround students with disabilities. The rights of parents with students that have disabilities are actively enforced by government agencies such as the Department of Education, the Office of Civil Rights, and the Department of Justice. We will go through best practices and common pitfalls under the IDEA and Section 504 to help your district develop specialized plans, respond to parent complaints, create plans for difficult behaviors, and more!

**PRESENTER: Haleigh Carlson - Perry Law Firm**



## **A8** GROW YOUR OWN: NURTURING FUTURE EDUCATORS IN RURAL NEBRASKA

Passionate about tackling Nebraska's educator shortage? Join us to explore the ESUs 6 & 9 Education Career Pathway pilot program, focusing on rural schools' needs with replicability statewide. Dive into details spanning 15 districts, and 66 high school students supported by NDE. Learn about the free curriculum, work-based learning, and dual-credit opportunities at Wayne State College. Discover Educators Rising CTSO's impact in fostering community among aspiring educators. Gain valuable insights into addressing teacher shortages and discuss implementation strategies.

**PRESENTERS: Lynne Herr - ESU 6; Kristen Slechta & Katie Soto - ESU 9**



## **A9** BANCROFT-ROSALIE EARLY COLLEGE HIGH SCHOOL

Bancroft-Rosalie School graduated their first class of six Associate Degree earning high school seniors in 2023. The students will share their Early College experience in a rural school and the transition from high school to a college junior curriculum. School administration will provide information on the process of identifying and supporting high ability in an accelerated academic program with limited resources.

**PRESENTER: Jon Cerny - Bancroft-Rosalie Public Schools**



## **A10** HARVESTING HOPE

UNPS Three Sisters Farm to School has embarked on an exciting venture to address the concern of food insecurity and sovereignty on the Omaha Reservation. This school-based 7-acre garden blends traditional and modern farming practices to produce over 16,000 pounds of fresh organic produce that is distributed to the school and community. This project offers vocational training, paid employment, and cultural experiences to the students of UNPS. This one-of-a-kind project has become a model for other schools and revitalized the cultural ties and customs of the Omaha people.

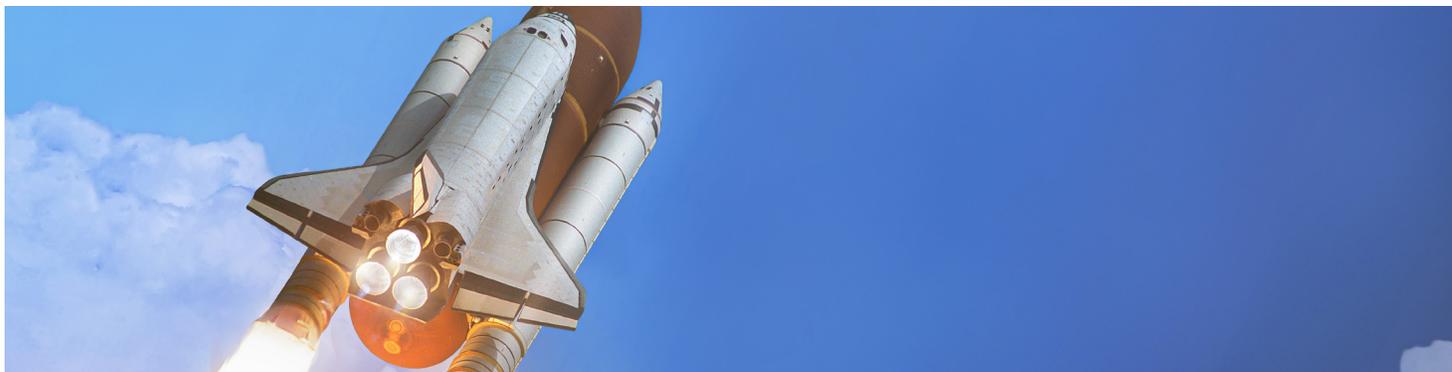
**PRESENTERS: Stacie Hardy & Susan French - Umonhon Nation Public Schools**



## **A11** A SYSTEMATIC APPROACH TO DELIVERING ON-GOING PROFESSIONAL LEARNING AND LEADERSHIP DEVELOPMENT

Millard Public Schools believes our People are our greatest resource. In order to best support our staff, Millard implements a systematic approach to deliver on-going and embedded professional learning and leadership development. In this session, Millard will share specific plans and strategies used to develop and retain staff. Examples that will be shared include action research, the Millard Graduate Program, and leadership development.

**PRESENTERS: Kim Saum-Mills, John Schwartz & Todd Tripple - Millard Public Schools**



## B

### B - BREAKOUT SESSIONS THURSDAY, NOVEMBER 21 - 11:15 AM TO 12:15 PM



#### B1 NSAA COMPETITIVE BALANCE UPDATE

This session will provide an overview of the NSAA's adoption of a Competitive Balance Committee and its implementation.

**PRESENTERS: Jennifer Schwartz & Jeff Johnson - NSAA**



#### B2 EMPOWERING SCHOOL BOARD MEMBERS AS COMMUNITY CATALYSTS: STRATEGIES FOR EFFECTIVE CROSS-SECTOR PARTNERSHIPS

Explore the critical role of school board members as community leaders in fostering effective cross-sector partnerships. The session emphasizes the importance of partner identification, alignment of goals, and establishing a clear governance structure for decision-making. We will highlight the central role of relationship building, underpinned by trust and understanding of diverse organizational cultures. We will cover transparency in all processes and communication, along with strategies for project monitoring, evaluation, and continuous improvement.

**PRESENTERS: Joe DiCostanzo - Nebraska Children & Families Foundation; Caden Frank - NASB**



#### B3 HOLD YOUR FIRE - ISSUES IN TERMINATIONS

Everyone knows the Teacher Tenure Act provides numerous protections to certificated employees. But, various state and federal laws and rules also impact a school's ability to part ways with employees, including classified staff. In this session, attorneys from the Perry Law Firm will address and provide guidance on things to consider before firing, or even demoting or reassigning, any employee.

**PRESENTER: Josh Schauer - Perry Law Firm**



#### B4 BUILDING SAFE AND SECURE SCHOOLS

We know learning can only happen when students and staff feel safe in their educational environment. So, how do we build safe and secure schools? Become a Diamond Status member with NDE School Safety & Security Diamond Badge Certification. Schools across the state are completing the safety protocols and the Badge being displayed on buildings, social media platforms, and websites provides the confirmation to school communities that best practices and requirements are being met. Get the latest guidance and support from the Nebraska Department of Education, School Safety & Security Director on what is needed to put your school district in Diamond Badge Certification.

**PRESENTER: Jay Martin - NDE**



#### B5 SUPERINTENDENT CONTRACTS: WHAT DOES IT ALL MEAN?!

We get dozens of questions each fall about the same sections of the superintendent contract. How long is our contract, and how and when does the contract "renew"? Do we have to do anything at our meeting to approve the renewal or extension? What if we don't approve it? What about the pay transparency law--when does that apply if we're just adding a year? This presentation will cover these critical contract sections and decisions so that all board members and superintendents understand how they affect the contract length, costs, and obligations.

**PRESENTERS: Bobby Truhe & Steve Williams - KSB School Law**



#### B6 MAKING DOLLARS AND SENSE OF SCHOOL FINANCE

The learning curve for understanding school finance is never ending. Learn about long standing practices and recent changes that affect your district's financial position.

**PRESENTERS: Bryce Wilson - NDE; Matt Fisher - Grand Island Public Schools; Carl Dietz - Northland Securities**





## **B7** THE OPEN MEETINGS ACT: FROM THE BASICS TO THE UNEXPECTED

Most board meetings may run smoothly. But every once in awhile, a board member may make an unexpected motion, a member of the public may object to the board considering an item that was added to the agenda late. Occasionally, public comment can present challenges in the middle of the meeting. These scenarios can create confusion and contention among the board and community. We will walk through these types of situations and offer proactive advice under Nebraska's Open Meetings Act and real-world examples.

**PRESENTER: Justin Knight - Perry Law Firm**



## **B8** BUILDING AND GROWING OUR FUTURE: A BOARD VISION OF INVESTMENT

Gering Public Schools highlights two national priorities: Workforce development and early intervention. The Board and district leadership identified how to maximize programs effectively while leveraging resources efficiently. The growing school district has opened a new preschool center constructed by their own high school students. As a response to the expanding need for early childhood education in the community, GPS has embraced the "cradle-to-cap" concept by empowering their construction trade students to apply their skills of woodworking, machinery, electrical and masonry. The 4-year high school program offers a strong background in construction trades and apprenticeship experience for students.

**PRESENTERS: Nicole Regan, Stacy Rodriguez, Brian Copsey & Greg Trautman - Gering Public Schools**



## **B9** HOW TO CREATIVELY FUND A SCHOOL FACILITIES UPDATE

Wauneta-Palisade used creative funding options to complete an addition and renovation project creating a better learning environment. WP was faced with aging facilities in two locations and deciding how to improve them without passing a bond issue. We worked with business partners to find funding and design options to fit our budget and resources. WP utilized a lease purchase for new construction, QCPUF for ADA and HVAC improvements and leveraged our strong financial resources.

**PRESENTERS: Allison Sandman & Randy Geier - Wauneta-Palisade Public Schools; Jacob Sertich - Wilkins ADP; Tobin Buchanan - Northland Securities**



## **B10** NAVIGATING FUTURES: HAWK HERD & NEBRASKA CAREER CLUSTERS

Come and learn how one local producer's beef donation for the school lunch program has evolved into a hands-on "grow your own" beef program at Hampton Public School. The session will highlight the four key areas of the Nebraska Career Education Model - Core Academics/College and Career Readiness, Career Fields, Career Clusters, and Employability and Entrepreneurship. The Hawk Herd engages students in community partnerships within each of the six career clusters utilizing real-world experiences to help guide potential career choices while supporting "Farm to Fork" in our school lunch program two days a week.

**PRESENTERS: Holly Herzberg, Carson Klute & Grant Dose - Hampton Public School**



## **B11** WHAT EVERY SCHOOL DISTRICT NEEDS TO KNOW ABOUT HIRING FOREIGN-TRAINED TEACHERS

Hiring a Foreign-Trained Teacher has become a creative way for school districts to overcome the teacher shortage. Superintendents and board members will both benefit from learning the ends and outs of hiring a foreign-trained teacher.

**PRESENTER: Decau Jean-Baptiste & Katelyn Larson - NDE**



## C - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 21 - 2:15 TO 3:15 PM



### C1 STUDENT VOICES

Students from Nebraska high schools share their perspectives on issues that are important to the leaders of tomorrow.



### C2 AT THE BOARD TABLE - AN INTERACTIVE MOCK BOARD MEETING

Join us at the boardroom table and experience the dynamics of a school board meeting. This session will provide a practical understanding of how board meetings are conducted, including the procedures, protocols, and decision-making processes. Through a simulated mock board meeting, participants will gain confidence in their ability to navigate real meetings, and the importance of what boards communicate through the public meeting.

**PRESENTERS: Marcia Herring, Stacie Higgins & Stephanie Summers - NASB**



### C3 BUILDING, FACILITIES, AND REAL ESTATE – WHAT KEEPS A SCHOOL BOARD MEMBER UP AT NIGHT?



In this session, the Perry Law Firm will talk about various legal issues relating to school buildings, facilities, and real estate, including potential legal issues that can arise with facility maintenance, construction and other expenditure and revenue issues with school property.

**PRESENTERS: Derek Aldridge - Perry Law Firm**



### C4 EMPOWERING DECISION SUPPORT FOR EDUCATION AND WORKFORCE DEVELOPMENT IN NEBRASKA

Since the fall of 2020, the Nebraska Statewide Workforce & Educational Reporting System (NSWERS) has been working to create a state-of-the-art education and workforce information source. These efforts have culminated in the establishment of a unique and strategic asset designed to bolster decision making and empower decision makers by mitigating uncertainty surrounding education and workforce planning. This session will provide an overview of NSWERS and the innovative analytic tools being created to support schools.

**PRESENTER: Matt Hastings - Seward Public Schools**



### C5 MEETING OF THE MINDS: LET'S GET CLOSED SESSION RIGHT!



Enough said. Leave your preconceptions at the door. If you are thinking, "I know all about closed session, so I don't need to attend that one," you're probably our target demographic for this presentation.

**PRESENTERS: KSB School Law**



### C6 INNOVATIVE PREPARATION FOR EDUCATORS: HOW UNL IS MEETING THE CHALLENGE

Innovative educator preparation, including alternative certification and grow your own programs, are necessary to ensure we have qualified teachers and administrators as we work with the educator workforce challenge. Join me to learn about UNL's teacher apprenticeship program, school administrator preparation innovations, professional development for Career Education Permit teachers, alternative certification and accelerated programs, and how to grow your own school psychologist. These innovative approaches ensure the preparation of quality educators while meeting the immediate needs of school districts.

**PRESENTER: Sara Skretta - UNL**



## **C7 COACH & RELEASE - WAIVERS & RELEASES IN EXTRACURRICULAR ACTIVITIES**

Extracurricular activities are a significant part of public education. They are also a potential source of significant liabilities for your district. From concussions to motor vehicle accidents, risks are everywhere. A recent decision from the Nebraska Supreme Court indicates that schools could mitigate some of these risks with releases and waivers. We will discuss everything from the implications of using waivers and releases to the standards of care applicable to coaches and volunteers.

**PRESENTER: Josh Schauer - Perry Law Firm**



## **C8 SCHOOL SAFETY 101: TAKING SCHOOL SAFETY TO THE NEXT LEVEL**

Norris School District 160 has centralized and streamlined our safety and security efforts on our campus. While you can never be fully prepared for a critical incident, understanding and testing your District's Emergency Operation Plan is a starting point. This session will provide insight into updating and testing your District's EOP, community partnerships, grant opportunities, use of technology, and more to create a better understanding for staff, students, and parents/guardians.

**PRESENTERS: Derrick Joel, Brian Maschmann & Gary Kubicek - Norris School District 160**



## **C9 BUILDING BOW TOGETHER - LESSONS FROM BROKEN BOW BOND ELECTION**

This session will be a panel presentation and Q&A on lessons learned from the Broken Bow Bond Elections - a bond failure that turned into a yes vote and win for the community. Panel participants will include representatives from Broken Bow Public Schools and the business partners that helped make the project a success.

**PRESENTERS: Ashley Abramson & Steve Thiel - Hausmann Construction, Inc.; Darren Tobey - Broken Bow; Tobin Buchanan - Northland Securities; Jacob Sertich - Wilkins ADP**



## **C10 ESU BOARD MEMBER UPDATE**

Especially for our ESU attendees, get the latest from the ESUCC, NDE, and NASB about statewide ESU activities and issues.

**PRESENTERS: Larianne Polk - ESUCC; Brad Dirksen - NDE; Colby Coash - NASB**



## **C11 CONNECTING EDUCATIONAL LEARNING TO WORKPLACE SUCCESS**

Today's careers have multiple entry and exit points, and it is important for young people to recognize how to navigate effectively to reach their fullest potential. Experiential learning opportunities assist youth with developing knowledge and skills that will lead to greater persistence in college and the workplace. This session provides a unique platform where education, business, and industry professionals collaborate through a variety of school enrichment and community programming. They will share personal perspectives and discuss strategies to collectively enhance college and career readiness for the next generation.

**PRESENTERS: Dawn Lindsley, Jacie Milius, Kim Liebeg & Jonathan Schulte - ESU 7**



**Register now at [www.NASBonline.org](http://www.NASBonline.org)**

## D

### D - BREAKOUT SESSIONS THURSDAY, NOVEMBER 21 - 3:30 TO 4:30 PM



#### D1 UNLOCKING EFFICIENCY: MASTERING PAPERLESS BOARD MEETINGS & STAFF NEGOTIATIONS



Embark on a transformative journey with paperless board meeting and teacher negotiations systems, redefining school board governance. Uncover the secrets to streamlined meetings, harnessing transparency for better decision-making, and unlocking invaluable data insights. Dive into tips and tricks to maximize your efficiency and effectiveness in managing school affairs. Join us in embracing this innovative approach to governance, where simplicity and productivity are paramount.

**PRESENTERS: Chris Kuncel - Mullen; Darion Miller & Nicole Kobus - Sparq Data Solutions**



#### D2 EHA BENEFITS UPDATE

In this session we will provide an up-to-date look at the benefits programs available to EHA members and allow time to address any questions attendees may have.

**PRESENTER: Greg Long - EHA; Courtney Ray - Blue Cross Blue Shield of NE**



#### D3 WE ARE FAMILY: THE USE OF ADVISORY GROUPS TO GATHER FEEDBACK AND ENGAGE STAKEHOLDERS



Papillion La Vista Community Schools is a suburban school district in the Omaha metro area with over 12,000 students. The purpose of this session is to describe how PLCS utilizes a variety of internal and external advisory groups to solicit feedback on critical topics and to engage its community members. A specific focus will be placed on the purpose, selection process, and structure of its Student Advisory Council and other groups including teacher, classified staff, and business/elected official advisories.

**PRESENTERS: Valerie Fisher, Christopher Villarreal & Andy Rikli - Papillion La Vista Community Schools**



#### D4 THE POWER OF STAY SURVEYS IN RETAINING HIGH QUALITY STAFF

Every school district is making plans to recruit and hire the next generation of teachers. We are considering hiring incentives, perks, and salary increases for these new staff members. What are we doing to keep our very best teachers in our school district? In this presentation, you will hear from practicing administrators regarding a "stay" survey that was implemented during the 2023-2024 school year, as well as ideas and thoughts regarding retaining staff from administrators and board members with emphasis on teacher voice, leadership, and culture.

**PRESENTERS: Matt Dominy, Josh Fields, Paul Duer, Shawn Svoboda, Ryne Seaman, Matt Hastings, Jill Hochstein, Danielle Shipley & Jessica Dominy - Seward Public Schools**



#### D5 HOT TOPICS WITH JIM AND KAREN



Veteran school attorneys Jim Gessford from the Perry Law Firm and Karen Haase from KSB School Law will cover a variety of "hot topics" that school board members from Nebraska should know. Come learn about the legal issues that your board will be (or maybe already is) dealing with, while you also get to listen to Jim and Karen bicker and banter.

**PRESENTERS: Karen Haase - KSB School Law; Jim Gessford - Perry Law firm**



#### D6 RULE 10: REQUIREMENTS, REGULATIONS, REPORTS AND COMPLIANCE. HOW BOARD MEMBERS CAN SUPPORT THEIR SUPERINTENDENT

Rule 10 has several sections, numerous statutes and over 200 regulations. This session is for board members who want to support their superintendent through having a better understanding of what it means to be accredited through Rule 10.

**PRESENTER: Decau Jean-Baptiste, Todd Wolverton & Sandy Suiter - NDE**



## **D7** NAVIGATING TRANSGENDER STUDENT POLICIES IN SCHOOLS



Can our school have a policy relating to transgender students? Should our school have a policy on transgender students? Which state and federal laws do we need to consider? Is this about bathrooms or athletics? Can we just ignore the discourse on this topic? Join attorneys from the Perry Law Firm where we will answer all of these questions and more!

**PRESENTER: Haleigh Carlson - Perry Law Firm**



## **D8** DEVELOPING THE SCHOOL DISTRICT AND SCHOOL FOUNDATION RELATIONSHIP

As public schools continue to be top of mind across the nation, the need for school districts and school foundations to work hand in hand increases. During this session you will learn how developing a relationship with the superintendent and communications department can move your foundation forward. You will learn how aligning success stories can increase goodwill for the district as well as giving to the foundation.

**PRESENTER: Nicole Anderson - Columbus Public Schools**



**Register now at [www.NASBonline.org](http://www.NASBonline.org)**

## E

E - BREAKOUT SESSIONS  
FRIDAY, NOVEMBER 22 - 9:15 TO 10:15 AM **E1 SUPPORTING AND ENGAGING YOUR COMMUNITY THROUGH MENTAL HEALTH & WELLNESS RESOURCES** It is critical to build the collective capacity of families and staff to align efforts and create consistency between school and home while also creating balance in the lives of school staff to ensure learners and families thrive! This district has worked to build out mental health, social-emotional, personal development, and family wellness resources in connection with community supports to engage families creating agency and ownership**PRESENTER: Summer Stephens - Grand Island Public Schools** **E2 ARE WE THERE YET? HOW DO WE KNOW IF WE HAVE ARRIVED, IF WE DO NOT KNOW WHERE WE ARE GOING?** Effective board governance and superintendent leadership requires the board to provide clarity of purpose and a vision for success for the school district. Through purposeful engagement of stakeholders, the board gathers valuable insights into the needs and expectations of the school district. Regular communication with stakeholders ensures that they are kept informed about the progress and direction of the district. This builds transparency and trust and ensures alignment between the district and the community. During this session, you will learn about three important characteristics of effective board and superintendent leadership through long-term planning.**PRESENTERS: Marcia Herring, Stacie Higgins & Stephanie Summers - NASB** **E3 HOT LEGAL TOPICS FOR BOARD PRESIDENTS**

This session will focus on current and forthcoming legal hot topics, with a specific focus on Board Presidents. This will include policy and handbook updates, constructing and managing the agenda, public comment, closed session, recent court decisions, legislative proposals, and other happenings in school law.

**PRESENTER: Justin Knight - Perry Law Firm** **E4 CITIZEN'S ACADEMY CREATES DEEP COMMUNITY PARTNERS**

Learn how the LPS Citizen's Academy works and walk session participants through steps to replicate it in a way that fits your community. The LPS Citizen's Academy is a unique, no-charge public outreach program that engages approximately 30 adult members of our community in four evening sessions during the first semester, all on-site at different buildings within the district. The relationships built and information shared with academy participants have paid important dividends in future efforts by the districts.

**PRESENTERS: Mindy Burbach, Paul Gausman, Kathy Danek & Lanny Boswell - Lincoln Public Schools** **E5 SOCIAL MEDIA AND THE BOARD MEMBER - DO'S AND DON'TS AND OTHER LEGAL ISSUES** Social media plays a big part in board governance these days, whether we like it or not. Many board members actively use social media for community engagement...and all board members employ staff who do the same. This presentation will cover the top things every board member must know about their own social media use, official school accounts, and the most recent court cases and real life examples where things can go wrong.**PRESENTERS: KSB School Law**



## **E6 ADDRESSING THE EDUCATOR WORKFORCE THROUGH INNOVATION AND PARTNERSHIPS**

Recruiting and retaining the educator workforce is critical to successful schools and student achievement. Join us to learn about grow your own initiatives like teacher apprenticeships, rural school psychologist training programs, and principal preparation programs, the results of collaboration between school districts and educator preparation programs. Other recruitment strategies, including those specific to special education teachers, will also be shared. We'll discuss actions for retention of both teachers and administrators with a focus on the importance of collaboration and conversation between school districts and educator preparation programs. We look forward to having you join us!

**PRESENTERS: Sara Skretta - UNL; Andrea Haynes - Westside Community Schools**



## **E7 OPEN MEETINGS AND PUBLIC RECORDS - ARE YOU READY FOR THE NEW CHANGES?**

In this session, lawyers from the Perry Law Firm will discuss some of the new changes to the Open Meetings Act and Public Records Laws that were recently made by the Legislature.



**PRESENTER: Derek Aldridge - Perry Law Firm**



## **E8 USING THE CONSTRUCTION MANAGER AT RISK METHOD TO DESIGN, CONTRACT, AND BUILD YOUR BOND PROJECTS.**



Join us for an insightful session where a school superintendent and a legal expert will discuss the benefits of using a Construction Manager at Risk (CM@R) approach. Discover how a school district can effectively collaborate with architects, attorneys, and construction firms to successfully manage bond projects from inception to completion. Gain valuable perspectives on optimizing the process to ensure timely and efficient project delivery.

**PRESENTERS: Jason Buckingham - Ralston Public Schools; Coady Pruett - KSB School Law**



## **E9 HOW DOES MY SCHOOL TRAIN AND REPORT FOR THE BEHAVIOR INTERVENTION & TEACHER SUPPORT ACT (BITS)**

Does my school have to train everyone this year? Does my school have to train everyone? Does my school have to watch videos? If my school recertified in MANDT or CPI in June, does that count? Does my school have to use Canvas? How do we record the staff who took the training? Join us this fine Friday morning as we help to answer these questions and more.

**PRESENTERS: Larianne Polk & Andrew Easton - ESUCC**



## F

E - BREAKOUT SESSIONS  
FRIDAY, NOVEMBER 22 - 10:30 TO 11:30 AM**F1 GETTING YOUR SYSTEMS FOR SUPPORTING STUDENT BEHAVIOR ON PAR**

Student behavior is a common concern among stakeholders. During the 2023-2024 school year, Lincoln Public Schools developed a comprehensive PK-12 behavior framework. The Prevention, Accountability, and Restorative (PAR) Behavior Framework is designed to equip teachers, staff, administrators, and stakeholders with the tools, strategies, and practices necessary to cultivate a positive, supportive environment for teaching and learning with greater consistency. The PAR framework encompasses evidence-based practices, preventative strategies, and an accountability matrix in conjunction with restorative practice to address a range of behavior needs across educational settings. Join us for an overview of the framework.

**PRESENTERS: Lanny Boswell, Kathy Danek, Mike Gillotti & Karmin Pedroza - Lincoln Public Schools**

**F2 2024 PHS CAREER ACADEMIES - FIND YOUR PATH IN HIGH SCHOOL**

Plattsmouth High School Wall-to-Wall Career Academies began in 2016 after years of visioning and planning by students, staff, and stakeholders. Our academies are led by student academy core leaders (ACL), the business/community advisory committee, and our district and PHS staff. Learn about our journey to becoming a National Model High School and how wall-to-wall career academies differ from pocket academies with every student in an academy. Join us at our session and also hear about our new website, marketing, updated course guides, and pathways for our three career academies.

**PRESENTERS: Tina Harvey, Richard Hasty, Todd Halvorsen & Cherie Larson - Plattsmouth Community Schools**

**F3 NEGOTIATING FROM THE BOARD'S SIDE: SUPERINTENDENTS, TEACHERS, AND CLASSIFIED STAFF**

Negotiations is one of the most important functions of a school board. In fact, "personnel" is the largest item of a school district's budget. And one of the Board's main responsibilities is to oversee the Superintendent. This session will walk through the statutory requirements for negotiations with teachers, as well as common pitfalls in Superintendent Contracts and classified staff agreements. We will also give boards an update on ideas for the 2024-2025 negotiations season.

**PRESENTER: Justin Knight - Perry Law Firm**

**F4 STRENGTHENING YOUR BEEF IN SCHOOLS PROGRAM WHILE SUPPORTING YOUR STUDENTS IN 4H**

Arnold Public Schools has spent the last two years partnering with local businesses to purchase market heifers or steers at the Custer County Fair Livestock Auction. The school pays the base set at current market, and the sponsoring business pays the premium. They are then processed at our USDA Inspected Processor. What started with one steer, quickly jumped to 4 at the 2023 auction. After the first year, businesses were requesting to participate in the program. Attend this session to learn more about seizing this opportunity to buy local and support our local farmers and ranchers.

**PRESENTER: Joel Morgan - Arnold Public Schools**

**F5 TITLE IX: NEW OR IMPROVED?**

Every year there's one topic we hope won't surface yet again, and every year Title IX and all things sex discrimination and gender identity see trends or changes we can't ignore. This year, we have new regulations, new cases, and a Supreme Court content with punting on 3rd down. From complaints of sex discrimination to athletic participation, it's been another busy year. We can't cover everything, but we'll hit the high points all board members and administrators need to know.

**PRESENTERS: Jordan Johnson & Coady Pruett - KSB School Law**



## F6 CENTRAL NEBRASKA TEACHER RECRUITMENT AND RETENTION

Nationally, there is a recognized teacher shortage and ongoing conversation and collaborations among policymakers, school leaders, and education preparation programs focused on recruiting and retaining teachers. Funded by the Nebraska Department of Education's Educator Shortage grant, UNK researchers delved into the experiences of Central Nebraska teachers. Their research captured teacher perceptions of their jobs, identified factors boosting professional satisfaction, and pinpointed interventions supporting their growth and development. During this session, the UNK Research team will share findings and ideas on how to support early career educators.

**PRESENTERS: Chelsea Feusner, Janet Eckerson, Aprille Phillips & Chadra Diaz - University of Nebraska-Kearney**



## F7 SCOREBOARD UPDATE: ATHLETICS, NIL, AND COPYRIGHT

In this session, lawyers from Perry Law firm will discuss various issues that can arise with athletic equity and booster clubs, student-athlete name-image-likeness issues, and school and third-party copyrights and trademarks.

**PRESENTER: Derek Aldridge- Perry Law Firm**



## F8 A LISTENING SESSION WITH MEMBERS OF THE STATE BOARD OF EDUCATION

Share your thoughts on statewide education policy with members of the State Board of Education. State Board members are particularly interested in what is currently affecting local school boards and districts, and the solutions you have to offer for these issues. Topics may include school accountability, accreditation and approval, educator certification, and statewide assessment, among others. Attending this session is a great opportunity for you to have your voice heard among members of the State Board of Education.

**PRESENTERS: Ryan Foor & Elizabeth Tegtmeier - Nebraska Department of Education**



# Registering for the Conference

REGISTRATION FOR THE 2024 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 11, 2024

To register, go to the NASB website at [www.NASBonline.org](http://www.NASBonline.org) and log in using your email and password, and click the State Education Conference link.

AS YOU REGISTER, BE SURE TO MAKE PLANS TO ATTEND THE EXHIBITOR RECEPTION  
FROM 4:00 TO 5:30 PM ON WEDNESDAY, NOVEMBER 20.

IF YOU HAVE SPECIAL DIETARY NEEDS DUE TO A MEDICAL CONDITION, CONTACT AVARY PANSING-BROOKS AT  
APANSINGBROOKS@NASBONLINE.ORG TO ARRANGE ALTERNATIVE MENUS.



# Register now at [www.NASBonline.org](http://www.NASBonline.org)



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

RETURN SERVICE REQUESTED

**2024 STATE EDUCATION CONFERENCE  
NOVEMBER 20-22  
CHI HEALTH CENTER - DOWNTOWN OMAHA**



Co-Sponsored by the Nebraska Association of School Boards  
and the Nebraska Association of School Administrators





# AGENDA AT A GLANCE

## Wednesday, December 4

On-site Registration Opens .....	10 AM
Breakout Sessions Begin .....	1 PM
General Session, Abran Muldonado .....	3 PM
Exhibit Hall Opens .....	4:30 PM
Welcome Reception .....	4:30-6 PM

## Thursday, December 5

On-site Registration Opens .....	7 AM
Continental Breakfast & Exhibit Hall Open.....	7:30 AM
Breakout Sessions Begin .....	8:30 AM
General Session, Mary Strain .....	10:30 AM
Lunch following General Session .....	11:50 AM
Breakout Sessions Resume .....	1:20 PM
Member Reception .....	4-5:30 PM
Live Auction Begins .....	4:45 PM
Foundation Board Meeting & Dinner .....	6-8 PM

## Friday, December 6

On-site Registration Opens .....	7 AM
Regional Breakfasts .....	7:30 AM
Breakout Sessions .....	8:45 AM
General Session, Jason Latimer .....	9:45-11:30 AM



# ESU 7 Goals 2024-2025: Board and Administrator

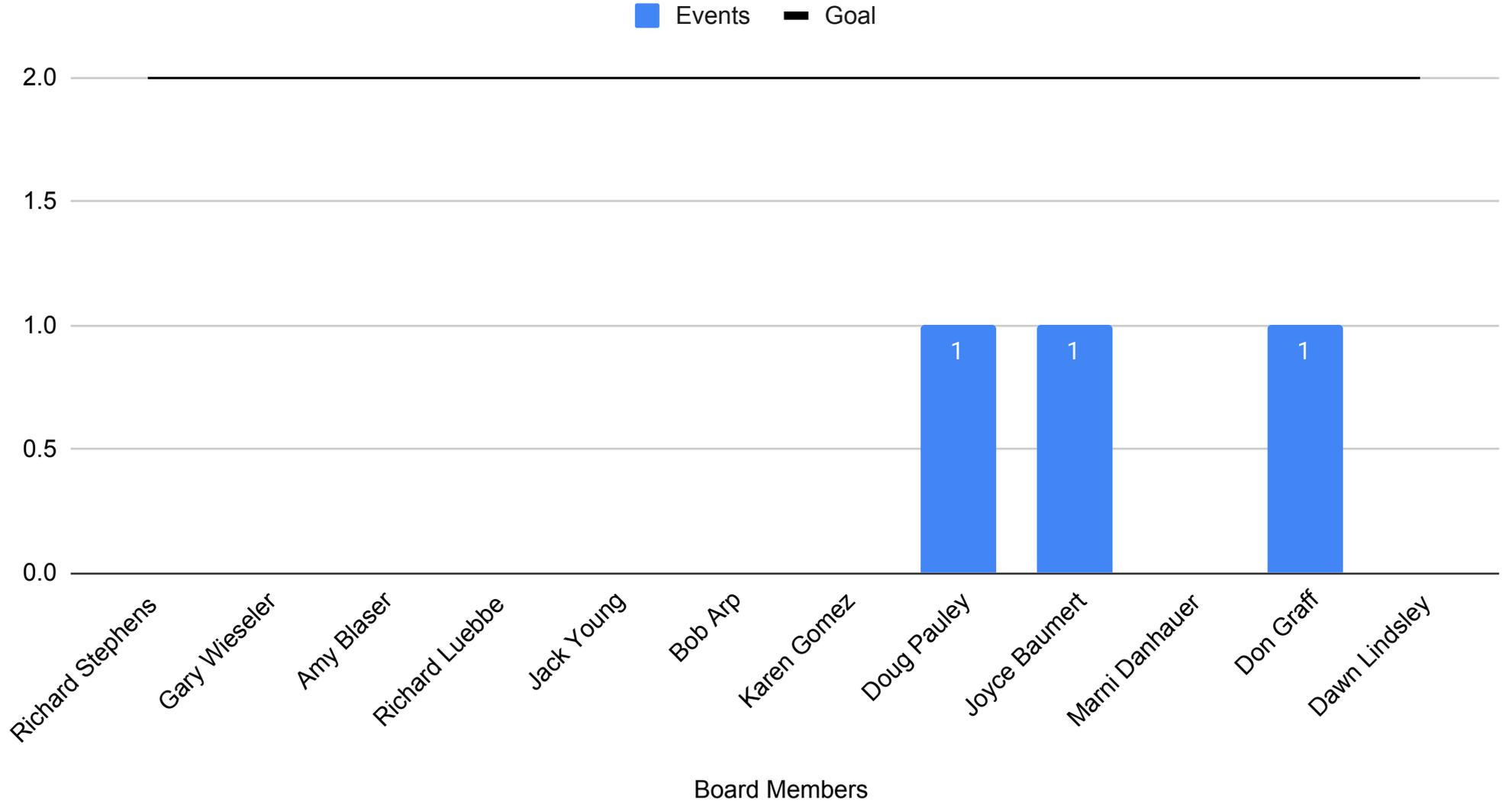
## Board of Education

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

## Administrator

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

# Goal 2 - Professional Events 2024-2025





# ESU 7 Goals 2024-2025: Board, Administrator, and Departments

## Board of Education

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

## Administrator

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

## Directors

- Goal 1: Info coming soon

## Agency Team

- By January 2025, ESU 7 will plan, prepare and evaluate a professional development regional conference for stakeholder schools and internal ESU 7 staff.

## Departments

### - Administration

- Goal 1: By July 2025, the Administration Department will review procedures for consistency in all departments, in communication to districts and within the agency.
- Goal 2: By July 2025, the Administration Department will develop an invoicing system with the ARS in LINQ.



- **Bridges**
  - By next August, all Bridges staff will be trained on how to implement the VB-MAPP, PECS, PEAK, and Structured Teach.
- **Cen7ter**
  - By the end of the 24-25 school year, Cen7ter will increase communication with families by creating a Facebook page to promote family engagement.
- **Early Childhood**
  - ESU Early Childhood team will learn 2 new statutes and gather 12/15 individual district policies on optioning and parent choice policies by March 2025.
- **Grants**
  - By May 2025, the Grants team will have increased visibility, knowledge, and awareness of our services to all school staff.
- **Learning Academy**
  - With the addition of a new program (future class), we will reimagine, rearrange, and be flexible with our limited space as demonstrated by meeting the following objectives:
    - Student break space within the classroom
    - Clear expectations/agreements of shared spaces
    - Clear communication about space usage
    - Functional spaces so it is efficient for anyone using it
- **Mental Health**
  - The LMHP team will consistently comply with established case load expectations and procedures with school districts by May 2025.
- **Migrant**
  - By May 2025, the ESU 7 MEP team will organize and facilitate six in-person Family and Community Engagement meetings across the 33-county region to increase parental participation in educational activities and support student success.
- **Network Operations**
  - During the 2024-25 school year, the Network Operations team will improve cybersecurity practices for students and staff by implementing LastPass/Duo in the schools we serve.
- **Print Shop**
  - By May of 2025, develop a recruiting, hiring, and training process for summer help.
- **Professional Development**
  - By May 2025, we will assist districts in identifying their annual priorities, effectively promote services that support these priorities, and ensure our services remain responsive to evolving district needs.
- **Psychology**
  - By May 2025, the School Psychology department will create tools for districts to use to keep track of evaluation timelines and provide education to resource staff and administrators on how to use the tools.
- **Speech**
  - By May of 2025, the SLP Department will increase the consistency of the evaluation process across clinicians by developing a procedural checklist and report template.



- **Vision**

- By May 2025, the Vision Department will create a brochure to hand out stating our department services and individual roles.



**July 2024 - September 2024**

**QUARTERLY  
UPDATE**



## COMPONENT 2: COMMUNITY RELATIONSHIPS

- Attend and Participate in ESUCC/NDE Collaborative Planning Meetings: Ongoing
- Partnership Opportunities Since January 1:
  - ESU Coordinating Council Leadership Meetings - 1x/month
  - Directors Meetings - 2x/month
  - Agency Team Meetings - 1x/month
- Bi-Monthly Zoom Meetings with Administrators from ESU 5 and ESU 13: July and August
- Working on the construction project for Bridges
- Met with Julie Kutilek re: Playground Discussion: August

**Board Goal 3:** By July 2025, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured. Goal Percentage:

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

**Agency Team Goal:** By January 2025, ESU 7 will plan, prepare and evaluate a professional development regional conference for stakeholder schools and internal ESU 7 staff. Goal Percentage:

**Cen7ter Goal:** By the end of the 24-25 school year, Cen7ter will increase communication with families by creating a Facebook page to promote family engagement. Goal Percentage:

**Grants Goal:** By May 2025, the Grants team will have increased visibility, knowledge, and awareness of our services to all school staff. Goal Percentage:

**Migrant Goal:** By May 2025, the ESU 7 MEP team will organize and facilitate six in-person Family and Community Engagement meetings across the 33-county region to increase parental participation in educational activities and support student success. Goal Percentage:

**Psychology Goal:** By May 2025, the School Psychology department will create tools for districts to use to keep track of evaluation timelines and provide education to resource staff and administrators on how to use the tools. Goal Percentage:

**Vision Goal:** By May 2025, the Vision Department will create a brochure to hand out stating our department services and individual roles. Goal Percentage:

## COMPONENT 3: STAFF AND PERSONNEL RELATIONSHIPS

- Agency Team Retreat: July
- Agency Team Meetings: July and August
- Committee Meetings: All-Staff Planning
- All-Staff Meeting: August
- Director Meetings: July, August, and September
- Director Retreat: August
- Ongoing Staff Evaluation and Goal Setting
- Did You Knows (DYKs): July, August, and September
- Working on obtaining additional vehicles for the fleet: August

**Agency Team Goal:** By January 2025, ESU 7 will plan, prepare and evaluate a professional development regional conference for stakeholder schools and internal ESU 7 staff. Goal Percentage:

**Administration Goal 1:** By July 2025, the Administration Department will review procedures for consistency in all departments, in communication to districts and within the agency. Goal Percentage:

**Bridges Goal:** By next August, all Bridges staff will be trained on how to implement the VB-MAPP, PECS, PEAK, and Structured Teach. Goal Percentage:

**Early Childhood Goal:** ESU Early Childhood team will learn 2 new statutes and gather 12/15 individual district policies on optioning and parent choice policies by March 2025. Goal Percentage:

**Learning Academy Goal:** With the addition of a new program (future class), we will reimagine, rearrange, and be flexible with our limited space as demonstrated by meeting the following objectives: Student break space within the classroom, Clear expectations/agreements of shared spaces, Clear communication about space usage, Functional spaces so it is efficient for anyone using it. Goal Percentage:

**Speech Goal:** By May of 2025, the SLP Department will increase the consistency of the evaluation process across clinicians by developing a procedural checklist and report template. Goal Percentage:



## COMPONENT 4: EDUCATIONAL LEADERSHIP

- Started the Fall 2024 Superintendent Meetings: August
- Meetings with Lakeview and Columbus Public School Leadership: Monthly
- Agency Team Meetings: July and August
- Agency Team Retreat: August
- Director Meetings: July, August, and September
- Director Retreat: August
- NNNC meetings: Monthly
- Partnership Opportunities since January 1:
  - ESU Coordinating Council Leadership Meetings 1x/month
  - Director meetings 2x/month
  - Agency Team 1x/month
- Planning 2025 PD Event - "Empowering Educators"
- ESUCC Administrator Retreat: July
- ESU 7 Executive Committee Meeting: July
- New Leader Brunch and Learn: July

**Board Goal 2:** By July 2025, the ESU 7 board will attend at least two professional/personal learning events annually. Goal Percentage:

**Agency Team Goal:** By January 2025, ESU 7 will plan, prepare and evaluate a professional development regional conference for stakeholder schools and internal ESU 7 staff. Goal Percentage:

**Early Childhood Goal:** ESU Early Childhood team will learn 2 new statutes and gather 12/15 individual district policies on optioning and parent choice policies by March 2025. Goal Percentage:



## COMPONENT 5: BUSINESS AND FINANCE

- Sign/Inspect Monthly Bills
- Budget Maintenance with Agency Team: Monthly
- Accounts Payable work and examination: Monthly
- Revenue flow status work
- Budget Development work with business manager and Directors: Monthly

**Board Goal 1:** By July 2025, the ESU 7 board will have advertised for a Chief Administrator, completed the interview process, sent a contract, hired a Chief Administrator, made the announcement, and begun the onboarding process. Goal Percentage:

**Administration Goal 2:** By July 2025, the Administration Department will develop an invoicing system with the ARS in LINQ. Goal Percentage:

## COMPONENT 6: PROFESSIONAL/PERSONAL QUALITIES

- Interactions with ESU staff, school staff, school leadership, and Board
- Monthly Meetings with Coordinators/Directors (Marci, Tami, Dan, Cynthia)
- Monthly Meetings with Support Staff (Linda, Mindy, Morgan)
- Daily Secretary Meetings

## COMPONENT 7: PROFESSIONAL GROWTH

- ESUCC Committees and ESUCC/Board Meetings: July and September
- NNNC Discussions: July and August

**Agency Team Goal:** By January 2025, ESU 7 will plan, prepare and evaluate a professional development regional conference for stakeholder schools and internal ESU 7 staff. Goal Percentage:

**Bridges Goal:** By next August, all Bridges staff will be trained on how to implement the VB-MAPP, PECS, PEAK, and Structured Teach. Goal Percentage:

**Early Childhood Goal:** ESU Early Childhood team will learn 2 new statutes and gather 12/15 individual district policies on optioning and parent choice policies by March 2025. Goal Percentage:

## SIGNIFICANT AGENCY INITIATIVES

Significant improvements, additions, initiatives in the current Agency Improvement Cycle (since March 2023)

- Receptionist office remodel
- Pupil transportation and vehicle expansion
- Crosswalk signage

## VISION, MISSION, BELIEFS

### Vision:

To be a leader in innovative service delivery, ESU 7 prioritizes three areas: people, services, and efficiency.

- People: To be a family centered place to work where people are inspired to continue to grow.
- Services: Provide innovative services for school districts to meet current and anticipate future needs.
- Efficiency: Maximize our services by scaling them up to optimize outcomes.

### Mission:

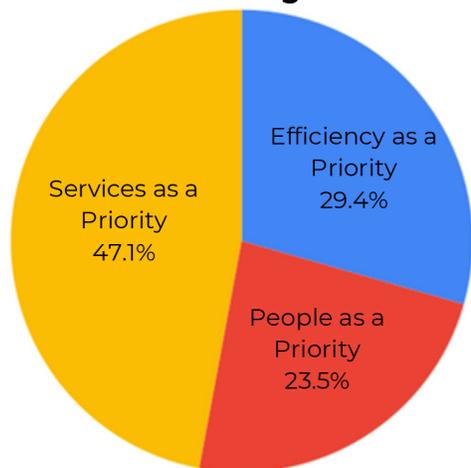
- The mission of ESU 7 is to provide leadership and support by delivering customized and innovative services.

### Beliefs:

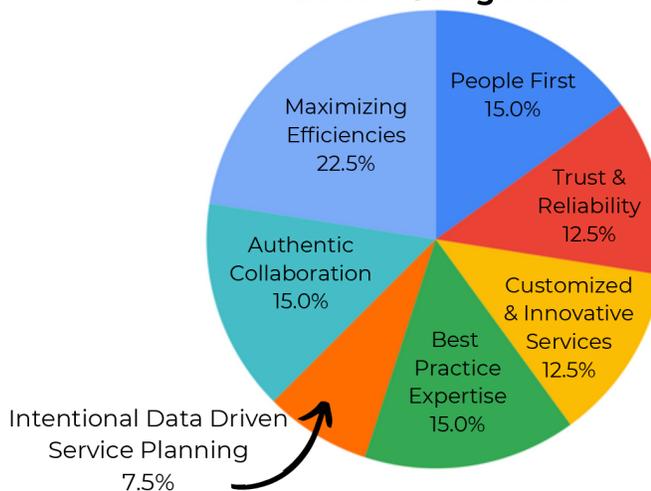
We believe in...

- People first
- Leading with trust and reliability
- Customized and innovative services
- Best practice expertise
- Intentional data driven service planning
- Authentic collaboration
- Maximizing efficiencies

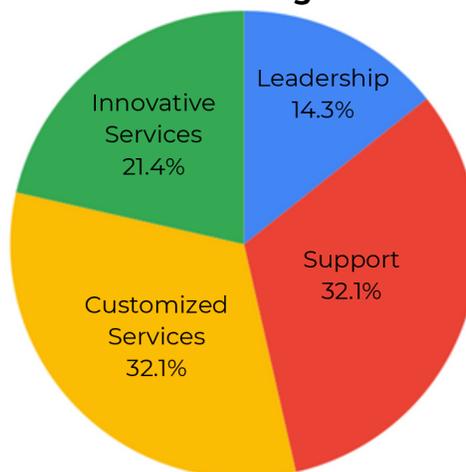
**Vision Categories**



**Beliefs Categories**



**Mission Categories**



# GOALS AND PROGRESS

## Board of Education

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

## Administrator

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

## Directors

- Goal 1: Info coming soon

## Agency Team

- By January 2025, ESU 7 will plan, prepare and evaluate a professional development regional conference for stakeholder schools and internal ESU 7 staff.

## Departments

- **Administration**
  - **Goal 1:** By July 2025, the Administration Department will review procedures for consistency in all departments, in communication to districts and within the agency.
  - **Goal 2:** By July 2025, the Administration Department will develop an invoicing system with the ARS in LINQ.

# GOALS AND PROGRESS

## Departments Continued

- **Bridges**
  - By next August, all Bridges staff will be trained on how to implement the VB-MAPP, PECS, PEAK, and Structured Teach.
- **Cen7ter**
  - By the end of the 24-25 school year, Cen7ter will increase communication with families by creating a Facebook page to promote family engagement.
- **Early Childhood**
  - ESU Early Childhood team will learn 2 new statutes and gather 12/15 individual district policies on optioning and parent choice policies by March 2025.
- **Grants**
  - By May 2025, the Grants team will have increased visibility, knowledge, and awareness of our services to all school staff.
- **Learning Academy**
  - With the addition of a new program (future class), we will reimagine, rearrange, and be flexible with our limited space as demonstrated by meeting the following objectives:
    - Student break space within the classroom
    - Clear expectations/agreements of shared spaces
    - Clear communication about space usage
    - Functional spaces so it is efficient for anyone using it
- **Mental Health**
  - The LMHP team will consistently comply with established case load expectations and procedures with school districts by May 2025.
- **Migrant**
  - By May 2025, the ESU 7 MEP team will organize and facilitate six in-person Family and Community Engagement meetings across the 33-county region to increase parental participation in educational activities and support student success.
- **Network Operations**
  - During the 2024-25 school year, the Network Operations team will improve cybersecurity practices for students and staff by implementing LastPass/Duo in the schools we serve.
- **Print Shop**
  - By May of 2025, develop a recruiting, hiring, and training process for summer help.
- **Professional Development**
  - By May 2025, we will assist districts in identifying their annual priorities, effectively promote services that support these priorities, and ensure our services remain responsive to evolving district needs.
- **Psychology**
  - By May 2025, the School Psychology department will create tools for districts to use to keep track of evaluation timelines and provide education to resource staff and administrators on how to use the tools.
- **Speech**
  - By May of 2025, the SLP Department will increase the consistency of the evaluation process across clinicians by developing a procedural checklist and report template.
- **Vision**
  - By May 2025, the Vision Department will create a brochure to hand out stating our department services and individual roles.

## SCORING

0=Unsatisfactory

1=Basic

2=Proficient

3=Distinguished

### STAKEHOLDER SATISFACTION

\*23-24 (6/7-8/1/24)

**2.38**

### STAKEHOLDER SATISFACTION

(8/1-8/21)

**2.83**

### AGENCY TEAM LEADERSHIP INVENTORY

**COMING IN SPRING**

### SERVICES AVAILABLE



### SERVICES ACCESSED



SECTION 00 41 00 - PROPOSAL

THE PROJECT AND THE PARTIES

1.01 TO:

- A. Kris Elmshaeuser, Administrator
- B. Educational Service Unit No. 7
- C. 2657 44th Avenue
- D. Columbus, Nebraska 68601

1.02 FOR:

- A. ESU-7 - Autism Conversion for Educational Behavioral Health Program Project
  - 1. Columbus, Nebraska
  - 2. Project No. A24 105 NE AUF 004

1.03 DATE: August 29, 2024 (BIDDER TO ENTER DATE)

1.04 SUBMITTED BY: (BIDDER TO ENTER NAME AND OTHER INFORMATION)

- A. Bidder's Full Name B-D Construction, Inc.
- B. Address 2154 East 32nd Avenue
- C. City, State, Zip Columbus, NE 68601
- D. Email bryank@bdconstructioninc.com
- E. Phone 402-564-1225 Cell: 402-910-1306

1.05 BASE BID:

- A. Having examined the Place of The Work and all matters referred to in the Instructions to Bidders and the Bidding Documents prepared by RVW, Inc. for the above mentioned project, dated July 25th, 2024, we, the undersigned, hereby offer to enter into a Contract to perform the Work for the Sum of:
- B. Three Hundred Thirty Seven Six Hundred
- C. Seventy Five Dollars dollars
- D. (\$ 337,675), in lawful money of the United States of America.

1.06 COMPLIANCE

- A. We have included the required security deposit as required by the Instruction to Bidders.
- B. We have included the cost of the required performance assurance bonds in the Bid Amount as required by the Instructions to Bidders.

1.07 ACCEPTANCE

- A. This offer shall be open to acceptance and is irrevocable for 30 days from the bid closing date.
- B. If this bid is accepted by Owner within the time period stated above, we will:
  - 1. Execute the Agreement within seven days of receipt of Notice of Award.
  - 2. Furnish any required bonds within seven days of receipt of Notice of Award.
  - 3. Commence work within seven days after written Notice to Proceed of this bid.
- C. If this bid is accepted within the time stated, and we fail to commence the Work or we fail to provide the required Bond(s), the security deposit shall be forfeited as damages to Owner by reason of our failure, limited in amount to the lesser of the face value of the security deposit or the difference between this bid and the bid upon which a Contract is signed.
- D. In the event our bid is not accepted within the time stated above, the required security deposit shall be returned to the undersigned, in accordance with the provisions of the Instructions to Bidders; unless a mutually satisfactory arrangement is made for its retention and validity for an extended period of time.
- E. We agree that the Owner reserves the right to reject any or all Bids, and to waive informalities or minor irregularities.

**1.08 CONTRACT TIME**

- A. If this Bid is accepted we will:
  - 1. Achieve final completion of the work on or before March 2025.
  - 2. Achieve substantial completion of the Work in 180 calendar days from acceptance of this bid, (Bidder to enter number of days.)

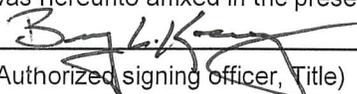
**1.09 ADDENDA**

- A. The following Addenda have been received. The modifications to the Bid Documents noted below have been considered and all costs are included in the Bid Sum.
  - 1. Addendum # 1 Dated 8-12-24.
  - 2. Addendum # \_\_\_\_\_ Dated \_\_\_\_\_.
  - 3. Addendum # \_\_\_\_\_ Dated \_\_\_\_\_.

**1.10 BID FORM SUPPLEMENTS**

- A. If requested, we agree to submit the following Supplements to Bid Forms within 24 hours after submission of this bid for additional bid information:
  - 1. Subcontractor List: Include the names of all Subcontractors and the portions of the Work they will perform.

**1.11 BID FORM SIGNATURE(S)**

- A. The Corporate Seal of
- B. B-D Construction, Inc.
- C. (Bidder - print the full name of your firm)
- D. was hereunto affixed in the presence of:
- E.  \_\_\_\_\_
- F. (Authorized signing officer, Title) Bryan L Kearney, Treasurer
- G. (Seal)
- H. \_\_\_\_\_
- I. (Authorized signing officer, Title)
- J. If the Bid is a joint venture or partnership, add additional forms of execution for each member of the joint venture in the appropriate form or forms as above.

**END OF PROPOSAL**

**BID BOND**

Conforms with The American Institute of Architects, A.I.A. Document No. A-310

KNOW ALL BY THESE PRESENTS, That we, B-D Construction, Inc., 2154 East 32nd Avenue, Columbus, NE 68601

\_\_\_\_\_ as Principal, hereinafter called the Principal,  
and the Swiss Re Corporate Solutions America Insurance Corporation,  
of 1200 Main Street, Suite 800, Kansas City, MO 64105, a corporation duly organized under  
the laws of the State of MO, as Surety, hereinafter called the Surety, are held and firmly bound unto

ESU-7, Columbus, Nebraska as Obligee, hereinafter called the Obligee,  
in the sum of FIVE PERCENT OF AMOUNT BID

Dollars (\$ 5% ), for the payment of which sum well and truly to be made, the said Principal and the said Surety, bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the Principal has submitted a bid for ESU-7: Autism Conversion for Educational Behavioral Health Program  
Project

NOW, THEREFORE, if the Obligee shall accept the bid of the Principal and the Principal shall enter into a Contract with the Obligee in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or Contract Documents with good and sufficient surety for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give such bond or bonds, if the Principal shall pay to the Obligee the difference not to exceed the penalty hereof between the amount specified in said bid and such larger amount for which the Obligee may in good faith contract with another party to perform the Work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect.

Signed and sealed this 29th day of August, 2024.

Cheryl L Brewer  
Witness

B-D Construction, Inc. (Seal)  
Principal  
{ Bryan L Kearney  
Bryan L Kearney, Treasurer Title

Josephine M Kelly  
Witness

Swiss Re Corporate Solutions America Insurance Corporation  
{ By Maura P Kelly  
Maura P. Kelly, Attorney-in-Fact

SWISS RE CORPORATE SOLUTIONS

SWISS RE CORPORATE SOLUTIONS AMERICA INSURANCE CORPORATION ("SRCSAIC")
SWISS RE CORPORATE SOLUTIONS PREMIER INSURANCE CORPORATION ("SRCSPIC")
WESTPORT INSURANCE CORPORATION ("WIC")

GENERAL POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS, THAT SRCSAIC, a corporation duly organized and existing under laws of the State of Missouri, and having its principal office in the City of Kansas City, Missouri, and SRCSPIC, a corporation organized and existing under the laws of the State of Missouri and having its principal office in the City of Kansas City, Missouri, and WIC, organized under the laws of the State of Missouri, and having its principal office in the City of Kansas City, Missouri, each does hereby make, constitute and appoint:

DAVID A. DOMINIANI, JOAN LEU, MAURA P. KELLY, SHARON K. MURRAY, JACQUELINE L. DREY, and DUSTIN COOPER

JOINTLY OR SEVERALLY

Its true and lawful Attorney(s)-in-Fact, to make, execute, seal and deliver, for and on its behalf and as its act and deed, bonds or other writings obligatory in the nature of a bond on behalf of each of said Companies, as surety, on contracts of suretyship as are or may be required or permitted by law, regulation, contract or otherwise, provided that no bond or undertaking or contract or suretyship executed under this authority shall exceed the amount of:

TWO HUNDRED MILLION (\$200,000,000.00) DOLLARS

This Power of Attorney is granted and is signed by facsimile under and by the authority of the following Resolutions adopted by the Boards of Directors of both SRCSAIC and SRCSPIC at meetings duly called and held on the 18th of November 2021 and WIC by written consent of its Executive Committee dated July 18, 2011.

"RESOLVED, that any two of the President, any Managing Director, any Senior Vice President, any Vice President, the Secretary or any Assistant Secretary be, and each or any of them hereby is, authorized to execute a Power of Attorney qualifying the attorney named in the given Power of Attorney to execute on behalf of the Corporation bonds, undertakings and all contracts of surety, and that each or any of them hereby is authorized to attest to the execution of any such Power of Attorney and to attach therein the seal of the Corporation; and it is

FURTHER RESOLVED, that the signature of such officers and the seal of the Corporation may be affixed to any such Power of Attorney or to any certificate relating thereto by facsimile, and any such Power of Attorney or certificate bearing such facsimile signatures or facsimile seal shall be binding upon the Corporation when so affixed and in the future with regard to any bond, undertaking or contract of surety to which it is attached."



By Erik Janssens, Senior Vice President of SRCSAIC & Senior Vice President of SRCSPIC & Senior Vice President of WIC

By Gerald Jagrowski, Vice President of SRCSAIC & Vice President of SRCSPIC & Vice President of WIC



IN WITNESS WHEREOF, SRCSAIC, SRCSPIC, and WIC have caused their official seals to be hereunto affixed, and these presents to be signed by their authorized officers

this 10 day of NOVEMBER, 20 22

State of Illinois
County of Cook



Swiss Re Corporate Solutions America Insurance Corporation
Swiss Re Corporate Solutions Premier Insurance Corporation
Westport Insurance Corporation

On this 10 day of NOVEMBER, 20 22, before me, a Notary Public personally appeared Erik Janssens, Senior Vice President of SRCSAIC and Senior Vice President of SRCSPIC and Senior Vice President of WIC and Gerald Jagrowski, Vice President of SRCSAIC and Vice President of SRCSPIC and Vice President of WIC, personally known to me, who being by me duly sworn, acknowledged that they signed the above Power of Attorney as officers of and acknowledged said instrument to be the voluntary act and deed of their respective companies.



Christina Manisco, Notary

I, Jeffrey Goldberg, the duly elected Senior Vice President and Assistant Secretary of SRCSAIC and SRCSPIC and WIC, do hereby certify that the above and foregoing is a true and correct copy of a Power of Attorney given by said SRCSAIC and SRCSPIC and WIC, which is still in full force and effect.

IN WITNESS WHEREOF, I have set my hand and affixed the seals of the Companies this 29th day of August, 20 24.

Jeffrey Goldberg, Senior Vice President & Assistant Secretary of SRCSAIC and SRCSPIC and WIC

September 16, 2024

Educational Service Unit 7 Board

Dear Negotiations Committee:

The ESU 7 Education Association requests that the Board representing the Educational Service Unit 7 take action to recognize ESU 7 Education Association as exclusive bargaining agent for the non-supervisory certificated staff for the 2026-2027 contract year.

Please direct your response to the undersigned.

Sincerely,

*Brandy Rose*

Brandy Rose  
Educational Service Unit 7 Education Association



## Interim Chief Administrator Evaluation Timeline

**Committee members:** Marni Danhauer (Chair), Joyce Baumert, and Amy Blaser

**PROCESS:** All board members will participate in the evaluation process

- August:
  - Evaluation Committee and Administrator review Evaluation Tool and Evaluation Policy/Procedures.
  
- March:
  - Full Board is provided a paper copy of the evaluation questions.
  
- April:
  - Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of April. The chair then forwards on to the full Board for completion by April Board Meeting. Board will send their completed evaluation tool to the Evaluation Committee prior to the April Board Meeting. Administrator completes Evaluation Tool as self-assessment and sends it to Evaluation Chair on or before April 30th.
  
- May:
  - The Committee Chair will send the completed Administrator self-assessment to the full Board after May 1. Evaluation Committee compiles results of full Board completed evaluations prior to the May Board Meeting.
  
- June:
  - Evaluation Committee meets prior to June Board Meeting to review with the Administrator the results of evaluation. Report to full Board in June Board Meeting following Closed Session requirements with Administrator present.