



Regular Board of Education Meeting

Educational Service Unit 7, Oak Room

2657 44th Ave

Columbus, NE 68601-8537

Monday, October 21, 2024 at 5:30 PM

Posted Locations:

Columbus Telegram Newspaper

Columbus Telegram Website

ESU 7 North Building Front Door

Posted Date: 10/14/2024

Attendance Taken at 5:32 PM.

Bob Arp: Present

Joyce Baumert: Present

Amy Blaser: Present

Marni Danhauer: Absent

Karen Gomez: Present

Don Graff: Absent

Dawn Lindsley: Present

Richard Luebbe: Present

Doug Pauley: Present

Richard Stephens: Present

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 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 5:32pm.

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

Dan Ellsworth, Network Operations Director

Morgan Morsett, Receptionist/Administrative Secretary

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 Marni Danhauer will be absent. She notified the Administrator prior to the meeting.

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 Bob Arp and a second by Jack Young.

Marni Danhauer: Absent

Don Graff: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Karen Gomez: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

Board members Marni Danhauer and Don Graff were absent. Both 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 Joyce Baumert and a second by Karen Gomez.

Marni Danhauer: Absent

Don Graff: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Karen Gomez: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Doug Pauley: Yea

Richard Stephens: 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 November board meeting.

Discuss, consider and take all necessary action to approve the virtual conferencing option for the November board meeting Passed with a motion by Dawn Lindsley and a second by Jack Young.

Marni Danhauer: Absent

Don Graff: Absent

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

Yea: 10, Nay: 0, Absent: 2

Board President Doug Pauley will not be able to attend the November Board Meeting in person, so he would like to have the virtual conferencing option.

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 Bob Arp and a second by Joyce Baumert.

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

Dawn Lindsley: Yea
 Richard Luebbe: Yea
 Doug Pauley: Yea
 Richard Stephens: 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 #78665 through #78820 - Totaling \$1,126,669.59

The summary of bills for the current month total:\$1,126,669.59 - Bills #78665 through #78820

General Activity Fund total: \$733.20

	Amount	Vendor	Description
7869 9	\$25,981.1 6	ESUCC	Master Services Agreement
7870 6	\$7,390.00	Harvest Right LLC	Perkins flow through
7870 9	\$22,082.1 5	Holiday Inn Hotel & Conv. Center	CCLC Get Connected Conference flow through
7871 7	\$7,448.76	Kansas City Audio-Visual	Meeting rooms equipment upgrades
7874 3	\$85,356.0 0	Rutt's Heating & Air	HVAC remodel 4th payment
7874 9	\$5,645.47	State of NE DAS State Accounting	Network service charges
7875 3	\$7,980.00	Top Youth Speakers	Keynote Speaker for Suenos Summit flow through
7876 2	\$50,121.8 8	Yanda's Avl Rental	Oak/Maple Video Conferencing upgrades

This is a consent item.

6.3. Reading of Article I, Section 2, C Chief Administrator Evaluation

This is a consent item.

6.4. Reading of Article IV, Section 7, C Prohibition on Aiding and Abetting Sexual Abuse

This is a consent item.

6.5. Reading of Article IV, Section 7, D Workplace Privacy Policy

This is a consent item.

6.6. Reading of Article IV, Section 8, A Fair Labor Standards Act (Minimum Wage & Overtime) Policy

This is a consent item.

6.7. Reading of Article IV, Section 9, A Attendance

This is a consent item.

7. 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 Gary Wieseler and a second by Dawn Lindsley.

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

Yea: 10, Nay: 0, Absent: 2

8. 2024-2025 Contract for Michelle Olson, Grant Writer

Michelle Olson has accepted the Grant Writer position effective November 6, 2024.

Administrator Recommendation: Discuss, consider and take all necessary action to approve the 2024-2025 Contract for Michelle Olson as presented.

Discuss, consider and take all necessary action to approve the 2024-2025 Contract for Michelle Olson as presented Passed with a motion by Jack Young and a second by Doug Pauley.

Marni Danhauer: Absent
Don Graff: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea

Karen Gomez: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

Chief Administrator Elmshaeuser notified the board there were six applicants for the Grant Writer position. Administrator Elmshaeuser and Director Ostmeyer interviewed three candidates. The candidate who was offered the position is Michelle Olson. Michelle will be starting on November 6, 2024. Director Ostmeyer added this position came about through the service planning process. Grant writing is a need which came from the ESU 7 districts. The Superintendent Executive Committee discussed the need, and it was determined to move forward with hiring a grant writer. This position will be contracted out to the ESU 7 area schools wishing to participate.

9. **Administrator's Report General**

- ESUCC Update
- Professional Development and Production/Print Shop Report - Director Ostmeyer
- Special Education Report - Director Clay
- Technology Report - Director Ellsworth
 - Nebraska Cybersecurity Network Update
- Upcoming Events
 - NASA/NASB State Education Conference in Omaha, NE (November 20-22, 2024)
 - Registered:
 - Bob Arp
 - Dawn Lindsley
 - Don Graff
 - Doug Pauley
 - Gary Wieseler
 - Jack Young
 - Joyce Baumert
 - Karen Gomez
 - Marni Danhauer
 - AESA Annual Conference in Orlando, FL (December 4-6, 2024)
 - Bob Arp
 - Don Graff
 - Joyce Baumert

Chief Administrator Elmshaeuser provided the ESUCC update. ESUCC is re-branding SIMPL to SMART. Administrator Elmshaeuser reviewed the attached document. SIMPL stands for Service Implementation Model Process and Log.

SMART stands for Service Management and Reporting Tool. The re-brand started in March 2024 and is planned to roll out by January 1, 2025. The re-brand came about because additional states, other than Nebraska, expressed interest in the SIMPL platform. Director Ostmeyer and the previous Chief Administrator Polk presented on the SIMPL platform at the 2023 AESA Annual Conference. Based off of the initial interest, a committee of ESU Administrators convened to discuss what it would take to market SIMPL outside the state of Nebraska. All agreed, a re-brand would be necessary.

Director Ostmeyer provided the Professional Development and Print Shop update. The data dig process will continue tomorrow with the Principal Cluster. The data dig process has been completed by the Superintendents and LANManagers. The data dig process is vital to creating the 2025-2026 ESU 7 Service Plan. The Print Shop staff will be taking a field trip to Lincoln Public Schools to see their print shop and to be able to ask staff questions.

Director Ellsworth provided the Technology Department update. October is Cybersecurity Awareness month. Tech is focused on making sure staff are aware of what to look for when phishing emails are received and to make sure their passwords are secure. LastPass is being utilized by ESU staff, and it is being deployed to schools. There are currently 46 ESUs and schools signed up for LastPass. Director Ellsworth corresponded with the Senior Vice President of Sales for LastPass, and they are excited about what we are doing with LastPass in Nebraska. LastPass wants to be part of the PD day event being hosted by ESU 7 in January 2025. Director Ellsworth also provided an update on the audiovisual equipment. The projectors in the conference rooms are being switched out to larger televisions. The projectors in the Oak/Maple conference rooms will be removed and replaced in the second week of January. Everything should be fully functional by the January 2025 board meeting.

Administrator Elmshaeuser reviewed the upcoming events.

9.1. Goal Update

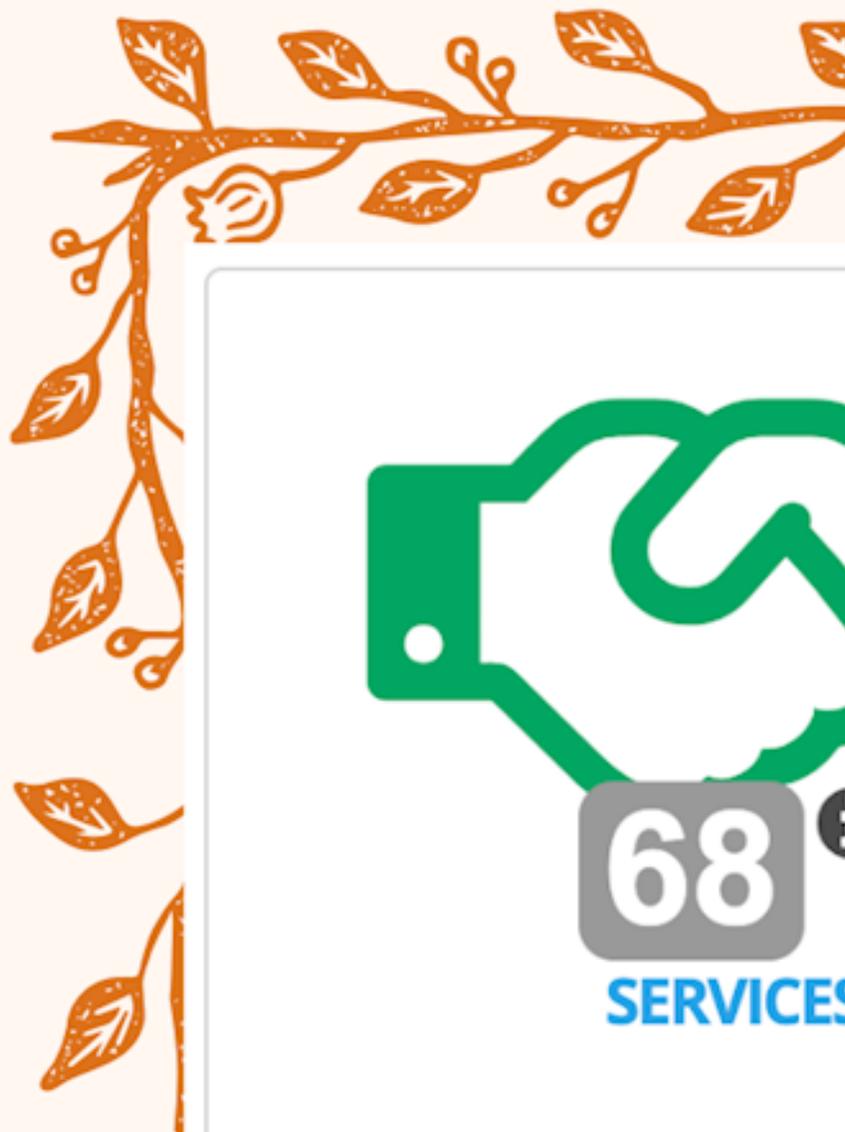
- Goal 1: By July 2025, the ESU 7 board will have advertised for a Chief Administrator, completed the interview process, sent a contract, hired a Chief Administrator, made the announcement, and begun the onboarding process.
- Goal 2: By July 2025, the ESU 7 board will attend at least two professional/personal learning events annually.
Update: Seven 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.
 - Completed:
 - Clarkson - October 9, 2024
 - **PENDING**:
 - Fullerton - November 11, 2024 at 5:30pm

- Director: Marci Ostmeyer
- Board Member: Amy Blaser's District, can she attend?
- 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 Elmshaeuser reviewed the goal updates. For Goal 1, the interview committee is scheduled to meet after the October board meeting and will be meeting with Shari after the November 2024 board meeting. For Goal 3, Administrator Elmshaeuser confirmed with board member Amy Blaser that she will be able to attend the Fullerton board meeting on November 11, 2024.

9.2. Services Update

- SIMPL Update



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SERVICES

Percentage of ESU



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

Items inside this item include visit updates, quarterly report, director reports, etc. Administrator Elmshaeuser reviewed the SIMPL screenshot attached to the agenda. Director Ostmeyer confirmed staff development does not just include the Professional Development department, there are other people who offer staff development services, which are included in the number presented below.

The PD Day event is coming along. The Directors and Agency Team have been working really hard to get everything in place. There are approximately 126 presenters scheduled for the event and there are 725 people who have registered to attend the event. Administrator Elmshaeuser notified the board they are welcome to volunteer, present, or attend the event. Administrator Elmshaeuser will send out an email to the board with the event registration link.

9.3. Facilities Update

The Administrator will provide a facilities update during this item.

- Discuss what the ESU does for space, i.e. Parking lot when there are events.

Administrator Elmshaeuser provided an update to the board on the facility construction projects currently ongoing. The HVAC project in the North Building is going well. We now have heat in part of the building. All employees who had to leave their work area due to the construction have found other areas to work. Rutts has been working very hard and seems to be ahead of schedule.

The Bridges construction project started today. BD Construction picked up the keys earlier today, and will begin putting up the fire-blocking walls tomorrow. The playground specifications are in the works. Board member Bob Arp suggested we should schedule a tour of the construction sites in November or December.

9.4. Personnel

Resignations:

- Maribel Espinoza, Bridges Paraprofessional. Last day was October 15, 2024.
- Mindy Reed, Executive Secretary to the Chief Administrator. Last day will be October 24, 2024.

Position Change:

- Morgan Morsett, Executive Secretary to the Chief Administrator effective October 25, 2024.

Administrator Elmshaeuser reviewed the personnel updates. The board expressed appreciation for the work Secretary to the Board, Mindy Reed, has done throughout her time with ESU 7.

10. Select Recording Secretary to the Board of Education

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

Discuss, consider and take any necessary action to appoint Morgan Morsett as Recording Secretary to the Board of Education Passed with a motion by Dawn Lindsley and a second by Jack Young.

Marni Danhauer: Absent

Don Graff: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Karen Gomez: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

Morgan Morsett was nominated for the Recording Secretary to the Board of Education starting with the November 2024 board meeting.

11. **Committee Reports**

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

Committee Recommendation: Budget Committee chairperson Gary Wieser provided an update. With the approval of the budget in September, the joint meeting with the Negotiations Committee was to discuss questions they had for negotiation purposes.

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

Committee Recommendation: Negotiations Chairperson Richard Stephens provided an update. The Negotiations Committee met with the ESUEA to discuss their proposals. With the information received, the Negotiations Committee will look at different options and meet before the November board meeting to continue discussions.

12. Conference Report

- NASB Area Membership Meeting - Fremont
- NCSA Labor Relations Conference

A few board members attended the Area Membership Meeting. There were breakout sessions which discussed how Nebraska compares with surrounding states in terms of

pay, teacher shortages and how to combat the shortage, and a session which summarized the special legislative session.

Administrator Elmshaeuser, Director Ostmeyer, and Business Manager Shefcyk attended the Labor Relations conference. Director Ostmeyer spent the second day with the KSB Law Firm and attended their breakout sessions. Business Manager Shefcyk attended a refresher on SPARQ Negotiations and NPERS audit.

13. Adjournment Meeting adjourned at 6:17pm.

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 instate location to members, the public, or the press, if requested twenty-four hours in advance;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Operative 4/17/24



Nebraska Council
of School Administrators

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



PERRY, GUTHRY, HAASE & GESSFORD, P.C., L.L.O.
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ESU 7 Budget Hearing

Educational Service Unit 7, A/B Conference Room
2567 44th Avenue
Columbus, NE 68601
Monday, September 16, 2024 at 5:15 PM
Posted Locations:

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

Posted Date: 09/09/2024

Attendance Taken at 5:17 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.

1. Call the Meeting to Order

LEADERSHIP • SERVICE • SUPPORT

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

Roll call was taken at 5:17pm.
Board President conducted the meeting.

Staff present:

Kris Elmshaeuser, Administrator
Mindy Reed, Secretary to the Board of Directors
Marc 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

2. Public Comment

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

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

No public comments provided.

3. Budget hearing

Chief Administrator Kris Elmshaeuser reviewed the attached 24-25 Budget Hearing Document.

4. Adjournment

Meeting adjourned at 5:26pm.

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



Tax Asking/Final Levy

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

Monday, September 16, 2024 at Directly following the Budget Hearing
Posted Locations:

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

Posted Date: 09/09/2024

Attendance Taken at 5:26 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.

1. Call the Meeting to Order

LEADERSHIP • SERVICE • SUPPORT

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

Roll call was taken at 5:26pm.
Board President conducted the meeting.

Staff present:

Kris Elmshaeuser, Administrator
Mindy Reed, Secretary to the Board of Directors
Marc 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

2. Welcome Visitors

No visitors present.

3. 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.

4. Tax Asking Hearing/Setting Final Levy

Chief Administrator Kris Elmshaeuser reviewed the 24-25 Tax Asking document.

5. Adjournment

Meeting adjourned at 5:29pm.

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



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.

1 Call the Meeting to Order

LEADERSHIP • SERVICE • SUPPORT

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

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 Notification of Open Meetings Law

1 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 Absent Board Members

3 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

. Pledge of Allegiance

4 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 Minutes
 .
1 This is a consent item.
 .

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

.
 2 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
785 24	\$42,609 .00	Gregg Young Plattsmouth	2024 Chrysler Pacific for SPED
785 25	\$12,304 .00	Gregg Young Plattsmouth	2025 Chrysler Pacific for SPED w/ trade in
785 26	\$31,903 .00	Gregg Young Toyota of Columbus	2025 Toyota Camry LE Hybrid
785 27	\$24,222 .00	Gregg Young Toyota of Columbus	2024 Toyota Corolla
785 50	\$8,594. 23	Eakes Office Solutions	Furniture for Bridges
785 55	\$9,000. 00	ESU 3	ASD contracted services
785 58	\$16,500 .00	Flagler Technologies	School Technology flow through
785 65	\$5,000. 00	Humphrey Public Schools	Perkins contracted services
785 67	\$11,186 .00	International Academy of Science Acellus	Learning Academy student software licenses
785 70	\$33,087 .00	Journeyed	School Technology flow through - 2nd year Veeam payment
785 78	\$8,000. 00	Marzano Resources	Title II contracted services
785 85	\$71,802 .00	NASB ALICAP	2024-25 Property, Liability and Workers Compensation

786 02	\$5,857. 40	State of NE DAS State Accounting	Network service charges
786 10	\$6,962. 88	Yanda's Avl Rental	Technology equipment for meeting rooms

This is a consent item.

6 Reading of Article I, Section 5, E Negotiations

3 **This is a consent item.**

6 Reading of Article IV, Section 5, H Copyright

4 **This is a consent item.**

6 Reading of Article IV, Section 6, A Safety

5 **This is a consent item.**

6 Reading of Article IV, Section 7, A Employee Files

6 **This is a consent item.**

6 Reading of Article IV, Section 7, B Social Security Numbers

7 **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

1 Approval of the 2024-2025 Budget

0

. **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

1 Representation at the State Education Conference Delegate Assembly

1 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.

1 NASB Legislation Committee - Member 16 Election

2 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

1 Administrator's Report General

3

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

1 Goal Update

3 Goals

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- 1 • 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.

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3 Services Update

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- 2 • SIMPL Update

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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.

1 Personnel

3

. Resignation:

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

1 **Committee Reports**

4 1 Buildings and Grounds Committee Report

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

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- 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.

1 **Negotiations Committee Report**

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

2

. 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.

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

4 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
2 bargaining agent for the non-supervisory certificated staff for the 2026-2027 contract
. year.

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. **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

1 Administrator Evaluation Committee Report

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

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. 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:

1 Conference Report

5 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.

1 Adjournment

6 Meeting adjourned at 6:44pm.

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

	Transaction/Explanation	Receipt	Expenditures	Balance
9/24	Deposit - fuel and lunches	\$377.78		\$7,747.58
9/24	Linda Shefcyk (memorial)		\$75.00	\$7,672.58
9/17/24	Jennifer Snyder (ELL Contracted Service)		\$200.00	\$7,472.58
9/17/24	Michele Rupiper (ELL Contracted Service)		\$375.00	\$7,097.58
9/24/24	Platte Co. Treasurer (title and tire fee)		\$74.00	\$7,023.58
10/14/24	FNBO (short payment on Kris. E. card)		\$9.20	\$7,014.38
		Expenditures	\$733.20	

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00078665	C	10/20/2024	10013	ACE HARDWARE	44.28
10	00078666	C	10/20/2024	10060	ADMINISTRATORS IN-SERVICE	724.00
10	00078667	C	10/20/2024	14974	ALLO COMMUNICATIONS	177.00
10	00078668	C	10/20/2024	10391	AMAZON CAPITAL SERVICES *	19,417.49
10	00078669	C	10/20/2024	10681	APPLE COMPUTER, INC.	2,961.00
10	00078670	C	10/20/2024	388	APPLIED CONNECTIVE TECHNOLOGIES	320.00
10	00078671	C	10/20/2024	15997	BLACK HAWK ROOF OF NEBRASKA, INC	3,750.00
10	00078672	C	10/20/2024	16055	BLAIR KAMPOVITZ	133.56
10	00078673	C	10/20/2024	20419	BOMGAARS SUPPLY	599.98
10	00078674	C	10/20/2024	9032	BRENDA SAXE	305.00
10	00078675	C	10/20/2024	8400	BRIAN EVANS	28.41
10	00078676	C	10/20/2024	5428	BRISA M CALDERON	39.53
10	00078677	C	10/20/2024	6700	BROOKE KAVAN	13.53
10	00078678	C	10/20/2024	1996	CASEY'S MAIL SERVICE LLC	918.59
10	00078679	C	10/20/2024	30192	CDW-G	2,663.50
10	00078680	C	10/20/2024	30550	CITY OF COLUMBUS WATER & SANIT	454.63
10	00078681	C	10/20/2024	30610	CLARKSON PUBLIC SCHOOLS	660.00
10	00078682	C	10/20/2024	5827	CLARKSON TV & APPLIANCE	199.90
10	00078683	C	10/20/2024	1155	COLUMBUS MUSIC CO.	250.00
10	00078684	C	10/20/2024	31029	COLUMBUS PUBLIC SCHOOLS LUNCH FUND	5,985.60
10	00078685	C	10/20/2024	15792	COLUMN SOFTWARE PBC	141.00
10	00078686	C	10/20/2024	31423	COUNTRY INNS & SUITES	257.50
10	00078687	C	10/20/2024	31425	COURTYARD BY MARRIOTT	241.50
10	00078688	C	10/20/2024	4812	CUBBY'S, INC.	575.79
10	00078689	C	10/20/2024	31570	CULLIGAN OF COLUMBUS	1,164.00
10	00078690	C	10/20/2024	50825	ED SERVICE UNIT 7-PAYROLL	768,137.85
10	00078691	C	10/20/2024	50515	ELECTRICAL ENGINEERING & EQ.	205.93
10	00078692	C	10/20/2024	14613	ELYSE BELINA	775.19
10	00078693	C	10/20/2024	50582	EMBASSY SUITES - LA VISTA	449.40
10	00078694	C	10/20/2024	50583	EMBASSY SUITES HOTELS	654.00
10	00078695	C	10/20/2024	50750	ESU 10	531.10
10	00078696	C	10/20/2024	50645	ESU 2	60.00
10	00078697	C	10/20/2024	50650	ESU 3	45.00
10	00078698	C	10/20/2024	50734	ESU 8	240.00
10	00078699	C	10/20/2024	50652	ESUCC	25,981.16
10	00078700	C	10/20/2024	7226	FIREGUARD	420.00
10	00078701	C	10/20/2024	60056	FNBO	83.86
10	00078702	C	10/20/2024	15920	FNBO CREDIT CARD	27,719.14
10	00078703	C	10/20/2024	16020	GREG SMITH	875.00
10	00078704	C	10/20/2024	15385	GREGG YOUNG TOYOTA OF COLUMBUS	87.06
10	00078705	C	10/20/2024	80147	HAMPTON INN	258.00
10	00078706	C	10/20/2024	16012	HARVEST RIGHT LLC	7,390.00
10	00078707	C	10/20/2024	11460	HAYLEY MURPHY	1,072.67
10	00078708	C	10/20/2024	5894	HEIDI ADAMS	110.42
10	00078709	C	10/20/2024	80510	HOLIDAY INN HOTEL & CONV. CENTER	22,082.15
10	00078710	C	10/20/2024	80543	HOMETOWN LEASING	732.07
10	00078711	C	10/20/2024	80860	HUMPHREY PUBLIC SCHOOL	610.00
10	00078712	C	10/20/2024	80880	HY-VEE	2,071.87
10	00078713	C	10/20/2024	13552	JEAN ANNE KAMRATH	620.00
10	00078714	C	10/20/2024	16047	JENNIFER HAGEN	194.19
10	00078715	C	10/20/2024	190486	JENNIFER SNYDER	400.00
10	00078716	C	10/20/2024	353	JILLIAN SCHMIDT	18.76
10	00078717	C	10/20/2024	16004	KANSAS CITY AUDIO-VISUAL	7,448.76
10	00078718	C	10/20/2024	12424	KASEYA US, LLC	960.75
10	00078719	C	10/20/2024	12050	KIMBERLY LOSEKE	35.64
10	00078720	C	10/20/2024	4839	KSB SCHOOL LAW	4,218.10
10	00078721	C	10/20/2024	120129	LAKEVIEW COMMUNITY SCHOOLS	450.00
10	00078722	C	10/20/2024	140045	LEARNING FORWARD	668.00
10	00078723	C	10/20/2024	120223	LEIGH COMMUNITY SCHOOLS	350.00
10	00078724	C	10/20/2024	120280	LIED LODGE & CONFERENCE CENTER	214.00
10	00078725	C	10/20/2024	40545	LISA DURANSKI	641.86
10	00078726	C	10/20/2024	120550	LOUP POWER DISTRICT	5,038.20

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00078727	C	10/20/2024	130070	MAILBOX, THE	26.98
10	00078728	C	10/20/2024	5410	MARK BRADY	198.59
10	00078729	C	10/20/2024	130378	MENARDS	179.19
10	00078730	C	10/20/2024	10499	MICHELLE RUIPIER	600.00
10	00078731	C	10/20/2024	15415	MY CENTRAL SUPPLY	80.58
10	00078732	C	10/20/2024	13579	N2Y LLC	499.98
10	00078733	C	10/20/2024	140066	NE ASSOC OF SCHOOL BOARDS	4,719.00
10	00078734	C	10/20/2024	140351	NCSA	1,540.00
10	00078735	C	10/20/2024	8893	NEBRASKA DEPARTMENT OF REVENUE	201.98
10	00078736	C	10/20/2024	140460	NEBRASKA DEPT OF EDUCATION	125.00
10	00078737	C	10/20/2024	140570	NEBRASKA TECHNOLOGY & TELECOM.	160.03
10	00078738	C	10/20/2024	12122	One Source The Background Check Company	77.00
10	00078739	C	10/20/2024	16063	Occupational Health Services	1,885.00
10	00078740	C	10/20/2024	80130	PEARSON ASSESSMENT	1,262.03
10	00078741	C	10/20/2024	160095	PERRY,GUTHERY, HAASE& GESSFORD P.C.,L.L.	326.25
10	00078742	C	10/20/2024	21001	RACHEL BURGESS	28.14
10	00078743	C	10/20/2024	20250	RUTT'S HEATING & AIR	85,356.00
10	00078744	C	10/20/2024	981	SARAH WACHA	696.80
10	00078745	C	10/20/2024	760	SERVICEMASTER BY SHEVLIN	1,502.00
10	00078746	C	10/20/2024	16071	SHERYL KOENIG	320.93
10	00078747	C	10/20/2024	190693	STANEK FIRE PROTECTION	134.00
10	00078748	C	10/20/2024	3816	STAPLES BUSINESS ADVANTAGE	206.10
10	00078749	C	10/20/2024	190850	STATE OF NEBRASKA DAS STATE ACCTG.	5,645.47
10	00078750	C	10/20/2024	191085	SUPER SAVER	1,053.92
10	00078751	C	10/20/2024	5339	TIMOTHY M. WIESE	999.00
10	00078752	C	10/20/2024	2674	TIRE OUTLET INC	384.00
10	00078753	C	10/20/2024	15580	TOP YOUTH SPEAKERS	7,980.00
10	00078754	C	10/20/2024	200606	U & I SANITATION	112.25
10	00078755	C	10/20/2024	4960	UNIVERSITY OF NEBRASKA AT KEARNEY	1,370.00
10	00078756	C	10/20/2024	10320	VERIZON WIRELESS	3,112.58
10	00078757	C	10/20/2024	8702	VISIX, INC.	1,765.00
10	00078758	C	10/20/2024	230049	CAPITAL ONE-WALMART (SPED)	106.66
10	00078759	C	10/20/2024	230051	WALMART CAPITAL ONE - MIG	223.39
10	00078760	C	10/20/2024	230195	WAYNE COMM. SCHOOLS	155.00
10	00078761	C	10/20/2024	230249	WEST POINT PUBLIC SCHOOLS	243.62
10	00078762	C	10/20/2024	13757	YANDA'S AVL RENTAL	50,121.88
10	00078763	A	10/20/2024	13897	ADILENE PEREZ	759.11
10	00078764	A	10/20/2024	14494	ALEXUS HITZ	225.12
10	00078765	A	10/20/2024	120155	AMY J SLAMA	603.44
10	00078766	A	10/20/2024	1082	ANGEL D MAYBERRY	491.78
10	00078767	A	10/20/2024	40709	ANN DUBAS	166.16
10	00078768	A	10/20/2024	990	BRANDY ROSE	280.06
10	00078769	A	10/20/2024	14621	CALVIN FREY	1,026.78
10	00078770	A	10/20/2024	13528	CARA NEESEN	28.14
10	00078771	A	10/20/2024	5967	CASSANDRA RUTH	893.78
10	00078772	A	10/20/2024	9512	CASSIE KRINGS	591.61
10	00078773	A	10/20/2024	13510	CHRISTINA HANCOCK	422.10
10	00078774	A	10/20/2024	70017	CYNTHIA ALARCON	121.94
10	00078775	A	10/20/2024	180474	DARLENE RODRIGUEZ	807.77
10	00078776	A	10/20/2024	14001	DEVON GRONENTHAL	318.92
10	00078777	A	10/20/2024	14060	DYLAN SOUTHARD	369.84
10	00078778	A	10/20/2024	60033	ELISSA HEIBEL	42.55
10	00078779	A	10/20/2024	7560	ESI HOSTED SERVICES	176.76
10	00078780	A	10/20/2024	7099	HALEY KUNZE	54.94
10	00078781	A	10/20/2024	15970	INGRID RODRIGUEZ	263.24
10	00078782	A	10/20/2024	15709	IRIS MEDINA GONZALEZ	688.09
10	00078783	A	10/20/2024	10375	RONELLE JACKSON	2,450.00
10	00078784	A	10/20/2024	8559	JACLYN TERNUS	332.32
10	00078785	A	10/20/2024	14745	JAEDYN MORRIS	996.29
10	00078786	A	10/20/2024	15954	JENNA MATTOX	525.28
10	00078787	A	10/20/2024	11223	JILL WIELGUS	406.02
10	00078788	A	10/20/2024	8540	JOLYNN KAHLANDT	676.70

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00078789	A	10/20/2024	11932	JOSH ARIAS	604.34
10	00078790	A	10/20/2024	6459	KAISE RECEK	310.88
10	00078791	A	10/20/2024	14478	KASSANDRA CORNWELL	824.77
10	00078792	A	10/20/2024	11983	KENDRA GUSTAFSON	156.78
10	00078793	A	10/20/2024	15695	KRIS ELM SHAEUSER	138.15
10	00078794	A	10/20/2024	100521	KRIS JOHNSON	43.55
10	00078795	A	10/20/2024	13480	LETISHIA KLEINSCHMIT	796.63
10	00078796	A	10/20/2024	190385	LINDA SHEFCYK	103.18
10	00078797	A	10/20/2024	13986	LYNNE WEBSTER	1,063.96
10	00078798	A	10/20/2024	2291	MAKERBOT INDUSTRIES LLC	426.01
10	00078799	A	10/20/2024	15601	MARCI HAIGHT	282.55
10	00078800	A	10/20/2024	2267	MARCIA OSTMEYER	130.25
10	00078801	A	10/20/2024	11797	MARIA RODRIGUEZ	865.57
10	00078802	A	10/20/2024	14699	MARIAH BELLER	951.40
10	00078803	A	10/20/2024	7161	MAYRA GARCIA	152.76
10	00078804	A	10/20/2024	11479	MEGAN WELCH	306.19
10	00078805	A	10/20/2024	14656	MERIDITH RIHA	36.18
10	00078806	A	10/20/2024	12246	MERRIDIE KAUP	637.17
10	00078807	A	10/20/2024	8788	NATHALIE VARGAS	383.91
10	00078808	A	10/20/2024	15962	NICOLE CHILES	710.20
10	00078809	A	10/20/2024	13498	RACHEL BUETTNER	319.59
10	00078810	A	10/20/2024	130708	SHARON M BROWN	1,097.46
10	00078811	A	10/20/2024	8524	SHAYNA CEPPEL	797.10
10	00078812	A	10/20/2024	10740	SHELLI EICKMEIER	698.14
10	00078813	A	10/20/2024	15725	SONYA SUKUP	384.58
10	00078814	A	10/20/2024	12165	STEPHANIE FOREMAN	546.74
10	00078815	A	10/20/2024	11436	TAMRA CLAY	121.94
10	00078816	A	10/20/2024	13536	TERI OPFER	1,161.11
10	00078817	A	10/20/2024	140691	THE HOME DEPOT PRO	38.26
10	00078818	A	10/20/2024	70018	VANESSA GASCON-GUARCAS	50.92
10	00078819	A	10/20/2024	230361	WENDY WOLFE	322.94
10	00078820	A	10/20/2024	10545	YARIBEY RODRIGUEZ	1,213.37
Total Bank: 10						\$1,126,669.59

Total Computer Checks:	\$1,097,274.27
Total Manual Checks:	\$0.00
Total ACH Checks:	\$29,395.32
Total Other Checks:	\$0.00
Total Electronic Checks:	\$0.00
Total Computer Voids:	\$0.00
Total Manual Voids:	\$0.00
Total ACH Voids:	\$0.00
Total Other Voids:	\$0.00
Total Electronic Voids:	\$0.00
Grand Total:	\$1,126,669.59
Number of Checks:	156

Batch Year	Batch	Amount
25	000060	215,788.98
25	000067	57,580.32
25	000072	85,162.44
25	000083	768,137.85

Article I, Section 2, C Chief Administrator Evaluation

The purpose of evaluating the administrator is not to micromanage the organization, but to provide oversight and public assurance that the policies are being effectively implemented. The evaluation process offers the board the avenue to strengthen communication with the administrator and is an ongoing process to enable the board the occasion to provide formal feedback for professional growth (Herring, p. 24).

The Board of the Educational Service Unit 7 will conduct an appraisal of the job performance of the Administrator according to applicable law. The ESU 7 Board will follow timelines and procedures set by the Board Evaluation Committee.

The evaluation form will include standards of performance in the following areas of:

- Relations with the Board
- Community Relationships
- Staff and Personnel Relationships
- Educational Leadership
- Business and Finance
- Professional/Personal Qualities
- Professional Growth

The Administrator will use the above standards to prepare a self-evaluation.

The Board may request input from school districts using Educational Service Unit 7 services and personnel regarding the responsiveness of the Administrator to the needs of the school district.

The Educational Service Unit 7 Board will include specific annual goals or target areas as part of the annual Administrator's evaluation. These written goals or target areas should be developed in collaboration with the Board, the Administrator, and/or Educational Service Unit 7 staff to improve the services provided.

The Board President or Evaluation Committee will develop a written summary of Board-submitted evaluations, including both the strengths and the growth opportunities of the Administrator, and place it in the Administrator's personnel file to be incorporated into the next cycle of evaluations.

Legal Reference:	
Date of Adoption:	February 17, 2003

Date(s) of Review and Revision:	May 21, 2012 October 15, 2012 June 20, 2016 December 16, 2019 December 21, 2020 October 18, 2021 October 17, 2022 October 16, 2023 October 21, 2024
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Article IV, Section 7, C Prohibition on Aiding and Abetting Sexual Abuse

An employee, contractor, or agent of the ESU is prohibited from assisting another ESU employee, contractor or agent in obtaining a new job if the individual knows or has probable cause to believe, that such other employee, contractor, or agent engaged in sexual misconduct with a minor or a student in violation of the law.

“Assisting” does not include the routine transmission of administrative and personnel files.

Exceptions to giving such assistance may only be made where the exception is authorized by the Every Student Succeeds Act (for example, where the matter has been investigated by law enforcement and the person has been exonerated and approved by the Administrator or designee.)

Legal Reference:	ESSA sec. 8038, § 8546
Date of Adoption:	March 18, 2019
Date(s) of Review:	October 21, 2024

Article IV, Section 7, D Workplace Privacy Policy

1. The ESU will abide by the Nebraska Workplace Privacy Act and will not:
 - a. Require or request that an employee or applicant provide or disclose any user name or password or any other related account information in order to gain access to the employee's or applicant's personal Internet account by way of an electronic communication device;
 - b. Require or request that an employee or applicant log into a personal Internet account by way of an electronic communication device in the presence of the ESU in a manner that enables the ESU to observe the contents of the employee's or applicant's personal Internet account or provides the ESU access to the employee's or applicant's personal Internet account;
 - c. Require an employee or applicant to add anyone, including the ESU, to the list of contacts associated with the employee's or applicant's personal Internet account or require or otherwise coerce an employee or applicant to change the settings on the employee's or applicant's personal Internet account which affects the ability of others to view the content of such account;
 - d. Take adverse action against, fail to hire, or otherwise penalize an employee or applicant for failure to provide or disclose any of the information or to take any of the actions prohibited by the Workplace Privacy Act.
 - e. Require an employee or applicant to waive or limit any protection granted under the Workplace Privacy Act as a condition of continued employment or of applying for or receiving an offer of employment.

Notwithstanding anything to the contrary, all employees must abide by the ESU's technology policies, procedures and guidelines, including the ESU's Internet Use policy and/or practice. Pursuant to the Workplace Privacy Act, the ESU may also:

- a. Monitor, review, access, or block electronic data stored on an electronic communication device supplied by or paid for in whole or in part by the ESU or stored on the ESU's network, to the extent permissible under applicable laws;
- b. Access information about an employee or applicant that is in the public domain or is otherwise obtained in compliance with the Workplace Privacy Act;
- c. Conduct an investigation or require an employee to cooperate in an investigation if the ESU has specific information about potentially wrongful activity taking place on the employee's personal Internet account, for the purpose of ensuring compliance with applicable laws, regulatory requirements, or prohibitions against work-related employee misconduct;
- d. Any other reason permitted by the Workplace Privacy Act.

Legal Reference:	48-3501 to 48-3511
Date of Adoption:	March 18, 2019
Date(s) of Review:	October 21, 2024

**The FTC rule states: “In this context, due diligence could include reviewing an independent audit of the disposal company's operations and/or its compliance with this rule, obtaining information about the disposal company from several references or other reliable sources, requiring that the disposal company be certified by a recognized trade association or similar third party, reviewing and evaluating the disposal company's information security policies or procedures, or taking other appropriate measures to determine the competency and integrity of the potential disposal company.”

Section 8 - Fair Labor Standards Act (Minimum Wage & Overtime)

Article IV, Section 8, A Fair Labor Standards Act (Minimum Wage & Overtime) Policy

Work week: The work week for overtime purposes shall be 12:00 a.m. Monday until 11:59 p.m. Sunday. The Administrator may establish a different 7-day period workweek from time to time for specified employees or employee groups.

Nursing Break: Educational Service Unit 7 will provide reasonable break time for an employee who wishes to express breast milk for her nursing child in a place other than a bathroom which is shielded from view and free from intrusion from co-workers and the public for one year after the child's birth.

Overtime: Overtime will be paid to non-exempt employees as required by law; that is, when a non-exempt employee works more than 40 hours in a work week. Compensatory pay in-lieu of overtime pay may be implemented in accordance with law. A non-exempt employee shall not work overtime without the express approval of the employee's supervisor.

Deductions from Salary: The ESU's policy is to not permit improper deductions from the salary of exempt employees who are required to meet a "salaried basis" test in order to be exempt from overtime. (Note: Teaching professionals are not subject to the salaried basis test). An employee who feels an improper deduction affecting exemption status has occurred may submit a complaint to the Administrator or the Administrator's designee, who shall promptly investigate the complaint. Reimbursement shall be made and a good faith commitment to comply in the future will be given in the event it is determined that an improper deduction affecting overtime exemption has been made.

Wage and Deduction Information: Within ten working days after a written request is made by an employee, the Administrator or designee shall furnish the employee with an itemized statement listing the wages earned and the deductions made from the employee's wages for each pay period that earnings and deductions were made. The statement may be in print or electronic format.

The ESU's policy is to authorize unpaid disciplinary suspensions of a full day or more for infractions of workplace conduct rules and to apply such policy uniformly to all similarly situated employees, including exempt employees who are required to meet a "salaried basis" test in order to be exempt from overtime. Unpaid disciplinary suspensions of a partial day or of a full day or more may be implemented for infractions of safety rules of major significance.

Deductions of pay of a partial day or of a full day or more may be made for FMLA leaves and in the first and last weeks of employment. In addition, based on principles of public accountancy,

deductions from pay of a partial day or of a full day or more will be made for absences for illness, injury or personal reasons when accrued leave is not used or not available, and for absences due to any budget-required furlough.

Legal Reference:	Fair Labor Standards Act, 29 U.S.C. § 201 et seq.; 29 CFR §§ 541.303; 541.602-03; 541.710; 553.20-28; 771.105 Neb. Rev. Stat. § 48-1230
Date of Adoption:	May 20, 2019
Date(s) of Revision(s):	October 21, 2019 October 19, 2020
Date(s) of Review:	October 21, 2024

Section 9 - Attendance and Leaves of Absence - Generally

Article IV, Section 9, A Attendance

The ESU depends on each employee to be reliable and punctual in reporting for work in order to provide its services and programs safely and efficiently. Regular, dependable, in-person attendance at work is an essential function of each employment position.

Employees are to be absent from scheduled work only to the extent reasonably unavoidable. Appointments are to be scheduled for non-work hours whenever possible.

Leaves are to be used for the purpose intended. Abuse of leave privileges will not be tolerated. Such abuse may result in disciplinary action, up to and including termination of employment.

Legal Reference:	
Date of Adoption:	May 20, 2019
Date(s) of Review:	October 21, 2024

September '24 Treasurer Report

Beginning Balance SEPTEMBER 1, 2024			\$75,562.10		
RECEIPTS					
Property taxes			\$643,913.16		
SPED			\$4,067.25		
General/Flow Through			\$149,361.34		
Grants			\$97,896.14		
TOTAL RECEIPTS			\$895,237.89	\$895,237.89	
				\$970,799.99	
Transfer to Money Market				\$225,000.00	+
Total Funds Available				\$1,195,799.99	
DISBURSEMENTS:					
General Fund			\$433,078.56		
SPED			\$456,756.47		
Receipts as credits			\$0.00		
Grants			\$234,016.95		
Total DISBURSEMENTS Check #78526 thru #78663			\$1,123,851.98	\$1,123,851.98	-
Ending balance, September 30, 2024				\$71,948.01	

Checking balance					\$71,948.01
Money Market Deposit Account at First National Bank					\$4,605,000.00
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
TOTAL CASH ON HAND (includes cash reserve)					\$6,276,948.01

CASH RESERVE	\$1,649,584.44				
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Funds that are due to ESU 7					
Grants				(\$1,842,701.15)	
Production/Art Media Accounts Receivable			(\$35,450.25)		
Network Support Accounts Receivable			(\$9,965.62)		
Misc. Flow thru Accounts Receivable			(\$14,435.12)		
Outstanding Receivables				(\$59,850.99)	
Total due to ESU 7				(\$1,902,552.14)	

	2023-24	2024-25	2023-24	2024-25		
	Dollars Spent Per Month	Dollars Spent Per Month	Percentage spent each month	Percentage spent each month		
September	\$299,871.57	\$259,014.74	10.08%	7.85%	Total Budget	\$17,734,272.86
October	\$172,029.24		5.78%	0.00%	30% of budget	\$5,320,281.86
November	\$127,254.21		4.28%	0.00%	Earmarked set aside	\$8,586,908.00
December	\$207,245.41		6.28%	0.00%	Total budget spent to date	\$1,123,851.98
January	\$204,916.22		6.89%	0.00%		
February	\$200,293.65		6.73%	0.00%		
March	\$202,230.23		6.80%	0.00%		
April	\$194,408.59		6.53%	0.00%		
May	\$203,683.68		6.85%	0.00%		
June	\$216,633.54		7.28%	0.00%		
July	\$195,107.67		6.56%	0.00%		
August	\$208,707.54		7.01%	0.00%		
Approved Total General Budget for Levy \$			\$2,975,174.95	\$3,299,168.88		
Total Spent to date			\$2,432,381.55	\$259,014.74		
Dollars approved from cash reserve				\$0.00		

NOTES	
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PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

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

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

1. Term of Employment. This contract shall commence on the 6th day of November, 2024. This contract shall terminate on the 31st day of August, 2025, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of 199 days of service in any given fiscal year, which is exclusive of holidays.

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

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

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

5. Compensation. The Employee shall be paid an annual salary of \$63,355.10 subject to applicable deductions and federal and state withholding. The salary shall be paid in ten (10) equal monthly payments of

\$6,335.51 in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of December and on the 20th day of each month thereafter.

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

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

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

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

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

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

10. Compensation Upon Termination. The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or

provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.

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

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

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

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

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

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

Secretary, Board of ESU7

President, Board of ESU7

Executed by the Employee this 09 day of October, 2024.

Michelle Olson
[Michelle Olson \(Oct 9, 2024 08:45 CDT\)](#)

Olson, Michelle '24-'25

Final Audit Report

2024-10-09

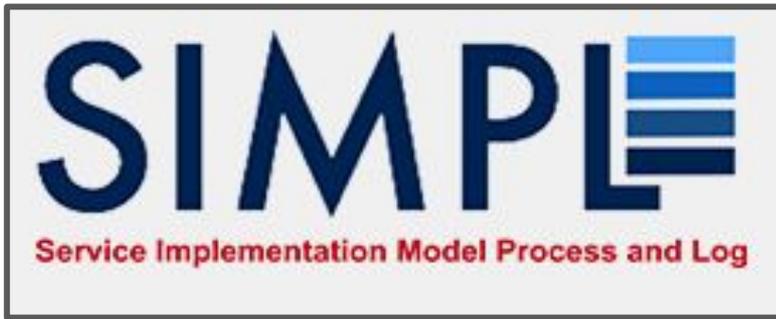
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By:	Linda Shefcyk (lshefcy@esu7.org)
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"Olson, Michelle '24-'25" History

-  Document created by Linda Shefcyk (lshefcy@esu7.org)
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-  Document emailed to michelle.olson017@gmail.com for signature
2024-10-09 - 1:32:06 PM GMT
-  Email viewed by michelle.olson017@gmail.com
2024-10-09 - 1:32:14 PM GMT
-  Signer michelle.olson017@gmail.com entered name at signing as Michelle Olson
2024-10-09 - 1:45:23 PM GMT
-  Document e-signed by Michelle Olson (michelle.olson017@gmail.com)
Signature Date: 2024-10-09 - 1:45:25 PM GMT - Time Source: server
-  Agreement completed.
2024-10-09 - 1:45:25 PM GMT

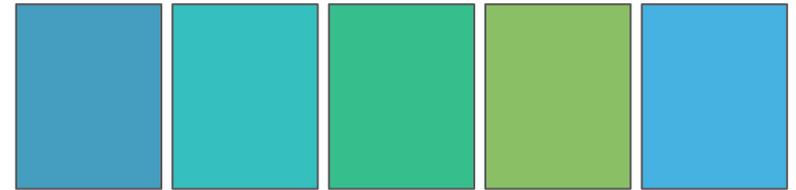
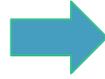
A **SIMPL** Re-Brand

*Making **SMART** Moves*



Service Implementation Model Process and Log

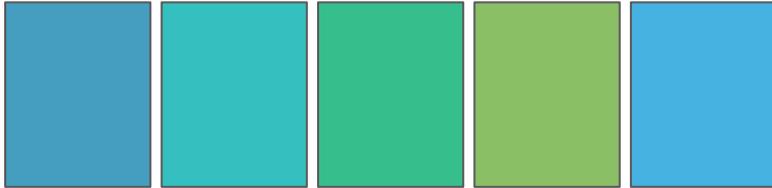
- Uses a data driven process to identify district needs
- Guides ESUs to effectively fill the gaps within Nebraska school districts
- Provides a comprehensive inventory of services offered by ESUs
- Estimates cost savings ESUs provide to school districts



SMART is a comprehensive platform designed to streamline and optimize the management and reporting of services provided by Educational Service Units (ESUs). It offers a centralized hub for service inventory, data logging, impact analysis, and resource allocation.

SMART

Service Management and Reporting Tool



SMART is a comprehensive platform designed to streamline and optimize the management and reporting of services provided by Educational Service Units (ESUs). It offers a centralized hub for service inventory, data logging, impact analysis, and resource allocation.



Key Product Features

- **One-stop-shop:** All ESU services, information, and data in one place, eliminating the need for separate locations and organization efforts.
- **Data management:** The tool gathers data for various services, saving time and effort currently spent on creating separate tools.
- **Improved reporting:** It provides summaries, usage reports, and outcome reports, helping ESUs understand their impact.
- **Data-driven decision making:** The tool offers data on services provided, how they're used, and their outcomes, allowing ESUs to make informed decisions.
- **Standardized services:** Acts as a master catalog, ensuring consistent services across the state.
- **Access:** The tool promotes statewide access to ESUs resources and services.
- **Efficiency:** Overall, this tool saves ESUs both time and money.

Implementation Tiers

- **Tier 1:** Inventory Services
- **Tier 2:** Track Service Usage
- **Tier 3:** Analyze Impact Data
- **Tier 4:** Refine and Align

Product Value Propositions

- **Enhanced Efficiency**
 Streamline service management processes, reduce administrative burden, and improve operational efficiency.
- **Data-Driven Decision Making**
 Leverage data-driven insights to inform strategic planning, resource allocation, and service delivery.
- **Improved Accountability**
 Demonstrate the impact of ESU services on student outcomes and district needs.
- **Enhanced Collaboration**
 Foster collaboration among ESU staff, school districts, and other stakeholders.
- **Cost-Effective Solutions**
 Identify opportunities for cost-saving measures and optimize resource utilization.

**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

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)

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

(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

20th

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

21st

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)

22nd

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



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



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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

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- A4 STOP CALLING IT MARIJUANA
- A5 PAIN IN THE APP, V. 10.0
- A6 COMMUNICATION FOR DISTRICTS LARGE & SMALL
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- A9 BANCROFT-ROSALIE EARLY COLLEGE HIGH SCHOOL
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- B11 HIRING FOREIGN-TRAINED TEACHERS

- C1 STUDENT VOICES
- C2 AN INTERACTIVE MOCK BOARD MEETING
- C3 BUILDING, FACILITIES, AND REAL ESTATE
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- C5 MEETING OF THE MINDS: LET'S GET CLOSED SESSION RIGHT!
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- D3 THE USE OF ADVISORY GROUPS TO ENGAGE STAKEHOLDERS
- D4 POWER OF STAY SURVEYS IN RETAINING HIGH-QUALITY STAFF
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- D7 NAVIGATING TRANSGENDER STUDENT POLICIES IN SCHOOLS
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- E1 MENTAL HEALTH & WELLNESS RESOURCES
- E2 LEADERSHIP THROUGH LONG-TERM PLANNING
- E3 HOT LEGAL TOPICS FOR BOARD PRESIDENTS
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- 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
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- 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

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

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

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 Pruetz - 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 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



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

