



Serving the schools of Boone, Butler, Colfax, Merrick, Nance, Platte, and Polk counties

Regular Board of Directors Meeting

Monday, November 15, 2021 at 5:30 PM

Educational Service Unit 7, Oak Room
2657 44th Avenue
Columbus, NE 68601-8537

1. Call the Meeting to Order
Speaker(s): Board President or Designee
Rationale:

LEADERSHIP • SERVICE • SUPPORT

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public on ESU 7 website www.esu7.org and posted at location of meeting. Notice of this meeting was also given in advance to all members of the Board of 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.

1. Notification of Open Meetings Law
Speaker(s): Board President or Designee
Rationale:
This meeting has been preceded by reasonable advance notice and is hereby declared to be in open session. A copy of the Open Meetings Act is posted in the meeting room.
2. Roll Call
Speaker(s): Board President or Designee
3. Absent Board Members
Speaker(s): Board President or Designee

Rationale:

Board Member Dan Hoesly will be absent due to personal reasons.

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

Recommended Motion(s):

Approval of Board Member absences as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

4. Pledge of Allegiance

Speaker(s): Board President or Designee

2. Approval of Agenda

Speaker(s): Board President or Designee

Rationale:

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

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

Recommended Motion(s):

Agenda as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

3. Welcome Visitors

Speaker(s): Board President or Designee

4. Public Comment

Speaker(s): Board President or Designee

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

Citizens wishing to address the Board on a certain agenda item must 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.

5. Consent Agenda

Speaker(s): Board President or Designee

Rationale:

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

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

Consent Agenda Includes:

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

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

Recommended Motion(s):

Consent agenda as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

1. Minutes

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

2. Reading of Article I, Section 1, E Boundaries

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

3. Reading of Article I, Section 3, A Election Districts

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

4. Reading of Article IV, Section 9, D Paid Leaves

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

5. Presentation of Bills #73206 through #73353 totaling \$850,368.67

Speaker(s): Board President or Designee

Rationale:

The summary of bills for the current month total:\$850,368.67 - Bills #73206 through #73353

Inservice bills total: \$0

	Amount	Vendor	Description
73208	\$14,476.60	Amazon	Migrant/Tech/SPED/Grants supplies
73214	\$6,818.63	Capital One	Tech/SPED/Grants travel and supplies
73220	\$10,951.65	Central NE Rehab Services	SPED SLP Services
73233	\$73,901.77	Eakes Office Solutions	Two new copiers and copier maintenance
73241	\$17,252.00	ESUCC	Master Service Agreement
73300	\$11,187.80	State of NE - Department of Admin	Network Services charges/zoom service
73305	\$5,600.00	Torsh Inc.	PRT grant Talent premium license for software

This is a consent item.

6. Spotlight - Learning Academy

Speaker(s): Board President or Designee

Rationale: Student Services Principal Leanne Blanchard will provide a Spotlight for the Learning Academy.

7. Treasurer's Report

Speaker(s): Board President or Designee

Rationale: Review the breakdown of the Treasurer's Report

Recommendation: Discuss, consider and take any action necessary to approve the Treasurer's Report as presented.

Recommended Motion(s):

Discuss, consider and take any action necessary to approve the Treasurer's Report as presented. Passed with a motion by Board Member #1 and a second by Board Member #2.

8. Reading of Article IV, Section 1, D Employee Benefits

Speaker(s): Board President or Designee

Rationale:

Blue text is new, recommended language.

Health Insurance

Qualifying Employees:

Health insurance is available to employees (.40 FTE and above) of Educational Service Unit 7 beginning the 1st day of the first full month after hire. The cost of health insurance is prorated to the personnel's FTE **unless otherwise specified**. Please reference the personnel handbook for insurance rates. **Level III special education program paraeducators who work 1110 hours (185, 6 hour days) are eligible for full-time health benefits.**

Recommendation: Discuss, consider and take all necessary action to approve Reading of Article IV, Section 1, D Employee Benefits as presented in rationale.

Recommended Motion(s):

Discuss, consider and take all necessary action to approve Reading of Article IV, Section 1, D Employee Benefits as presented in rationale Passed with a motion by Board Member #1 and a second by Board Member #2.

9. Reading of Article IV, Section 9, E Sick Leave

Speaker(s): Board President or Designee

Rationale:

Blue text is new, recommended language.

3. *Days Per Leave Year.* Employees have 1 day (8 hours) of sick leave for each month worked. For example, if the employee is Full Time and works 12 months, the employee receives 12 days (96 hours) of sick leave. If the employee works 10 months and is full time, the employee receives 10 sick days (80 hours). **If the employee is a paraeducator, working in a Level III**

special education program and works .75 FTE, the employee receives 10, 6 hour days (60 hours). These days are available the first day of the contract year.

5. *Carry-over and Accumulation.* Unused sick leave may be carried over from one leave year to the next succeeding leave year to a maximum of 40 sick leave days (320 hours) **or prorated to your FTE.**

Recommendation: Discuss, consider and take all necessary action to approve Article IV, Section 9, E Sick Leave as presented in rationale.

Recommended Motion(s):

Discuss, consider and take all necessary action to approve Article IV, Section 9, E Sick Leave as presented in rationale Passed with a motion by Board Member #1 and a second by Board Member #2.

10. Reading of Article IV, Section 9, G Personal Leave

Speaker(s): Board President or Designee

Rationale:

Blue text is new, recommended language.

1. *Days Per Leave Year.* Employees have 2 days/16 hours of personal leave available per leave year. **If the employee is a paraeducator, working in a Level III special education program and works .75 FTE, the employee receives 2, 6 hour days (12 hours).** These days are available to the employee the first day of the contract year.

3. *Carry-over and Accumulation.* Unused leave may be carried over from one leave year to the next succeeding leave year. Once the maximum is accumulated, no further leave days will be available or granted for the ensuing leave year or years until the accumulated number of days is less than 2 days/16 hours **or prorated to your FTE**, and then only to the extent necessary to restore the total number of available leave days to the maximum of 2 days/16 hours **or prorated to your FTE.**

Recommendation: Discuss, consider and take all necessary action to approve Article IV, Section 9, G Personal Leave as presented in rationale.

Recommended Motion(s):

Discuss, consider and take all necessary action to approve Article IV, Section 9, G Personal Leave as presented in rationale Passed with a motion by Board Member #1 and a second by Board Member #2.

11. Reading of Article IV, Section 9, J Vacation Leave

Speaker(s): Board President or Designee

Rationale:

Blue text is new, recommended language.

1. *Days Per Leave Year*. Full time employees **with 245 day contracts** are granted two weeks (10 days/80 hours) for the first five (5) years of employment and three weeks (15 days/120 hours) the sixth year. Any employment less than 1.0 FTE receives no paid vacation.

Recommendation: Discuss, consider and take all necessary action to approve Article IV, Section 9, J Vacation Leave as presented in rationale.

Recommended Motion(s):

Discuss, consider and take all necessary action to approve Article IV, Section 9, J Vacation Leave as presented in rationale Passed with a motion by Board Member #1 and a second by Board Member #2.

12. Redistricting

Speaker(s): Board President or Designee

Rationale: At this time, the Center for Public Affairs Research has completed digitizing our 2010 boundaries and has imported our 2020 population counts. The attached map contains boundary changes meeting the requirements of redistricting.

The Center for Public Affairs Research will draft detailed descriptions of each district boundary following the approval of the attached map. Administrator Polk will provide these descriptions to the Board for approval in the December Board Meeting following her receipt of said descriptions.

Recommendation: Discuss, consider and take any action necessary to approve the attached ESU 7 District Map.

Recommended Motion(s):

Discuss, consider and take any action necessary to approve the attached ESU 7 District Map Passed with a motion by Board Member #1 and a second by Board Member #2.

13. Administrator's Report General

Speaker(s): Administrator or Designee

Rationale:

- Goals
 - Administrator Polk will share goals she wrote in response to the strategic planning work and Board goal development.
- ESUCC Update
 - Statewide ESU activities
 - Rule 84 Meeting
 - ESUs and NASB Statewide Conference
 - Thursday, November 18 at 11:15am-12:15pm - ESUs: Measurable Impact & Demonstrated Value for Nebraska's Schools
 - Thursday, November 18 at 2:15pm-3:15pm - Meeting in lieu of NESUBA Meeting in room 205

- Upcoming Events
- Administrator Leave Report
 1. Services Update
 - Speaker(s):** Administrator or Designee
 - Rationale:**
- SIMPL Update
 - SIMPL: Service Implementation Model Process & Log
- Spanish Class Update
 - 9 employees interested
- 2. Facilities Update
 - Speaker(s):** Administrator or Designee
 - Rationale:**
- Updates:
 - Parking Lot
 - Doors
 - Audio Visual for Oak/Maple
 - Blinds for North Building Main Entrance Area

The Administrator will provide a facilities update during this item.

3. Personnel
 - Speaker(s):** Administrator or Designee
 - Rationale:**
- New Hires
 - Julia Estrada - Paraprofessional
 - Alicia Hastreiter - Paraprofessional

All Classified/Non Cert Hires and Resignations under this item. Not an action item.

4. Legislative Update
 - Speaker(s):** Administrator or Designee
 - Rationale:**
- ESU Legislative Day - February 8, 2022
- Executive Committee meeting with Senators on February 24, 2022
- Senators attended/attending ESU 7 Superintendent Meetings:
 - Senator Kolterman - November 2, 2021
 - Senator Moser - November 16, 2021
 - Senator Friesen - November 30, 2021
 - Senator Walz - December 14, 2021

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

14. Committee Reports

- Speaker(s):** Committee Chair
- 1. Administrator Evaluation Committee Report
 - Speaker(s):** Administrator Evaluation Committee Chair

Rationale: A report of activities from the Administrator Evaluation Committee will be given during this item. Administrator Evaluation Committee: Dawn Lindsley, Donald Ellison, Marni Danhauer, and Joyce Baumert.

Administrator Polk and Administrator Evaluation Committee Chair Marni Danhauer have a scheduled meeting on Friday, December 10, 2021 at 10:30am.

Evaluation Timeline:

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

2. Negotiations Committee Report

Speaker(s): Negotiations Committee Chair

Rationale: The Negotiations Committee recommends a 4.5% total compensation package increase for the 2-year Negotiated Agreement 2022-2023 and 2023-2024 for the ESUEA negotiated staff. The next group to be discussed will be paraeducators, followed by the remaining staff groups. The next Negotiations Committee Meeting will be Monday, December 20, 2021 at 4:30pm. There will be a Joint Negotiations and Budget Meeting on Monday, January 17, 2022; the Negotiations Committee will meet at 4:00pm and the Budget Committee will join at 4:45pm.

Recommendation: Discuss, consider, and take any necessary action to approve the recommended 4.5% total compensation package increase for

the 2-year Negotiated Agreement 2022-2023 and 2023-2024 for the ESUEA negotiated staff.

Recommended Motion(s):

Discuss, consider, and take any necessary action to approve the recommended 4.5% total compensation package increase for the 2-year Negotiated Agreement 2022-2023 and 2023-2024 for the ESUEA negotiated staff Passed with a motion by Board Member #1 and a second by Board Member #2.

15. Conference Report

Speaker(s): Conference Attendees

Rationale:

- Nebraska Educator Shortage Summit
Conference Attendees will report on their learnings.

16. Adjournment

Speaker(s): Board President or Designee

Created by: Mindy Reed, Secretary to the ESU 7 Board of Directors

Open Meetings Act

Neb. Rev. Stat. § 84-1407. Act, how cited.

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

Neb. Rev. Stat. § 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.

Neb. Rev. Stat. § 84-1409. Terms, defined.

For purposes of the Open Meetings Act, unless the context otherwise requires:

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

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

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

(3) 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.

Neb. Rev. Stat. § 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.

Neb. Rev. Stat. § 84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; virtual meetings authorized; emergency meeting without notice; appearance before public body.

(1)(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 web site.

(ii) In the case of the governing body of a city of the second class or village or such body's advisory committee, 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 web site; or

(B) Posting written notice in three conspicuous public places in such city or village. 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.

(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)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(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;

(xiii) A natural resources district; and

(xiv) The Judicial Resources Commission.

(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 subsection (1) 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 an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act, the organization 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. The governing body of a risk management pool that meets at least quarterly and the advisory committees of the governing body may each hold more than one-half of its meetings by virtual conferencing if the governing body's quarterly meetings are not held by virtual conferencing.

(3) 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.

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

(5) When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by virtual conferencing. The provisions of subsection (4) of this section shall be complied with in conducting emergency meetings. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public by no later than the end of the next regular business day.

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

(7)(a) Notwithstanding subsections (2) and (5) 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 subsection (1) 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
Open Meetings Act

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 (4) 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 subsections (5) and (6) of section 84-1413.

Neb. Rev. Stat. § 84-1412. Meetings of public body; rights of public; public body; powers and duties.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Neb. Rev. Stat. § 84-1413. Meetings; minutes; roll call vote; secret ballot; when.

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

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

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

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

(5) Minutes shall be written, except as provided in subsection (6) of this section, and available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing the minutes is absent due to a serious illness or emergency.

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

(7) 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 web site the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the web site at least twenty-four hours before the meeting of

the governing body. Minutes shall be placed on the web site 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 web site for at least six months.

Neb. Rev. Stat. § 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.

Neb. Rev. Stat. § 84-1415. Open Meetings Act; requirements; waiver; validity of action.

No motion, resolution, rule, regulation, ordinance, or formal action made, adopted, passed, or taken at a meeting as defined in section 84-1409 of a public body as defined in such section shall be invalidated because such motion, resolution, rule, regulation, ordinance, or formal action was made, adopted, passed, or taken at a meeting or meetings on or after March 17, 2020, and on or before April 30, 2021, pursuant to a Governor's Executive Order which waived certain requirements of the Open Meetings Act.



Board Work Session

Educational Service Unit 7, Oak Room
2657 44th Avenue
Columbus, NE 68601-8537
Monday, October 18, 2021 at 5:45 PM
Posted Locations:

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

Posted Date: 10/11/2021

Attendance Taken at 5:45 PM.

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

Present: 11, Absent: 1.

1. Call the Meeting to Order

LEADERSHIP • SERVICE • SUPPORT

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public on ESU 7 website www.esu7.org 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 5:45pm.
Board President conducted the meeting.

Staff present:

Larianne Polk, Administrator

Linda Shefcyk, Business Manager

Mindy Reed, Secretary to the Board of Directors

Marci Ostmeyer, Professional Development Director

Tami Clay, Special Education Director

1.1. Roll Call

2. Board Goals Work Session

Administrator and Directors will lead the Board through a goal development process in response to the strategic planning work completed in the summer of 2020-2021. Board will consider approval of developed goals in the October Board Meeting.

Administrator Polk reviewed the attached slide show. Administrator Polk asked the Board for their feedback on the below goal categories.

- Staff (Board) retention through mentoring relationships:
 - Mentoring each other or being mentored by someone else (another ESU).
 - Mentoring relationships creates a sense of belonging/worth. Having those in place will lead to a stronger satisfaction rate as a Board Member.
 - Would be more comfortable knowing the other board members, would be less intimidating.
 - If there was one person you could talk to non-judgementally and just share, it would be helpful.
 - Having someone in a similar role to ask questions would be helpful.
 - Having more social interaction as a member of the Board may help with retention.
 - Create structured groups to get more information between members.
 - Recruiting/On-Boarding.
 - It does not feel like people are excited to be here as much as before. How do we generate participation?
 - Recruit and engage are words to be used instead of retention.
 - Board involvement/participation.

***By July 2024, the ESU 7 Board will create, roll out, and operationalize a formalized process for board recruitment, onboarding, mentoring, and boardmanship.

**Pre-Post engagement survey

**Pre-Post process survey

- Continued emphasis on personal and professional development of the Board to ensure high performance for districts.
 - Would like to know the why and if it is important to attend conferences.
 - Each Board Member will commit to doing so many trainings/PD per year.
 - Understanding what people do, likes the Spotlight during the Board Meeting.
 - Board members used to go with a representative of ESU 7 to school districts.
 - Personal or Professional Growth - to do that, what is each Board Member going to do to improve themselves?
 - Would like to have more opportunities directly related to being an ESU board member because there are not very many of them.

***By July 2024, the ESU 7 Board members will attend at least two professional/personal learning events annually.

**Pre-post data

- Sustaining personalized relationships and tailored services to all districts
 - Sustaining is the status quo, as an ESU we should always be pushing our districts to the next level.
 - Could we host a dinner here at ESU 7 and invite Board Members here and have each program spotlight the service to build rapport?
 - Had an interaction with the Board and had an 8 minute video created by someone at the ESU.

***By July 2024, the ESU 7 Board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.

**Pre-Post data

- Additional levels of measurement and visualization of key data points
 - Joyce provided a handout at a Schuyler community event and the participants liked the handout.
 - Does it just have to be school boards?
 - Service boards.
 - Having anecdotal and qualitative data.

***By July 2024, the ESU 7 Board will create, roll out, and operationalize communication materials detailing tailored services and outcomes.

**Pre-Post data

3. Adjournment

Meeting adjourned at 6:52pm.

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



Regular Board of Directors Meeting

Educational Service Unit 7, Oak Room
2657 44th Avenue
Columbus, NE 68601-8537
Monday, October 18, 2021 at 6:30 PM
Posted Locations:

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

Posted Date:10/11/2021

Attendance Taken at 6:53 PM.

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

Present: 11, Absent: 1.

1. Call the Meeting to Order

LEADERSHIP • SERVICE • SUPPORT

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public on ESU 7 website www.esu7.org 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 6:52pm
Board President conducted the meeting.

Staff present:

Larianne Polk, Administrator

Linda Shefcyk, Business Manager

Mindy Reed, Secretary to the Board of Directors

Marci Ostmeyer, Professional Development Director

Tami Clay, Special Education Director

1.1. Notification of Open Meetings Law

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

1.2. Roll Call

1.3. Absent Board Members

Board Member Marni Danhauer will be absent due to personal reasons.

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

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

Marni Danhauer: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Donald Ellison: Yea

Dan Hoesly: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea
Jack Young: Yea
Yea: 11, Nay: 0, Absent: 1

Board Member Marni Danhauer will be absent due to personal reasons.

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.

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

Agenda as presented Passed with a motion by Donald Ellison and a second by Jennifer Miller.

Marni Danhauer: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Donald Ellison: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 11, Nay: 0, Absent: 1

3. Welcome Visitors

No visitors present.

4. Public Comment

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

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

No public comments provided.

5. **Consent Agenda**

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

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

Consent Agenda Includes:

- Minutes from the previous meeting(s)
- Presentation of the Bills
- Policy review with no recommended changes
- Other Routine Agenda Items

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

Consent agenda as presented Passed with a motion by Jack Young and a second by Gary Wieseler.

Marni Danhauer: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Donald Ellison: Yea

Dan Hoesly: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 11, Nay: 0, Absent: 1

5.1. Minutes

This is a consent item.

5.2. Presentation of Bills #73059 through #73205 totaling \$761,100.43

The summary of bills for the current month total:\$761,100.43 - Bills #73059 through #73205

Inservice bills total: \$0

	Amount	Vendor	Description
73060	\$6,230.00	AESA Registrations	AESA Registrations for Board, Admin, PD

73063	\$23,486.25	Amazon	Migrant/Tech/SPED/Grants supplies
73075	\$10,406.17	Capital One	Tech/SPED/Grants travel and supplies
73077	\$6,133.98	Central NE Rehab Services	SPED SLP Services
73108	\$7,500.00	Josh Arias	Latino Summit Keynote Speaker
73128	\$5,175.59	Miotees Custom T-shirts	Latino Summit T-shirts
73145	\$7,628.69	Schuyer Comm. Schools	Instructional Coach - Schuyer - flow through
73150	\$5,189.80	State of NE - Department of Admin	Network Services charges

This is a consent item.

5.3. TRA - Excess Lodging and Meals

Excess Lodging and Meals: The Admin Dept has one TRA excess while attending the 2021 AESA Educators' Call to Action in Washington, DC. The conference was September 15-17, 2021.

Excess for lodging and meals:

Larianne Polk - \$46.44

This is a consent item.

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

This is a consent item.

5.5. Reading of Article I, Section 3, G Compensation of Board Members

This is a consent item.

5.6. Reading of Article IV, Section 10, C Supervision, Assignment, and Evaluation When Serving Schools

This is a consent item.

5.7. Reading of Article V, Section 8, A Procedures for Control of Infectious Diseases

This is a consent item.

6. Spotlight - Title III

Spotlight - Title III (1:26-3:34 and 12:51-20:30)

Mark Brady, Professional Development Coordinator, reviewed the attached slide show.

7. Treasurer's Report

Review the breakdown of the Treasurer's Report

Discuss, consider and take any action necessary to approve the Treasurer's Report as presented. Passed with a motion by Joyce Baumert and a second by Bob Arp.

Marni Danhauer: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Donald Ellison: Yea

Dan Hoesly: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 11, Nay: 0, Absent: 1

8. Board Goals Work Session

Board will consider approval of developed goals from the October Board Work Session.

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

Discuss, consider and take any action necessary to approve the developed goals as presented. Passed with a motion by Jack Young and a second by Dan Hoesly.

Marni Danhauer: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Donald Ellison: Yea

Dan Hoesly: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 11, Nay: 0, Absent: 1

The Board approved the goals developed in the work session.

9. Redistricting

At this time, the Center for Public Affairs Research has completed digitizing our 2010 boundaries and has imported our 2020 population counts. The attached document includes the analysis of total population equality across election districts. As a result of the analysis, the Center for Public Affairs Research expects election district boundaries to change. The attached map contains

suggested boundary changes meeting the requirements of redistricting. The Board will use this time to discuss and ask questions related to the suggested map. Final maps and documents will not be available until additional information on legislative boundaries and precincts are provided. The Board will approve the new 2020 district map in a board meeting after the information is received.

Discuss, consider and take any action necessary to approve a Special Board Meeting on November 2, 2021 at 4:30pm Passed with a motion by Richard Stephens and a second by Jennifer Miller.

Marni Danhauer: Absent

Bob Arp: Abstain (Without Conflict)

Joyce Baumert: Yea

Donald Ellison: Yea

Dan Hoesly: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 1, Abstain (Without Conflict): 1

The redistricting map was not received in time to add to the agenda. The Board will discuss the map in a Special Board Meeting and will approve the map at the regular Board Meeting in November. Administrator Polk reviewed the attached document. There will be boundary changes. The Board acted to schedule a Special Board Meeting on Tuesday, November 2, 2021 at 4:30pm in the Oak Conference Room.

10. **Administrator's Report General**

- Goals - Attached for your Review
- ESUCC Update
- Board & Administrator (handout)
- Upcoming Events
- 2 Factor Authentication

Administrator Polk reviewed the attached slide show. Administrator Polk and ESUCC continue to advocate at state and federal levels for ESUs to receive a portion of these ESSER dollars. Currently, only local education agencies have access to the funding.

Two Factor Authentication: The Board has been provided with updated laptops equipped with two factor authentication.

10.1. Services Update

- SIMPL Update
 - SIMPL: Service Implementation Model Process & Log (Short Intro)
 - SIMPL: Customizing the Annual Planning Process for Nebraska

Director Ostmeyer provided a Production Department update. Two of the companies ESU 7 purchases paper from are no longer going to produce paper. There will likely be an increase in price and a decrease in color selection.

10.2. Facilities Update

The Administrator will provide information on playground addition during this item.

Director Clay provided a personnel update. There are two paraprofessional openings and a teaching position needing to be filled. Director Clay reminded the Board paraprofessionals work .75 FTE and receive .75 of a single health insurance plan paid for. Suggestions related to recruitment and retention of these valuable staff were discussed. An agenda item will be added to the Special Meeting on November 2, 2021 to consider compensation changes.

Administrator Polk discussed the playground project for the south side of the South Building.

10.3. Legislative Update

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

- Preview to the 2022 Legislative Session.

11. Committee Reports

11.1. Negotiations Committee Report

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

Negotiations Committee Update: Rex Schultze from Perry Law Firm reviewed a comparability study with the Negotiations Committee. The next Negotiations Committee Meeting will be October 28, 2021.

11.2. Administrator Evaluation Committee Report

A report of activities from the Administrator Evaluation Committee will be given during this item. Administrator Evaluation Committee: Dawn Lindsley, Donald Ellison, Marni Danhauer, and Joyce Baumert.

Evaluation Timeline:

- **August:** Evaluation Committee to meet in September to go through comments and create a summary. Larianne will meet with the Evaluation Committee chair.
- **September:** Full Board is provided a copy of the Administrator Evaluation
- **October:** Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to full Board for completion by October Board Meeting. Administrator

completes Evaluation Tool as self-assessment and sends to Evaluation Committee on or before October 31.

- **November:** Committee Chair will send the completed Administrator self-assessment to full Board after November 1. Evaluation Committee compiles results of full Board completed evaluations prior to the November Board Meeting.

- **December:** Evaluation Committee meets prior to December Board Meeting to review with Administrator the results of evaluation. Report to full Board in December Board Meeting following Closed Session requirements with Administrator present.

- **January:** Confirm Evaluation Committee members. Administrator provides Evaluation Committee with goals and shares with Board at January Board Meeting.

Administrator Evaluation Committee chairperson Marni Danhauer is planning to send out the administrator evaluation this week. Administrator Polk will send out her self-assessment after the evaluation is sent to the rest of the Administrator Evaluation Committee.

12. Conference Report

Conference Attendees will report on their learnings.

- AESA Educators' Call to Action (attachment)
- Labor Relations Conference

Labor Relations Conference - Board Secretary Jennifer Miller attended the Labor Relations Conference. She thought the break-out sessions were informative.

13. Adjournment

Meeting adjourned at 8:11pm

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



Special Board of Directors Meeting

Educational Service Unit 7, Oak Room

2657 44th Avenue

Columbus, NE 68601-8537

Tuesday, November 2, 2021 at 4:30 PM

Posted Locations:

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

Posted Date: 10/25/2021

Attendance Taken at 4:31 PM.

Bob Arp: Present

Joyce Baumert: Present

Marni Danhauer: Present

Donald Ellison: Absent

Dan Hoesly: Present

Dawn Lindsley: Present

Richard Luebbe: Absent

Jennifer Miller: Absent

Doug Pauley: Present

Richard Stephens: Present

Gary Wieseler: Present

Jack Young: Present

Present: 9, Absent: 3.

Attendance Update Taken at 4:49 PM.

Jennifer Miller: 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 4:30pm
Board President conducted the meeting.

Staff present:

Larianne Polk, Administrator

Linda Shefcyk, Business Manager

Mindy Reed, Secretary to the Board of Directors

Marci Ostmeyer, Professional Development Director

Tami Clay, Special Education Director

Dan Ellsworth, Network Operations Director

1.1. Notification of Open Meetings Law

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

1.2. Roll Call

1.3. Absent Board Members

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

Approval of Board Member absences as presented Passed with a motion by Jack Young and a second by Richard Stephens.

Donald Ellison: Absent

Richard Luebbe: Absent

Jennifer Miller: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Marni Danhauer: Yea

Dan Hoesly: Yea

Dawn Lindsley: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 9, Nay: 0, Absent: 3

Board members Richard Luebbe and Donald Ellison were absent for personal reasons.
Board member Jennifer Miller arrived at 4:49pm.

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.

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

Discuss, consider and take any necessary action to approve agenda as presented Passed with a motion by Bob Arp and a second by Joyce Baumert.

Donald Ellison: Absent

Richard Luebbe: Absent

Jennifer Miller: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Marni Danhauer: Yea

Dan Hoesly: Yea

Dawn Lindsley: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 9, Nay: 0, Absent: 3

3. Welcome Visitors

No visitors present.

4. Public Comment

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

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

No public comments provided.

5. Redistricting

Review a preliminary graphic to show suggested boundary changes and an updated table of population counts based on the changes made. The map indicates all board members remain

in their current seats. However, there may be a need to cross some county voting precinct lines. This data will be available after November 1. The board will discuss and compile any questions related to the attached document. Administrator Polk will share those questions with Josie Schafer, Director of Center for Public Affairs Research.

Administrator Polk reviewed the districts and changes each Board Member has based on the new map.

- District 1: Boone Central, St. Edward and adding Humphrey
- District 2: Clarkson, Howells-Dodge, Humphrey, Leigh, and adding Lakeview
- District 3: Fullerton, Palmer, Twin River, adding CPS, High Plains, and Humphrey
- District 4: CPS and Lakeview, removing Lakeview so only CPS
- District 5: CPS and Lakeview, removing Lakeview so only CPS
- District 6: CPS and Lakeview, removing Lakeview so only CPS
- District 7: CPS and Lakeview, removing Lakeview but adding David City and Schuyler
- District 8: CPS, Lakeview, Schuyler and David City, removing David City
- District 9: Schuyler
- District 10: Central City and High Plains and adding Palmer
- District 11: Cross County, Osceola, and Shelby Rising City adding High Plains, Twin River, and David City
- District 12: David City and East Butler

Administrator Polk will ask Dr. Josie Schafer, Director of the Center for Public Affairs Research, the following questions:

- 1. In Table 1, Districts 5 and 6 have identical data. Is this accurate?
- 2. On the map on page 5, District 5 appears not to be contiguous. It is separated by a small portion of District 8. Is there a need for District 5 to be contiguous?
- 3. When providing a more detailed map, please include the school districts listed within each Board Member's district.

A more detailed map will be provided to the ESU 7 Board Members by the November 15, 2021 board meeting.

6. Level III Para Educator Compensation

The Level III program at ESU 7 is in need of hiring paraprofessionals and has had very few applicants. The compensation package for paraeducators for 21-22 was set in the spring of 2021. Administrator Polk and Special Education Director Clay will discuss some compensation alternatives to attract viable candidates for the remainder of the 21-22 school year. The Negotiations Committee will take up conversations related to compensation for 22-23 in the Spring of 2022. This agenda item has been included in the special meeting, so Para educator ads will have the adjusted compensation available immediately.

Recommendation: Discuss, consider, and take any necessary action to approve the alternative presented for the remainder of the 21-22 school year.

Discuss, consider, and take any necessary action to approve the Option 3 (Full Time Benefits and Retention Bonus) alternative presented for the remainder of the 2021-2022 academic year Passed with a motion by Marni Danhauer and a second by Dawn Lindsley.

Donald Ellison: Absent
Richard Luebbe: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 10, Nay: 0, Absent: 2

Special Education Director Clay reviewed the recommended options:

- Option 1 - Full Time Benefits: Consider Paras full-time employees. Allows for offering Paras additional hours when available without affecting benefits. Can advertise full-time benefits. Applies to 6 of 9 employees. Total cost \$13,222.
- Option 2 - Retention Bonus: Pay a \$1200 bonus for each Para who meets the required hours during the contract year. Paid out during the two summer months when the Paras do not receive any pay as a cash benefit. Rewards loyalty and work ethic. This option may lead to fewer substitutes. Can advertise paid bonus. Applies to 9 of 9 employees. Total cost \$11,626.
- Option 3 - Both Options: Full-time benefits. Retention bonus. Applies to 9 of 9 employees. Total cost \$24,848.

Director Clay recommends Option 3. The Learning Academy has a waiting list. The Learning Academy cannot safely serve additional students without additional staff. The additional costs for the Para health insurance benefits and cash retention benefit would be absorbed within the rates. The Negotiations Committee will discuss the Para salary for the 2022-2023 academic year during the regularly scheduled negotiation meetings.

7. Adjournment

Meeting adjourned at 5:14pm

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

Article I, Section 1, E Boundaries

The boundaries of ESU 7 are set and adjusted by the State Board of Education. A current copy of the boundaries of the ESU shall be kept in the principle office.

Legal Reference:	§ 79-1205; 79-1217(4)
Date of Adoption:	November 20, 2017
Date(s) of Review:	November 15, 2021

Section 3 - ESU Board Members

Article I, Section 3, A Election Districts

After each decennial census, the Board shall divide the territory of ESU 7 into at least five and up to twelve numbered election districts that are compact and contiguous and substantially equal in population.

Board members are elected to represent the geographical boundaries of ESU 7. One member is elected to represent each election district for the term provided by law.

Legal Reference:	§ 32-515; § 79-1217; § 79-1217.01
Date of Adoption:	January 15, 2018
Date(s) of Review:	November 15, 2021

Article IV, Section 9, D Paid Leaves

1. *Paid Leaves Available.* ESU 7 makes the following forms of paid leaves available: Sick Leave, Bereavement Leave, Personal Leave, Vacation Leave and Professional Leave. In addition, ESU 7 complies with laws that require leaves to be allowed without loss of pay, such as for military service and jury duty.
2. *Negotiated Agreement.* Paid leaves are provided for in the negotiated agreement with the designated association of certified employees. The negotiated agreement will control where there is any direct conflict with this policy.
3. *Nature of Paid Leave.* Paid leave is available to employees when the following specific conditions are met: (1) the employee is currently employed by the ESU; (2) the paid leave day is taken on a day the employee would otherwise be expected to be at work; and (3) the employee has met the conditions that are applicable to the type of paid leave that has been requested.
4. *Leave Year.* The leave year for paid leaves is ESU 7’s fiscal year unless otherwise stated by individual contract.
5. *Leave Days.* Paid leave days are provided based on the same number of hours the employee is scheduled to work on the day the leave is taken.
6. *Eligibility Based on Employment Status.* For purposes of eligibility for paid leave days, employees are identified as:
 - i. *Full-Time Employees*—Employees scheduled to work in one position at least 1,480 hours per leave year. Eligibility for full-time status treatment based on combinations of positions is subject to prior written approval of the Administrator.
 - ii. *Part-Time Employees*—Employees who are contracted to work at least 9 months in the leave year and who are scheduled to work at least 20 hours per week. Except as otherwise specified, Part-Time Employees are provided paid leaves on a pro rata basis measured against a 1,480 hour work year (185 days).
 - iii. *Ineligible Employees*—Employees who are not Full-Time or Part Time Employees, as defined above, including any employees employed on a substitute or temporary basis. Ineligible Employees are not eligible for any paid leaves.

Legal Reference:	§§ 48-1228 to 48-1232 (Wage Payment and Collection Act)
Date of Adoption:	August 19, 2019

Date of Review:	November 15, 2021
-----------------	-------------------

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00073206	15.96	11/20/21	10013 ACE HARDWARE	C
10	00073207	210.00	11/20/21	190428 ALMQUIST, MALTZAHN, GALLOWAY & LUTH, PC	C
10	00073208	14,476.60	11/20/21	10391 AMAZON	C
10	00073209	294.00	11/20/21	120155 AMY J SLAMA	C
10	00073210	540.40	11/20/21	130180 AMY MAZANKOWSKI	C
10	00073211	552.72	11/20/21	7633 ANA SANTOS	C
10	00073212	1,776.00	11/20/21	10681 APPLE COMPUTER, INC.	C
10	00073213	151.60	11/20/21	6700 BROOKE KAVAN	C
10	00073214	6,818.63	11/20/21	30039 CAPITAL ONE BANK (USA), N.A.	C
10	00073215	13.00	11/20/21	4553 CAPITAL ONE-SPED CLAY	C
10	00073216	39.75	11/20/21	2097 CAPITAL ONE-SPED KASSING	C
10	00073217	239.99	11/20/21	10944 CARDINAL INN LLC	C
10	00073218	456.61	11/20/21	1996 CASEY'S MAIL SERVICE LLC	C
10	00073219	595.43	11/20/21	30192 CDW-G	C
10	00073220	10,951.65	11/20/21	8940 CENTRAL NE REHAB SERVICES	C
10	00073221	1,500.00	11/20/21	30271 CENTRO HISPANO COMUNITARIO DE NEBRASKA	C
10	00073222	3,931.36	11/20/21	30328 CHARTWELLS FOOD SERVICE CCC - COLUMBUS	C
10	00073223	372.93	11/20/21	30550 CITY OF COLUMBUS WATER & SANIT	C
10	00073224	180.00	11/20/21	30610 CLARKSON PUBLIC SCHOOLS	C
10	00073225	500.00	11/20/21	9849 CLASSLINK	C
10	00073226	330.00	11/20/21	31035 COLUMBUS PUBLIC SCHOOLS GENERAL FUNDS	C
10	00073227	1,095.50	11/20/21	31029 COLUMBUS PUBLIC SCHOOLS LUNCH FUND	C
10	00073228	230.00	11/20/21	31290 CORNHUSKER MARRIOTT HOTEL	C
10	00073229	120.00	11/20/21	31462 CROSS COUNTY SCHOOL	C
10	00073230	241.61	11/20/21	4812 CUBBY'S, INC.	C
10	00073231	2,835.76	11/20/21	12319 DAVID LORDEN	C
10	00073232	400.00	11/20/21	4766 DEANNE R MUELLER	C
10	00073233	73,901.77	11/20/21	40725 EAKES OFFICE SOLUTIONS	C
10	00073234	327.96	11/20/21	50060 EAST BUTLER PUBLIC SCHOOL	C
10	00073235	259.17	11/20/21	50065 EAST CENTRAL DIST HEALTH DEPARTMENT	C
10	00073236	603,020.16	11/20/21	50825 ED SERVICE UNIT 7-PAYROLL	C
10	00073237	1,337.50	11/20/21	50595 ENGINEERED CONTROLS	C
10	00073238	75.60	11/20/21	50630 ERNST AUTO CENTER	C
10	00073239	192.01	11/20/21	7560 HOSTED SERVICES	C
10	00073240	581.80	11/20/21	50640 ESU 1	C
10	00073241	17,252.00	11/20/21	50652 ESUCC	C
10	00073242	372.00	11/20/21	7226 FIREGUARD	C
10	00073243	96.46	11/20/21	60056 FIRST NATIONAL BANK	C
10	00073244	180.00	11/20/21	60800 FULLERTON PUBLIC SCHOOL	C
10	00073245	300.00	11/20/21	12459 GARY RICHARD-RICHARD AND ASSOCIATES	C
10	00073246	318.90	11/20/21	7013 GREAT PLAINS COMMUNICATIONS	C
10	00073247	96.00	11/20/21	12440 HAMPTON INN BY HILTON COLUMBUS	C
10	00073248	1,023.12	11/20/21	11460 HAYLEY MURPHY	C
10	00073249	119.95	11/20/21	80510 HOLIDAY INN KEARNEY	C
10	00073250	558.00	11/20/21	80543 HOMETOWN LEASING	C
10	00073251	300.00	11/20/21	80670 HOWELLS-DODGE CONSOLIDATED SCHOOL DIST	C
10	00073252	1,361.33	11/20/21	80880 HY-VEE	C
10	00073253	199.95	11/20/21	90088 INDOFF INCORPORATED	C
10	00073254	26.05	11/20/21	5223 J.P. COOKE CO.	C
10	00073255	910.00	11/20/21	3387 JENNIFER FISTLER	C
10	00073256	214.23	11/20/21	4618 JENNIFER L. MILLER	C
10	00073257	390.88	11/20/21	260092 JUDY A ZADINA	C
10	00073258	1,193.36	11/20/21	110030 JULIE R KAHLER	C
10	00073259	610.19	11/20/21	12424 KASEYA US, LLC	C
10	00073260	3,500.00	11/20/21	12432 KATHERINE LOPEZ	C

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00073261	600.00	11/20/21	11673 KATHLEEN A MILLER	C
10	00073262	2,034.00	11/20/21	110235 KIDDIE CAB	C
10	00073263	302.00	11/20/21	4839 KSB SCHOOL LAW	C
10	00073264	540.00	11/20/21	120129 LAKEVIEW COMMUNITY SCHOOLS	C
10	00073265	99.12	11/20/21	6718 LAURA PLAS	C
10	00073266	120.00	11/20/21	120223 LEIGH COMMUNITY SCHOOLS	C
10	00073267	41.56	11/20/21	120314 LINCOLN JOURNAL STAR	C
10	00073268	600.00	11/20/21	40200 LINDA DAMMANN	C
10	00073269	679.28	11/20/21	40545 LISA DURANSKI	C
10	00073270	1,886.52	11/20/21	120550 LOUP POWER DIST	C
10	00073271	644.00	11/20/21	10600 M&O DOOR PRODUCTS	C
10	00073272	20.50	11/20/21	5410 MARK BRADY	C
10	00073273	279.22	11/20/21	130378 MENARDS	C
10	00073274	1,450.00	11/20/21	10499 MICHELLE RUIPIPER	C
10	00073275	882.85	11/20/21	12386 NATIONAL INSTITUTE FOR DIRECT INSTRUCTIO	C
10	00073276	1,125.00	11/20/21	140351 NCSA	C
10	00073277	155.71	11/20/21	140570 NEBRASKA TECHNOLOGY & TELECOM.	C
10	00073278	2,343.00	11/20/21	140697 NOODLE TOOLS, INC.	C
10	00073279	409.04	11/20/21	7153 O'NEILL FAMILY EYECARE, P.C.	C
10	00073280	450.00	11/20/21	150062 OCALI CONFERENCE & EXPOSITION	C
10	00073281	155.00	11/20/21	150081 OFFICE NET	C
10	00073282	4,115.00	11/20/21	150330 OSCEOLA PUBLIC SCHOOLS	C
10	00073283	180.00	11/20/21	160033 PALMER PUBLIC SCHOOL	C
10	00073284	2,425.69	11/20/21	80130 PEARSON ASSESSMENT	C
10	00073285	1,081.50	11/20/21	160095 PERRY,GUTHERY, HAASE& GESSFORD P.C.,L.L.	C
10	00073286	331.98	11/20/21	160450 PIZZA RANCH	C
10	00073287	172.17	11/20/21	160672 PRESTO-X	C
10	00073288	32.83	11/20/21	170029 QUALITY SOUND	C
10	00073289	23.52	11/20/21	21001 RACHEL BURGESS	C
10	00073290	96.00	11/20/21	4189 RAMADA COLUMBUS RIVER'S EDGE CONVENTION	C
10	00073291	4,677.25	11/20/21	180237 REALITY WORKS	C
10	00073292	3,538.99	11/20/21	180462 ROCKLER WOODWORKING & HARDWARE	C
10	00073293	2,800.00	11/20/21	12467 RON SHUALI	C
10	00073294	468.16	11/20/21	30268 SANDY CERNY	C
10	00073295	313.04	11/20/21	981 SARAH WACHA	C
10	00073296	7,628.69	11/20/21	190164 SCHUYLER COMMUNITY SCHOOLS	C
10	00073297	736.25	11/20/21	10421 SEI SECURITY	C
10	00073298	629.44	11/20/21	8524 SHAYNA CEPEL	C
10	00073299	1,370.00	11/20/21	3379 SOLARWINDS	C
10	00073300	11,187.80	11/20/21	190850 STATE OF NEBRASKA - DEPARTMENT OF ADMIN	C
10	00073301	3,243.79	11/20/21	2720 STREAKWAVE WIRELESS, INC.	C
10	00073302	637.88	11/20/21	191085 SUPER SAVER	C
10	00073303	696.55	11/20/21	140691 THE HOME DEPOT PRO	C
10	00073304	15.00	11/20/21	2674 TIRE OUTLET, INC	C
10	00073305	5,600.00	11/20/21	9709 TORSH INC	C
10	00073306	112.25	11/20/21	200606 U & I SANITATION	C
10	00073307	1,392.84	11/20/21	10320 VERIZON WIRELESS	C
10	00073308	282.49	11/20/21	230049 CAPITAL ONE-WALMART (SPED)	C
10	00073309	1,039.10	11/20/21	230051 WALMART CAPITAL ONE - MIG	C
10	00073310	702.53	11/20/21	10510 ABBY PFISTER	A
10	00073311	473.76	11/20/21	1082 ANGEL D MAYBERRY	A
10	00073312	179.20	11/20/21	40709 ANN DUBAS	A
10	00073313	742.00	11/20/21	990 BRANDY ROSE	A
10	00073314	758.24	11/20/21	5967 CASSANDRA RUTH	A
10	00073315	787.92	11/20/21	9512 CASSIE KRINGS	A

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00073316	595.84	11/20/21	11690 CHRIS HILLIARD	A
10	00073317	52.64	11/20/21	70017 CYNTHIA ALARCON	A
10	00073318	1,081.88	11/20/21	180474 DARLENE RODRIGUEZ	A
10	00073319	674.69	11/20/21	10529 DAVID VANDERHEIDEN	A
10	00073320	324.80	11/20/21	60033 ELISSA HEIBEL	A
10	00073321	458.08	11/20/21	12262 ELIZABETH PREISTER	A
10	00073322	529.76	11/20/21	7099 HALEY KUNZE	A
10	00073323	803.60	11/20/21	20135 ISAURA BARRETO	A
10	00073324	207.76	11/20/21	8559 JACLYN TERNUS	A
10	00073325	268.80	11/20/21	12220 JALAYNE FREY	A
10	00073326	85.12	11/20/21	9580 JASON TROTTER	A
10	00073327	544.32	11/20/21	10952 JENNIFER RIVERA	A
10	00073328	574.56	11/20/21	11223 JILL WURDEMAN	A
10	00073329	805.84	11/20/21	8540 JOLYNN KAHLANDT	A
10	00073330	110.88	11/20/21	6459 KAISE RECEK	A
10	00073331	84.00	11/20/21	100521 KRIS JOHNSON	A
10	00073332	1,646.79	11/20/21	160636 LARIANNE POLK	A
10	00073333	25.58	11/20/21	190384 LARRY SHEFCYK	A
10	00073334	87.36	11/20/21	10430 LEANNE BLANCHARD	A
10	00073335	598.08	11/20/21	12270 LORI DINGEL	A
10	00073336	700.56	11/20/21	190434 LORI SIMANEK	A
10	00073337	958.22	11/20/21	11797 MARIA RODRIGUEZ	A
10	00073338	468.72	11/20/21	11479 MEGAN WELCH	A
10	00073339	835.52	11/20/21	4650 MELINDA VELECELA	A
10	00073340	1,023.63	11/20/21	12246 MERRIDIE KAUP	A
10	00073341	648.48	11/20/21	12254 MOLLIE MORROW	A
10	00073342	477.68	11/20/21	8788 NATHALIE VARGAS	A
10	00073343	98.56	11/20/21	160280 PAULA PETERSON	A
10	00073344	992.32	11/20/21	5983 RACHEL GARNER	A
10	00073345	171.89	11/20/21	190888 RICHARD STEPHENS	A
10	00073346	435.12	11/20/21	10375 RONELLE JACKSON	A
10	00073347	860.72	11/20/21	130708 SHARON M BROWN	A
10	00073348	602.56	11/20/21	10740 SHELLI EICKMEIER	A
10	00073349	200.08	11/20/21	12165 STEPHANIE FOREMAN	A
10	00073350	119.28	11/20/21	11436 TAMRA CLAY	A
10	00073351	35.84	11/20/21	10774 TRICIA SPIEKER	A
10	00073352	791.84	11/20/21	230361 WENDY WOLFE	A
10	00073353	510.72	11/20/21	10545 YARIBEY RODRIGUEZ	A

Total Bank No 10 850,368.67

Total Manual Checks	.00
Total Computer Checks	827,232.90
Total ACH Checks	23,135.77
Total Other Checks	.00
Total Electronic Checks	.00
Total Computer Voids	.00
Total Manual Voids	.00
Total ACH Voids	.00
Total Other Voids	.00
Total Electronic Voids	.00

Grand Total 850,368.67

Number of Checks 148

ESU7 *learning academy*



*Unlocking
Potential*

Learning Academy

- Supports students who struggle with academic, behavioral, social, and emotional skills
- Serve students aged 5 -21
- Serve 19 school districts from 7 counties (Boone, Butler, Colfax, Merrick, Nance, Platte, and Polk)

Learning Academy

Student Counts

- Cross County -1
- David City - 1
- Boone Central - 3
- Osceola - 1
- Twin River - 2
- High Plains - 1
- Leigh - 1
- Columbus Public - 3
- Howells/Dodge - 2
- Lakeview -1
- Current Total 16

Possible Incoming

- Leigh - 1
- Columbus - 1 maybe 2
- Twin River - 1

Referred but on hold

- Clarkson - 1
- Lakeview - 1
- East Butler - 1

Learning Academy

- **Our Social and Emotional Education (taught every day) focus on 5 competencies:**
 - **Self Awareness**
 - **Self Management**
 - **Social Awareness**
 - **Relationship skills**
 - **Responsible Decision Making**



Learning Academy

- These are the values that we intentionally and relentlessly model, teach, and reinforce everyday:
 - Grace
 - Generosity
 - Engagement
 - Compassion
 - Responsibility
 - Resilience/Perseverance/Grit
 - Gratitude
 - Integrity
 - Vulnerability
- With one featured every week



Learning Academy

- **Daily point cards**
 - **Similar but individually differentiated**
 - **Students earn 0, 1, or 2 for each skill during each time period of their day.**
 - **2 - expectations met most of the time**
 - **1 - expectations met at least ½ or they were able to turn around their behaviors on their own or with support**
 - **0 - expectations met less than ½ time, struggled to turn things around even with supports**
- **We also implement a token economy system that supports our 9 core values (Learning Academy Dollars)**

Learning Academy

Leveled system of support based on individual needs

- **Leveled classroom**
 - Students work through 5 levels and then we work with districts to help the student transition back to their resident school.
 - All students supported by the program behavior interventions as well as some individual supports
 - Students earn LA \$ to spend at our store or on privileges as well as their points on their point cards

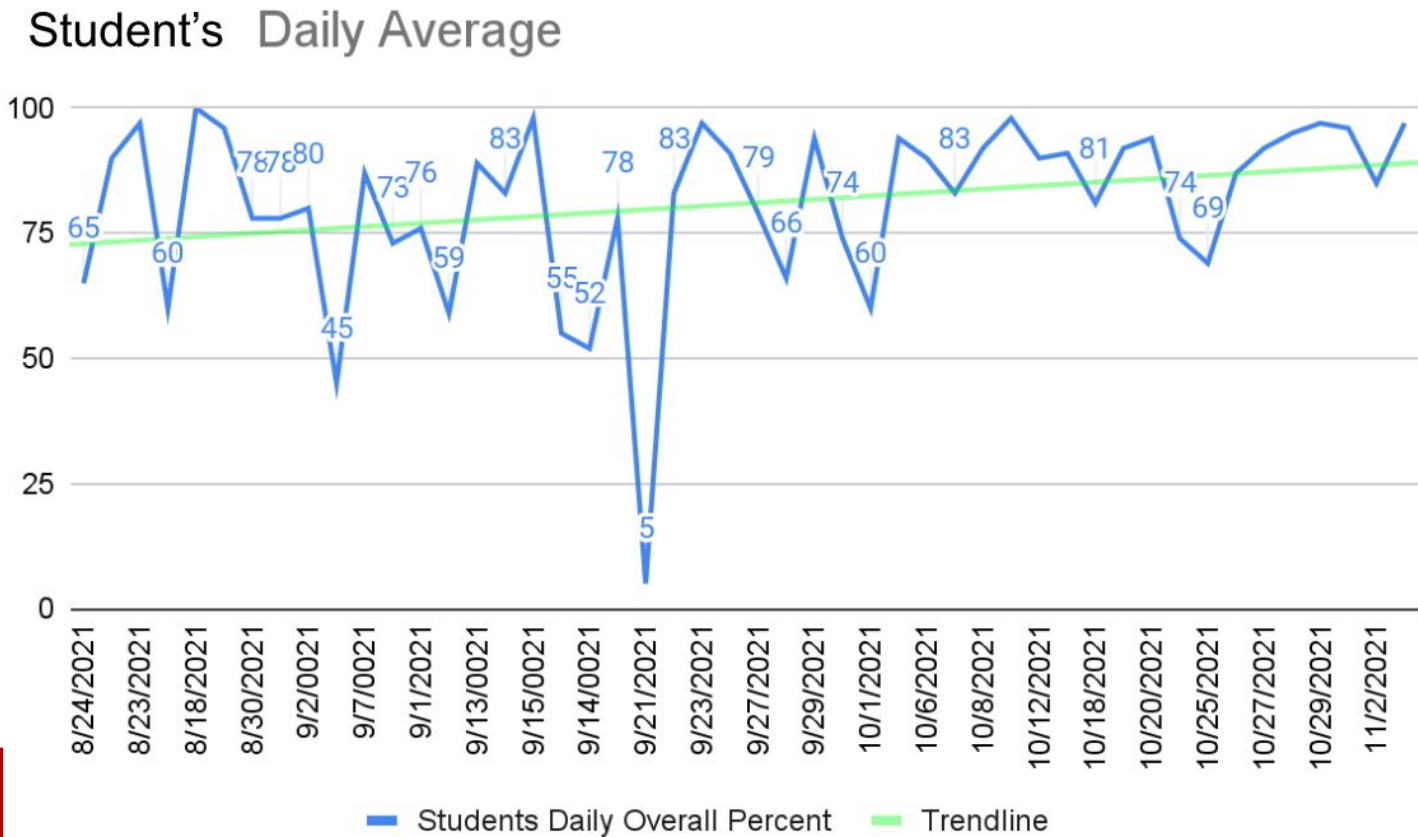
Learning Academy

Leveled system of support based on individual needs

- **Personalized Support (Level 1) Classroom**
 - Students have a higher level of need
 - Duration, frequency, & intensity of behaviors
 - More individualized supports and interventions in place
 - Students do not see their point cards, only see their honors card and when they earn something positive
 - Students transition from the PS1 classroom to the leveled classroom

Learning Academy

Data Collection Examples

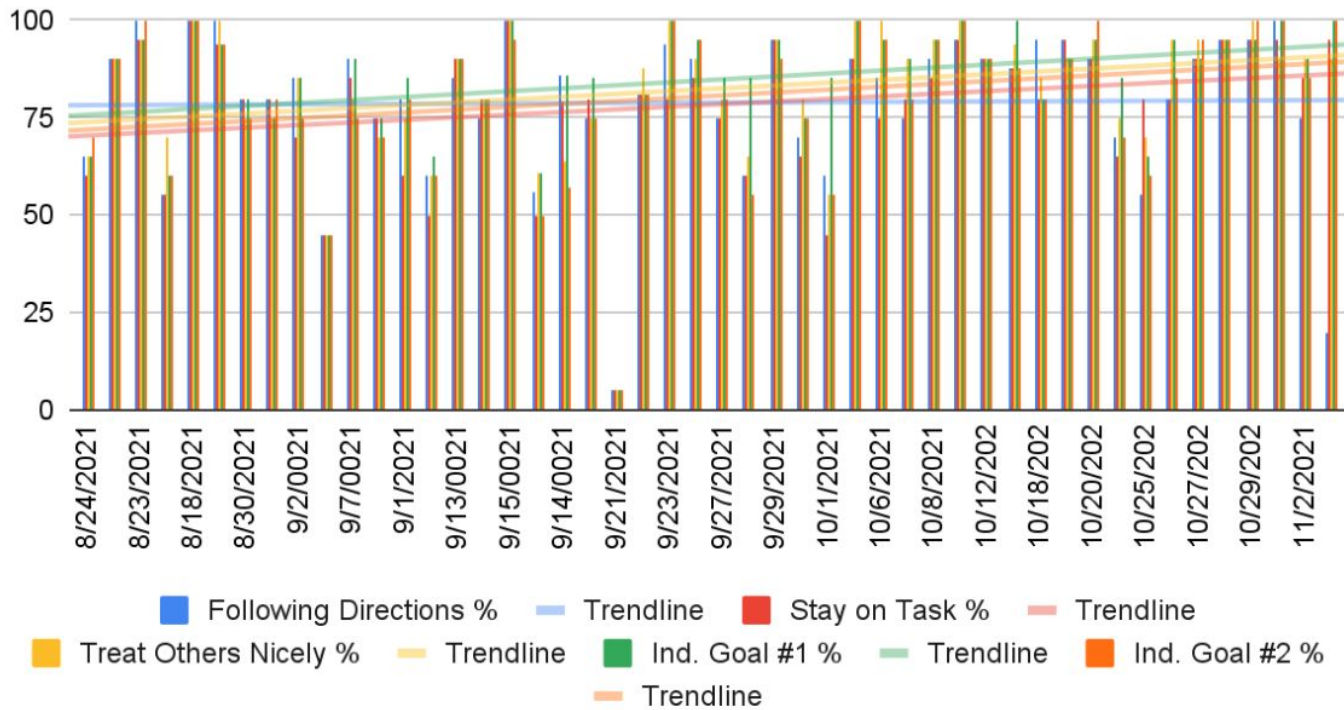


With a target of 90%, This graph shows Student's daily average. The green line represents the trendline for his data

Learning Academy

Data Collection Examples

Student's Individual Skills



With a target of 90%, This graph shows Student's 5 target goals. The lines going horizontally at the top of the graph are his trendlines for each skill.

Learning Academy

Data Collection Examples

Quarter 1 (Oct 2021)

Students Daily Overall Percent	Following Directions %	Stay on Task %	Treat Others Nicely %	Worry about Self	Appropriate communication
78.38888889	78.36111111	75.22222222	79.94444444	82.72222222	77.80555556

Out of the 36 days recorded, Student met his daily target of 90% -14 times which is 38.9% of the time.

Out of the incidents recorded, Student responded with verbal outbursts 8 times (72% of the time). And Shut down 3 times (27% of the time)

Out of the 11 incidents documented, 10 were coded as light intensity (92%), while 1 was coded as moderate intensity. He has had 0 incidents coded as severe intensity this school year.

Student's strengths include accepting responsibility for his actions in most situations during reflection, helping other students and staff whenever he has an opportunity, supporting younger students, physical activities especially basketball, one on one conversations with staff, and setting goals for himself.

Student has been struggling with accepting feedback from staff. He states that he feels targeted when asked to correct his choices/behavior. This may be due to the frequency of staff interactions that have been necessary this school year. Student has struggled to comply with directions on returning to his seat, to stop distracting others, and to take a break without an incident. He often will talk back to staff, say, "no" instead of complying and will walk out of the space with an attitude to go to a break instead of accepting the redirection and the responsibility in the situation.

Student has adjusted to doing his work online with Acellus and is meeting his work requirements most days, however he continues to struggle with accepting help on his math. When Student is having a good day, he participates and adds appropriate comments to our class discussions in SEL and in our class in general.

We will continue to work with Student on accepting feedback and directions from staff and handling his emotions appropriately when frustrated.

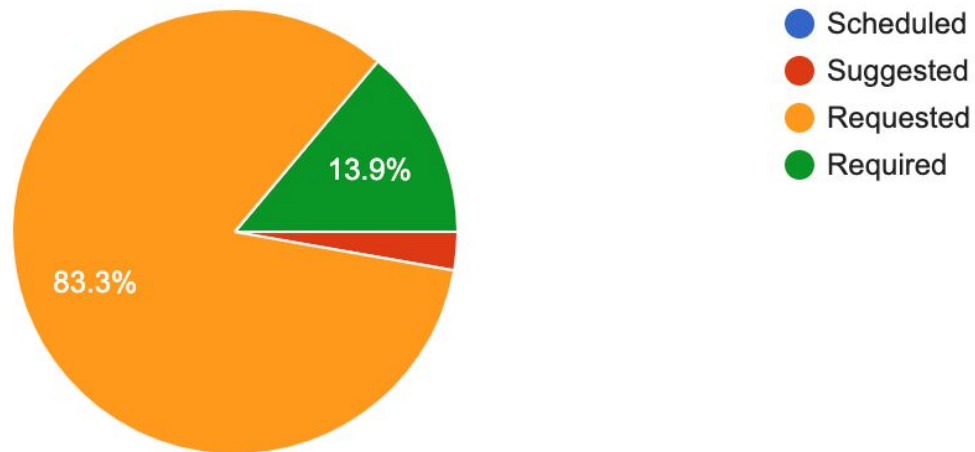
Learning Academy

Data Collection Examples

Breaks

Enter type of break

36 responses



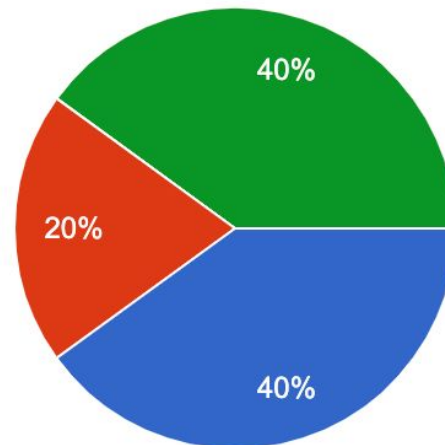
Learning Academy

Data Collection Examples

Therapy scheduled for today - Yes

Did the student attend therapy?

5 responses



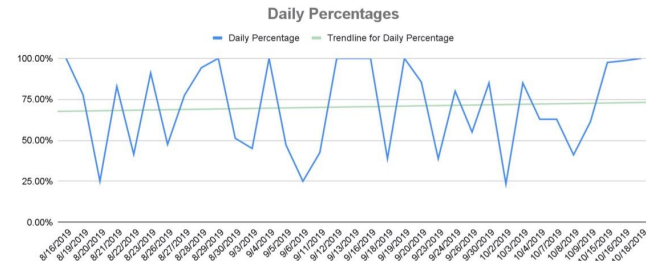
- Yes
- No because they were unwilling to attend
- No because they were in the dignity room or in crisis
- No because the therapist was unavailable

Learning Academy

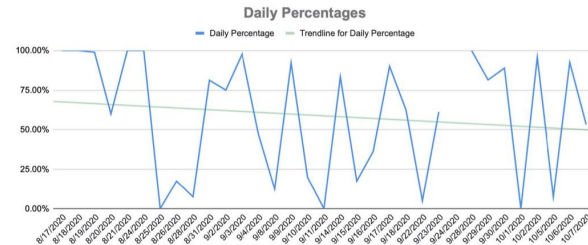
- When working with severe behavioral issues, decisions have to be made using the data.
- This student continues to have aggressive behavior and has not stabilized enough to return to his resident district, so it would be easy to feel the need for a new or different plan.
- Data shows us behaviors have reduced in frequency, intensity, and duration.
- Data shows us the student's work completion has increased over 100%

3-year Quarter 1 Comparison

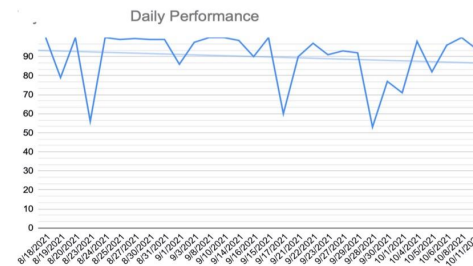
Quarter 1 2019



Quarter 1 2020



Quarter 1 2021



Learning Academy

Biggest challenges in the last three years:

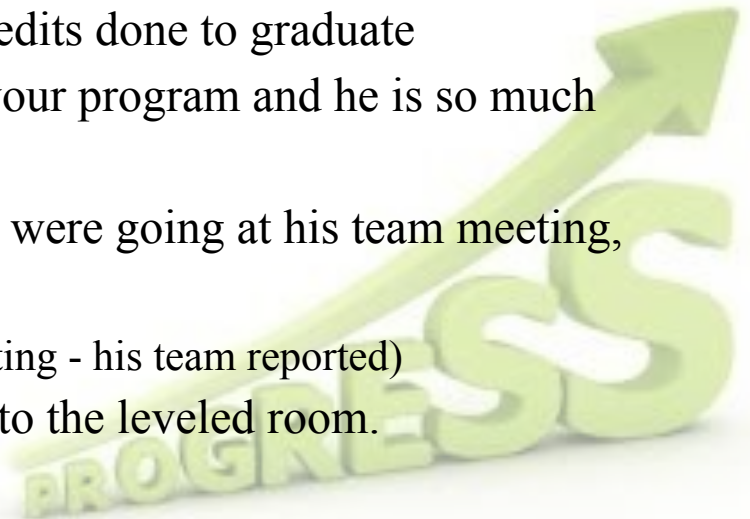
- Staffing & teacher shortage
- Curriculum and instruction for our students
- Creating frameworks for the program, adjusting, learning, and growing
 - Building the plane while we are flying it
- Damages to our building due to behaviors
- Students with significant behavioral needs - reaching out to our ESU 7 experts
- PANDEMIC and all that it brought/changed



Learning Academy

Positive progress is happening everyday!

- We had our first graduate from LA in May 2021 and our first student to transition back successfully to their resident school (spring 2021)
- 2 students are at level 5 and are getting ready to transition to their resident schools
- 2 seniors this year working hard to get their credits done to graduate
- Parent reporting, “we are so thankful he is in your program and he is so much happier.”
- A senior student when asked about how things were going at his team meeting, smiled and said, “I love it here!”
(Smiled first time in the last 4 years at a school meeting - his team reported)
- 2 students are progressing from the PS1 room to the leveled room.



Learning Academy



October '21 Treasurer Report

Beginning Balance October 1, 2021			\$149,610.68		
RECEIPTS					
Property taxes			\$217,185.05		
SPED			\$343,166.18		
General/Flow Through			\$128,032.74		
Grants			\$23,112.81		
TOTAL RECEIPTS			\$711,496.78	\$711,496.78	
				\$861,107.46	
Transfer to Money Market				\$0.00	+
Total Funds Available				\$861,107.46	
DISBURSEMENTS:					
General Fund			\$254,353.52		
SPED			\$347,837.25		
Grants			\$158,909.66		
Total DISBURSEMENTS Check #73059 thru #73205			\$761,100.43	\$761,100.43	-
Ending balance, OCTOBER 31, 2021				\$100,007.03	

Checking balance					\$100,007.03
Money Market Deposit Account at First National Bank					\$3,305,000.00
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
TOTAL CASH ON HAND (includes the amounts below)					\$4,005,007.03
CASH RESERVE	\$1,332,482.04				
PROTECTED BUDGET AUTHORITY	\$1,325,459.00				
Funds that are due to ESU 7					
Grants					(\$1,722,332.40)
Production/Art Media Accounts Receivable					(\$8,652.58)
Network Support Accounts Receivable					(\$907.25)
Misc. Flow thru Accounts Receivable					(\$1,733.27)
Outstanding Receivables					(\$11,293.10)
Total due to ESU 7					(\$1,733,625.50)

	2020-2021	2021-2022	2020-2021	2021-2022		
	Dollars Spent Per Month	Dollars Spent Per Month	Percentage spent each month	Percentage spent each month		
September	\$219,458.69	\$230,646.07	8.41%	8.65%	Total Budget	\$14,750,740.08
October	\$193,540.30	\$172,872.86	7.42%	6.49%	30% of budget	\$4,425,222.02
November	\$170,793.79	\$0.00	6.55%	0.00%	Earmarked set aside	0
December	\$170,207.74	\$0.00	6.53%	0.00%	Total budget spent to date	\$1,745,735.43
January	\$163,271.84	\$0.00	6.26%	0.00%		
February	\$185,946.19	\$0.00	7.13%	0.00%	NOTES	
March	\$160,023.15	\$0.00	6.13%	0.00%		
April	\$175,952.25	\$0.00	6.75%	0.00%		
May	\$188,816.11	\$0.00	7.24%	0.00%		
June	\$175,773.04	\$0.00	6.74%	0.00%		
July	\$194,713.50	\$0.00	7.46%	0.00%		
August	\$268,457.00	\$0.00	10.29%	0.00%		
Approved Total General Budget for Levy \$			\$2,608,410.23	\$2,664,964.08		
Total Spent to date			\$2,266,953.60	\$403,518.93		
Dollars approved from cash reserve				\$0.00		

Article IV, Section 1, D Employee Benefits

Long Term Disability Insurance

Long Term Disability Insurance is provided to qualified employee groups. Educational Service Unit 7 Board shall determine the carrier and maximum salary amount of coverage available. Each employee will have the premium cost of Long Term Disability added to and deducted from their salaries so that benefits are tax free to the employee.

COBRA - Consolidated Omnibus Budget Reconciliation Act

COBRA applies to employees who are covered under a group health insurance plan and then become ineligible for further coverage under the plan because of one of six events. These events, called “qualifying events”, include: 1) death, 2) “termination (other than by reason of such employee’s gross misconduct), or reduction of hours, of employment”, 3) divorce or legal separation, 4) becoming entitled to Medicare benefits, 5) a dependent child reaching the maximum age for coverage and 6) retirement.

When a covered employee’s contract/work agreement ends, he/she is entitled under COBRA to continued coverage under the group health plan at a premium of not greater than 102% of the regular premium rate. This right continues for eighteen months after the contract/work agreement ends as long as the employee does not fail to pay his/her premium, become a covered employee under any other group health plan, or become entitled to Medicare benefits, and as long as the employer does not terminate the group health plan entirely. Employees who are entitled to continued coverage under one of the five other qualifying events are entitled to continued coverage for thirty-six months after their qualifying event. Employees must be offered a conversion period if a conversion option is otherwise generally available under the group health plan.

At the time of commencement of coverage under the plan, the employer will notify the third party administrator to send a written notice to the covered employees and their spouses. When the qualifying events occur, the employer will notify the plan administrator of the event within thirty days. If the qualifying event is one of divorce, legal separation, or the aging of a dependent child, the employee is the one who has the duty to notify the plan administrator.

A notice of termination will be sent to the employee, as under state law, and to the plan administrator, as under federal law.

Unemployment

Educational Service Unit 7 has adopted the self-insured unemployment plan, and has established a reserve account for the payment of unemployment claims.

Annuity Program

[Return to Table of Contents](#)

Educational Service Unit 7 agrees to participate in tax sheltered annuity programs as per applicable law.

Health Insurance

Qualifying Employees:

Health insurance is available to employees (.40 FTE and above) of Educational Service Unit 7 beginning the 1st day of the first full month after hire. The cost of health insurance is prorated to the personnel's FTE **unless otherwise specified**. Please reference the personnel handbook for insurance rates. **Level III special education program paraeducators who work 1110 hours (185, 6 hour days) are eligible for full time health benefits.**

The Board and the Special Education Certificated Staff Association negotiate the amount of the premium that Educational Service Unit 7 will pay for the health insurance provided by the selected carrier. The premium amount paid by Educational Service Unit 7 for members of this Association for health insurance shall be available to the qualified employee groups.

Health insurance will be made available through Section 125 of the Internal Revenue Code.

Qualifying Board Members:

Health insurance is available to Board Members of Educational Service Unit 7 beginning the 1st day of the first full month following the Board Meeting where the Board Member is sworn in. The cost of health insurance is the personal responsibility of the Board Member.

Insurance subgroup participation is determined by action of the Board. The Board then participates in that premium for health and dental insurance by the selected carrier.

Legal Reference:	
Date of Approval:	June 15, 2020
Date(s) of Revision:	May 18, 2020 November 15, 2021

Article IV, Section 9, E Sick Leave

1. *Immediate Family*: For the purpose of sick leave, immediate family means the employee's spouse, child(ren), foster children, step children, parent, grandparent, grandchild, sibling and family members in the same relation to employees spouse (“in laws”).
2. *Non-Dependent Family*. For the purpose of sick leave, non-dependent family members are those outside of immediate family.
3. *Days Per Leave Year*. Employees have 1 day (8 hours) of sick leave for each month worked. For example, if the employee is Full Time and works 12 months, the employee receives 12 days (96 hours) sick leave. If the employee works 10 months and is full time, the employee receives 10 sick days (80 hours). **If the employee is a paraeducator, working in a Level III special education program and works .75 FTE, the employee receives 10, 6 hour days (60 hours)**. These days are available the first day of the contract year.
4. *Availability*. Sick leave is a paid work day when the employee may be absent from duties. Sick days are only available when the employee is unable to perform assigned duties due to illness or temporary disability of the employee or due to the employee needing to care for a member of the employee’s immediate family who is ill or has a serious health condition. Employees are to use sick leave when unable to work. Activities other than caring for their own health or that of an immediate family member reflect an abuse of sick leave. Employees may utilize up to two days of Non-Dependent Sick Leave for family members outside of the immediate family member definition. Use of Non-Dependent Leave is subject to Administrative approval and is subtracted from the Sick Leave accumulation.
5. *Carry-over and Accumulation*. Unused sick leave may be carried over from one leave year to the next succeeding leave year to a maximum of 40 sick leave days (320 hours) **or prorated to your FTE**.
6. *Nature of Paid Leave*. Paid leave is available to employees when the following specific conditions are met: (1) the employee is currently employed by the ESU; (2) the paid leave day is taken on a day the employee would otherwise be expected to be at work; and (3) the employee has met the conditions that are applicable to the type of paid leave that has been requested.

Legal Reference:	
Date of Adoption:	August 19, 2019

Date(s) of Revision:	January 20, 2020 February 1, 2020 November 15, 2021
----------------------	---

Article IV, Section 9, G Personal Leave

1. *Days Per Leave Year.* Employees have 2 days/16 hours of personal leave available per leave year. **If the employee is a paraeducator, working in a Level III special education program and works .75 FTE, the employee receives 2, 6 hour days (12 hours).** These days are available to the employee the first day of the contract year.
2. *Availability.* Personal leave is a paid work day when the employee may be absent from duties. The availability of personal leave is to be determined at the discretion of the Administrator and requires advance approval from the employee's supervisor.
3. *Carry-over and Accumulation.* Unused leave may be carried over from one leave year to the next succeeding leave year. Once the maximum is accumulated, no further leave days will be available or granted for the ensuing leave year or years until the accumulated number of days is less than 2 days/16 hours **or prorated to your FTE**, and then only to the extent necessary to restore the total number of available leave days to the maximum of 2 days/16 hours **or prorated to your FTE**.
4. *Nature of Paid Leave.* Paid leave is available to employees when the following specific conditions are met: (1) the employee is currently employed by the ESU; (2) the paid leave day is taken on a day the employee would otherwise be expected to be at work; and (3) the employee has met the conditions that are applicable to the type of paid leave that has been requested.

Legal Reference:	
Date of Adoption:	August 19, 2019
Date(s) or Revision:	November 15, 2021

Article IV, Section 9, J Vacation Leave

1. *Days Per Leave Year.* Full time employees **with 245 day contracts** are granted two weeks (10 days/80 hours) for the first five (5) years of employment and three weeks (15 days/120 hours) the sixth year. Any employment less than 1.0 FTE receives no paid vacation.
2. *Non-Certificated Employees.* All vacation time for non-certificated employees begins with the start of the new fiscal year. Employees eligible for 15 vacation days accumulate the equivalent of 10 hours per month. Employees eligible for 10 vacation days accumulate 6.67 hours per month. Hours will not be granted prior to the time they become available, with the exception of June, July, and August when vacation can be granted in advance with approval of the Administrator or immediate supervisor.
3. *Professional Employees.* Vacation for Professional employees shall commence with the beginning date of the contract. Employees eligible for 15 vacation days/120 hours accumulate the equivalent of 10 hours per month. Days will not be granted prior to the time they become available, with the exception of June, July, and August when vacation can be granted in advance with approval of the Administrator or immediate supervisor.

Vacation days may be taken as available at any time during the year, but only with the prior approval of the Administrator or immediate supervisor. Employees hired after the beginning date of a respective contract or new fiscal year, will receive vacation on a pro-rated basis so that all beginning and ending dates for vacation are consistent.

4. *Carry-over and Accumulation.* Employees are encouraged to take their vacation within each leave year. The maximum number of unused vacation days an employee will be allowed to carry over from one year to the next shall be the number of days made available during the more recent leave year. The maximum that may be accumulated is 15 days/120 hours. Once the maximum is accumulated, no further vacation days will be available or granted from the ensuing leave year or years until the accumulated number of days is less than 15 days/120 hours, and then only to the extent necessary to restore the total number of available vacation days to the maximum. Employees who have accumulated vacation days in excess of said maximum as of the adoption or amendment of this policy will continue to have the excess days available for use but will not have additional days made available each year until their unused days are less than the maximum provided above.

Legal Reference:	
Date of Adoption:	September 16, 2019
Date(s) of Revision:	November 15, 2021

EDUCATIONAL SERVICE UNIT 7 REDISTRICTING RESOLUTION

WHEREAS, NEB. RE. STAT. § 79-1217.01 requires each Educational Service Unit (ESU) to divide its territory into at least five and up to twelve numbered districts after each decennial census for the purpose of electing members to the board in compliance with section NEB. REV. STAT. § 32-553; and

WHEREAS, NEB. REV. STAT. § 32-553(2) requires the ESU governing board to draw its own district boundaries and requires the board to follow the precinct lines created by the election commissioner or county clerk after each federal decennial census as nearly as possible; and

WHEREAS, the numbered districts must be compact, contiguous, and substantially equal in population; and

WHEREAS, the results of the 2020 decennial census have been reviewed and considered; and

WHEREAS, during the redistricting process the ESU provided notice to the public of its proposed discussions and development of a redistricting plan in compliance with the Nebraska Open Meetings Act.

WHEREAS, the ESU Board considered the proposed redistricting plan at board meetings and has considered any testimony, written comments, written reports as received;

WHEREAS, the ESU Board finds the attached redistricting plan to be in the best interest of its patrons and believes that it complies with all state and federal laws and requirements;

NOW, THEREFORE, BE IT RESOLVED AND ORDERED AS FOLLOWS:

1. The existing Educational Service Unit 7 district boundaries are amended as shown on the map attached hereto as Exhibit A. Exhibit A is incorporated herein and made a part of this Resolution.
2. The ESU 7 Administrator is authorized and directed to submit this Resolution with the attachments to the election commissioner or county clerk.
3. The newly established districts shall apply beginning with the nomination and election of Educational Service Unit board members in 2022.

After the above resolution was read in its entirety, member _____ moved that it be adopted. Board member _____ seconded the motion. After discussion and on roll call vote, the following members voted in favor of adopting the resolution:

_____.

The following members voted against the resolution:

_____.

The following members were absent or not voting:

_____.

After this resolution was approved, by a majority of the members of the ESU 7 Board at a duly held, properly publicized and lawfully convened meeting, the board president declared it passed and adopted.

Dated this 15 day of November 2021.

EDUCATIONAL SERVICE UNIT 7

By: _____, Board President

ATTEST:

By: _____, Board Secretary

Redistricting Nebraska



UNIVERSITY OF NEBRASKA AT OMAHA

CENTER FOR PUBLIC AFFAIRS RESEARCH

[CPAR.UNOMAHA.EDU]

Follow CPAR: [@UNOmahaCPAR](https://twitter.com/UNOmahaCPAR) [cpar.unomaha.edu/youtube](https://www.youtube.com/channel/UCpAr.unomaha.edu)

Paul Hunt, GIS lab coordinator, UNO Department of Geography and Geology, phunt@unomaha.edu

David Drozd, research coordinator, UNO CPAR, ddrozd@unomaha.edu

Melanie Kiper, community service specialist, UNO CPAR, mkipper@unomaha.edu

Josie Schafer, director, UNO CPAR, jgshafer@unomaha.edu

Tara Grell, graphic designer, UNO CPAR, tgrell@unomaha.edu



ANALYSIS OF 2020 POPULATION

The United States Census Bureau has released population counts from the decennial census. Following their release, pursuant Nebraska Revised Statute 32-553, any political subdivision that elects members of their governing body must ensure their political subdivisions are substantially equal in total population.

Table One includes your 2020 Census population and establishes the equality of population counts across current subdistricts.

Table One

Total Population			
	76,125		
Target Population			
	6,344		
Subdistrict	Population 2020	Target Population Deviation	Target Pop Dev %
1	4,633	(1,711)	-27%
2	6,586	242	4%
3	5,489	(855)	-13%
4	7,014	670	11%
5	6,896	552	9%
6	6,896	552	9%
7	6,208	(136)	-2%
8	6,686	342	5%
9	6,875	531	8%
10	6,561	217	3%
11	5,624	(720)	-11%
12	6,657	313	5%



ANALYSIS OF 2020 POPULATION

Terms in Table Defined

Total Population – 2020 Census total population count for your jurisdiction.

Target Population – computed by dividing total population by the number of subdistricts. *This value is the size each subdistrict would need to be to perfectly equalize population.*

Population 2020 - 2020 Census total population count within the 2010 subdistrict boundary.

Target Population Deviation – computed difference between the current population counts in the subdistrict and the target population for the subdistrict. *Note, numbers in parentheses are negative values.*

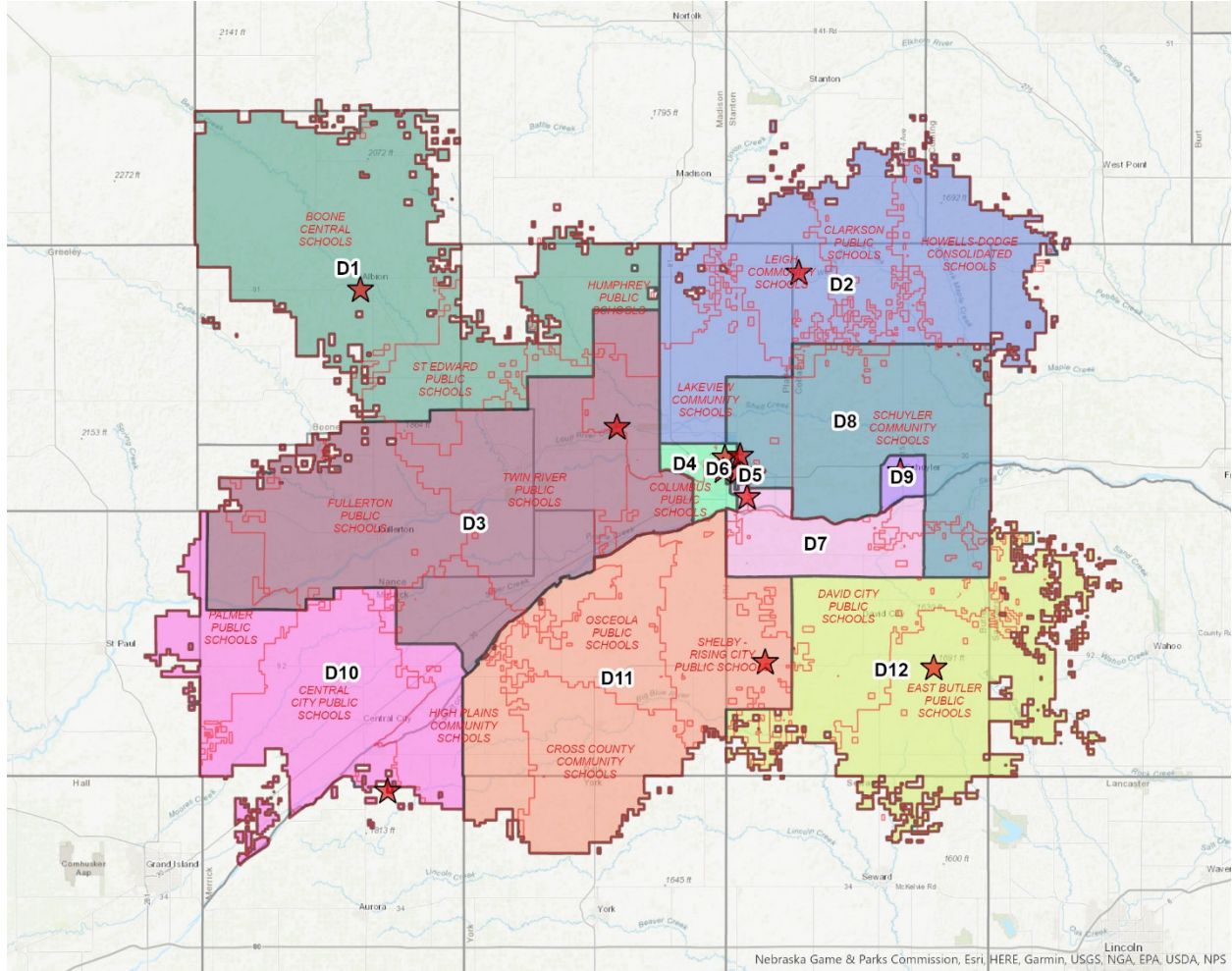
Target Population Deviation Percent – The proportion of the target population deviation to the target population. To ensure your subdistricts are “substantially equal” the target population deviation percent should be as close to zero as possible.





ANALYSIS OF 2020 POPULATION

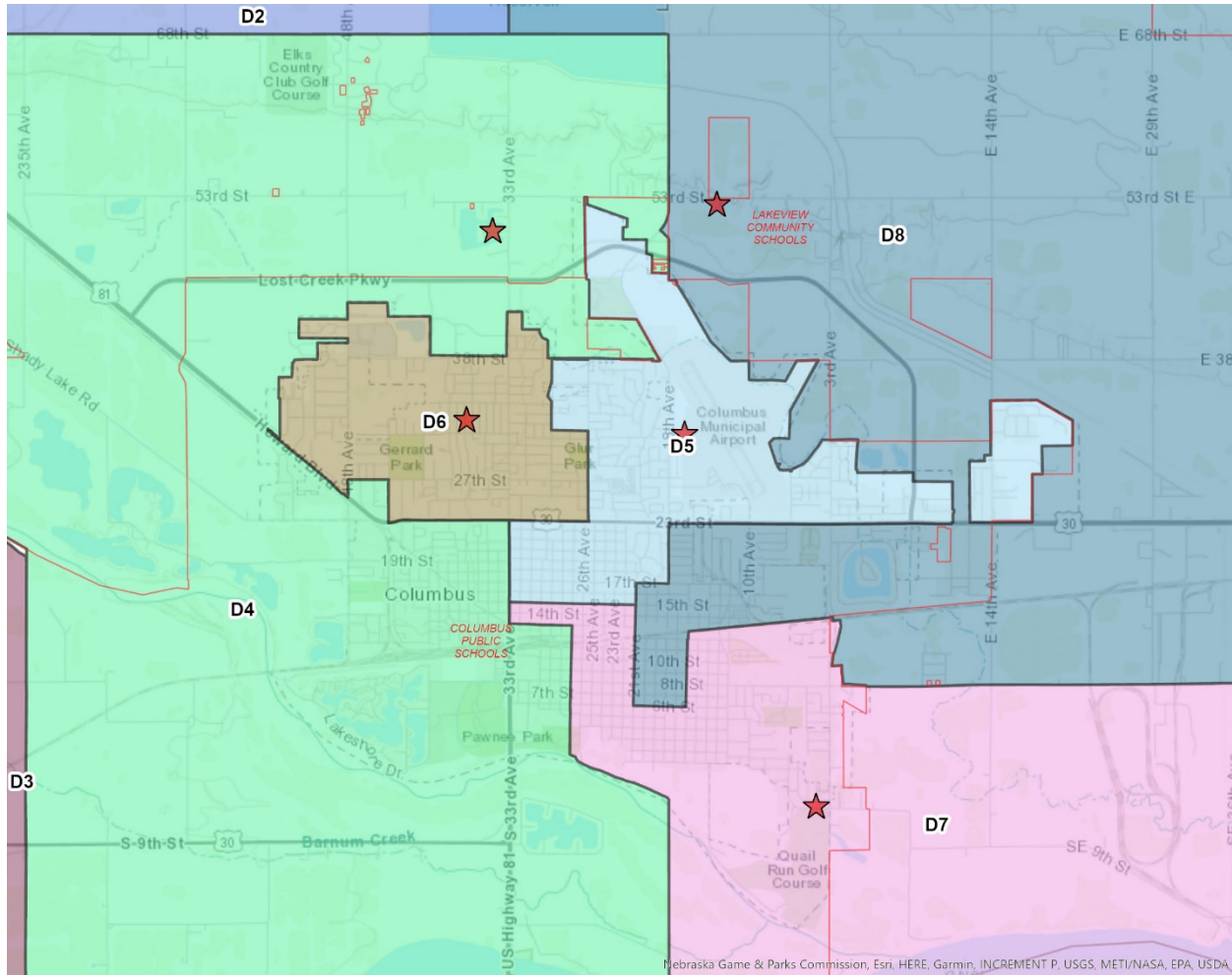
Preliminary Graphic of Suggested Boundary Changes





ANALYSIS OF 2020 POPULATION

For ease of reference, we have included a close-up preliminary graphic of the Columbus area.





ANALYSIS OF 2020 POPULATION

Table Two is the 2020 population counts by subdistrict applying the preliminary, suggested boundary changes.

Table Two

Subdistrict	Pop 2020	Target Pop Dev	Target Pop Dev %
1	6,188	(154)	-2.43%
2	6,340	(2)	-0.03%
3	6,298	(44)	-0.69%
4	6,128	(214)	-3.37%
5	6,177	(165)	-2.60%
6	6,185	(157)	-2.48%
7	6,292	(50)	-0.79%
8	6,324	(18)	-0.28%
9	6,687	345	5.44%
10	6,473	131	2.07%
11	6,413	71	1.12%
12	6,603	261	4.12%





ESU 7 Administrator Goals

- Goal 1: Administrator will research and present drafted processes for recruitment, onboarding, mentoring, and boardsmanship for board consideration, revision, and adoption.
- Goal 2: Administrator will provide the board with an ongoing menu of available learning opportunities at each board meeting aligned to the ESU 7 vision, mission, and/or beliefs.
- Goal 3: Administrator will coordinate the scheduling of regular board visits over a rolling two year period and will organize a board member summit for ESU 7 area boards to participate in professional learning.
- Goal 4: Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize.



ESU 7 Goals

Board of Directors

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

Administrator

- Goal 1: Administrator will research and present drafted processes for recruitment, onboarding, mentoring, and boardsmanship for board consideration, revision, and adoption.
- Goal 2: Administrator will provide the board with an ongoing menu of available learning opportunities at each board meeting aligned to the ESU 7 vision, mission, and/or beliefs.
- Goal 3: Administrator will coordinate the scheduling of regular board visits over a rolling two year period and will organize a board member summit for ESU 7 area boards to participate in professional learning.
- Goal 4: Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize.

Directors

- Goal 1: By July 31, 2022, Directors will identify different methods of measurement and visualization of key data points on service performance and service selection.

Agency Team

- Goal 1: By May 20, 2022, Agency Team will coordinate the implementation of agency wide processes by documenting progress on all topics
- Goal 2: In order to meet our vision, Agency Team will develop processes to enable staff to provide innovative services and to grow as professionals.



Serving the schools of Boone, Butler, Colfax, Merrick, Nance, Platte, and Polk counties

Departments

- Administration: By July 31, 2022 ESU 7 will fully implement a document management system across departments.
- Cen7ter: Cen7ter staff will increase their team mentality and get to know each other better by implementing a team building exercise at least once per month in order to collaborate more effectively.
- Early Childhood: By May 2022, Early Childhood team will develop and clarify roles, responsibilities and expectations amongst service providers from different agencies or districts.
- Grants: By May 2022, the Grants Department will have a document prepared to be disseminated to districts (Google Doc & Hardcopy) which outlines services and resources available.
- Learning Academy: By May 2022, Learning Academy staff will learn how to navigate and implement Acellus to effectively support our students in progressing academically as evidenced by student progress and grades.
- Mental Health: By May 2022, the Mental Health Department will formalize a belief system and solidify service delivery across districts utilizing consistent protocols.
- Migrant: By the end of the 21-22 MEP performance period, we will increase the communication, engagement, and participation among migrant families and students.
- Network Operations: During the 21-22 school year, the Technology Department will work toward equalizing technology knowledge and abilities among team members.
- Production: By July 2022, ensure that every staff member is trained and proficient in every area of the department.
- Professional Development: By May 2022, we will develop and implement a process to maximize and optimize our service planning and delivery.
- Psychology: By May of 2022, members of our department will intentionally select, participate in, and apply professional development learning to meet the needs of our districts.
- Speech: By May 20, 2022, the Speech Department will share a presentation with current districts and ESU 7 Administrators about the roles and responsibilities of Speech Language Pathologists in schools.
- Vision: By May 2022, the Vision Team will explore ways to efficiently serve districts, families and students with visual impairments in underserved areas of the state, in addition to students in the ESU 7 area as measured by number of students served.

From: Larianne Polk lpolk@esu7.org
Subject: July 1, 2021 - November 15, 2021
Date: November 3, 2021 at 9:24 AM
To: Mindy Reed mreed@esu7.org



LPolk - Vacation Leave
Beginning Date: 7/1/21
Ending Date: 11/15/21
Hours: 96

Start Date	Calendar	Title	Hours
7/9/21	LPolk - Leave	Vacation	4
7/12/21	LPolk - Leave	Vacation	9
7/13/21	LPolk - Leave	Vacation	9
7/14/21	LPolk - Leave	Vacation	9
7/15/21	LPolk - Leave	Vacation	9
7/16/21	LPolk - Leave	Vacation	4
7/19/21	LPolk - Leave	Vacation	9
7/20/21	LPolk - Leave	Vacation	9
7/21/21	LPolk - Leave	Vacation	9
7/22/21	LPolk - Leave	Vacation	9
9/24/21	LPolk - Leave	Vacation	2
10/1/21	LPolk - Leave	Vacation	2.5
10/22/21	LPolk - Leave	Vacation (Out of Office)	4
10/22/21	LPolk - Leave	Vacation (Out of Office)	3.5
11/5/21	LPolk - Leave	Vacation - Out of Office	4
-----			96

2022 Legislative Session*

Sun	Mon	Tues	Wed	Thur	Fri	Sat
January						
						1
2	3	4	5	6	7	8
			DAY 1	DAY 2	DAY 3	
9	10	11	12	13	14	15
	DAY 4	DAY 5	DAY 6	DAY 7	RECESS	
16	17	18	19	20	21	22
	HOLIDAY	DAY 8	DAY 9	DAY 10	DAY 11	
23	24	25	26	27	28	29
	DAY 12	DAY 13	DAY 14	DAY 15	DAY 16	
30	31					
	DAY 17					

Sun	Mon	Tues	Wed	Thur	Fri	Sat
February						
		1	2	3	4	5
		DAY 18	DAY 19	DAY 20	RECESS	
6	7	8	9	10	11	12
	RECESS	DAY 21	DAY 22	DAY 23	DAY 24	
13	14	15	16	17	18	19
	DAY 25	DAY 26	DAY 27	DAY 28	RECESS	
20	21	22	23	24	25	26
	HOLIDAY	DAY 29	DAY 30	DAY 31	DAY 32	
27	28					
	DAY 33					

Sun	Mon	Tues	Wed	Thur	Fri	Sat
March						
		1	2	3	4	5
		DAY 34	DAY 35	DAY 36	RECESS	
6	7	8	9	10	11	12
	RECESS	DAY 37	DAY 38	DAY 39	DAY 40	
13	14	15	16	17	18	19
	DAY 41	DAY 42	DAY 43	DAY 44	RECESS	
20	21	22	23	24	25	26
	RECESS	DAY 45	DAY 46	DAY 47	DAY 48	
27	28	29	30	31		
	DAY 49	DAY 50	DAY 51	DAY 52		

Sun	Mon	Tues	Wed	Thur	Fri	Sat
April						
					1	2
					RECESS	
3	4	5	6	7	8	9
	RECESS	DAY 53	DAY 54	DAY 55	DAY 56	
10	11	12	13	14	15	16
	DAY 57	DAY 58	DAY 59	RECESS	RECESS	
17	18	19	20	21	22	23
	RECESS	RECESS	DAY 60			
24	25	26	27	28	29	30

Federal & State Holidays

January 17 – Martin Luther King Jr. Day
February 21 - Presidents' Day

Legislative Recess Days

January 14
February 4, 7, 18
March 4, 7, 18, 21
April 1, 4, 14, 15, 18, 19

*The Speaker reserves the right to revise the session calendar.