



Regular Board of Education Meeting

Monday, November 18, 2024 at 5:30 PM

Educational Service Unit 7, Oak Room
2657 44th Ave
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.

1.1. 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.

1.2. Roll Call

Speaker(s): Board President or Designee

1.3. Absent Board Members

Speaker(s): Board President or Designee

Rationale:

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

Recommended Motion(s):

Discuss, consider and take all necessary action to approve Board member absences as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

1.4. 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.

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

Recommended Motion(s):

Discuss, consider and take all necessary action to approve the agenda as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

3. Virtual Conferencing Option

Speaker(s): Board President or designee

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

Administrator Recommendation: Discuss, consider and take all necessary action to approve the virtual conferencing option for the December board meeting.

Recommended Motion(s):

Discuss, consider and take all necessary action to approve the virtual conferencing option for the December board meeting Passed with a motion by Board Member #1 and a second by Board Member #2.

4. Welcome Visitors

Speaker(s): Board President or Designee

5. 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.

6. 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

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

Recommended Motion(s):

Discuss, consider and take all necessary action to approve the consent agenda as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

6.1. Minutes

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6.2. Presentation of Bills #78821 through #78970 - Totaling \$1,445,618.92

Speaker(s): Board President or Designee

Rationale:

The summary of bills for the current month total: \$1,445,618.92 - Bills #78821 through #78970

General Activity Fund total: No activity this month.

Check #	Amount	Vendor	Description
78832	\$5,518.00	Centro Hispano Comunitario De Nebraska	Youth Summit T-Shirts
78833	\$11,362.35	Chartwells Food Service - CCC	Youth Summit
78846	\$13,096.18	Dell Technologies	Hyper-V Server
78848	\$20,075.78	Eakes Office Solutions	Production copier contract agreements
78855	\$6,790.00	ESU 16	Zoom Licenses
78863	\$7,361.24	Grainger	Perkins supplies flow through

7887 5	\$5,705.70	Journeyed, Inc.	Office Mac 2024 LTSC Software
7888 8	\$31,894.40	Midwest Door and Hardware	Safety Grant for Nebraska Christian
7889 9	\$428,947.50	Rutt's Heating & Air	HVAC remodel 5th payment
7890 0	\$19,128.65	RVW, Inc.	HVAC/Bridges project
7890 7	\$5,645.47	State of NE DAS State Accounting	Network service charges
7896 7	\$6,184.50	Torsh, Inc.	Torsh Talent Premium Renewal Licenses

This is a consent item.

6.3. Reading of Article III, Section 3, F Audits

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6.4. Reading of Article IV, Section 9, B Reporting Absences and Making Leave Requests

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6.5. Reading of Article IV, Section 9, C Returning from Absences

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

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

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

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

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

7. Resignations - Lindy Church

Speaker(s): Board President or designee

Rationale: Lindy Church - Bridges Teacher, Last day was November 1, 2024

This is a consent item.

8. Spotlight: Mental Health

Speaker(s): Board President

Rationale: Licensed Mental Health Coordinator Sonya Sukup will present the Mental Health Spotlight.

9. Reading of Article III, Section 4, F Internal Controls

Speaker(s): Board President or Designee

Rationale: Review Article III, Section 4, F Internal Controls of the ESU 7 Policy Manual

Administrator Recommendation: Discuss, consider and take all necessary action to approve Article III, Section 4 Internal Controls as presented.

Recommended Motion(s):

Discuss, consider and take all necessary action to approve Article III, Section 4 F Internal Controls as presented. Passed with a motion by Board Member #1 and a second by Board Member #2.

10. Treasurer's Report

Speaker(s): Board President or Designee

Rationale: Review the breakdown of the Treasurer's Report.

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

Recommended Motion(s):

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

11. Administrator's Report General

Speaker(s): Administrator or Designee

Rationale:

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

- Don Graff
- Joyce Baumert
- Upcoming ESU 7 Events
 - Superintendent & Principals Data Dig with Senator Panel (December 10, 2024)
 - Kris attending Legislative Preview at NCSA (December 11, 2024)
 - Agency Team Meeting (December 12, 2024)
 - All Staff Meeting (December 20, 2024)
 - Regional PD Day at Columbus High School (January 3, 2025)

11.1. Goal Update

Speaker(s): Administrator or Designee

Rationale:

- Goal 1: By July 2025, the ESU 7 board will have advertised for a Chief Administrator, completed the interview process, sent a contract, hired a Chief Administrator, made the announcement, and begun the onboarding process.
- Goal 2: By July 2025, the ESU 7 board will attend at least two professional/personal learning events annually.
Update: Seven board members have attended one professional event.
- Goal 3: By July 2025, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
 - Completed:
 - Fullerton - November 11, 2024
 - Director: Marci Ostmeyer
 - Board Member: Amy Blaser's District
 - Osceola - December 9, 2024 at 6:00 pm
 - Director:
 - Board Member:
 - High Plains: January 13, 2025 at 6:30
 - Director:
 - Board Member:
- Goal 4: By July 2025, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district.

11.2. Services Update

Speaker(s): Administrator or Designee

Rationale:

- SIMPL Update

11.3. Facilities Update

Speaker(s): Administrator or Designee

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

- Update on HVAC System (North Building) & Bridges Construction (South Building)
- South Building Construction Tour before January Board Meeting (5:00-5:15)

11.4. Personnel

Speaker(s): Administrator or designee

Rationale: Resignations:

- Christine Barber, Bridges Paraprofessional. Last day was November 5, 2024
- Tina Speicher, Bridges Paraprofessional. Last day was November 15, 2024

12. Committee Reports

Speaker(s): Committee Chair

12.1. Negotiations Committee Report

Speaker(s): Negotiations Committee Chair

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

Committee Recommendation:

12.2. Hiring Committee

13. Conference Report

Speaker(s): Conference Attendees

Rationale: Conference Attendees will report on their learnings.

14. Adjournment

Speaker(s): Board President or Designee

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

NEBRASKA OPEN MEETINGS ACT

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

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

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

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

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

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

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

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

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

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

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

(c) Investigative proceedings regarding allegations of criminal misconduct;

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

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

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

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

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

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

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

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

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

(1) Until January 1, 2025:

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

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

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

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

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

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

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

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

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

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

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

(2) Beginning January 1, 2025:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

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

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority; and

(xiii) A natural resources district.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Operative 4/17/24



Nebraska Council
of School Administrators

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



PERRY, GUTHERY, HAASE & GESSFORD, P.C., L.L.O.
233 South 13th Street, Suite 1400,
Lincoln, NE 68508
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Regular Board of Education Meeting

Educational Service Unit 7, Oak Room

2657 44th Ave

Columbus, NE 68601-8537

Monday, October 21, 2024 at 5:30 PM

Posted Locations:

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

Posted Date: 10/14/2024

Attendance Taken at 5:32 PM.

Bob Arp: Present

Joyce Baumert: Present

Amy Blaser: Present

Marni Danhauer: Absent

Karen Gomez: Present

Don Graff: Absent

Dawn Lindsley: Present

Richard Luebbe: Present

Doug Pauley: Present

Richard Stephens: Present

Gary Wieseler: Present

Jack Young: Present

Present: 10, Absent: 2.

1 Call the Meeting to Order

LEADERSHIP • SERVICE • SUPPORT

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

Roll call was taken at 5:32pm.
Board President conducted the meeting.

Staff present:
Kris Elmshaeuser, Administrator
Linda Shefcyk, Business Manager
Mindy Reed, Secretary to the Board of Directors
Marc Ostmeyer, Professional Development Director
Dan Ellsworth, Network Operations Director
Morgan Morsett, Receptionist/Administrative Secretary

1 Notification of Open Meetings Law

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

1

2 Roll Call

1 Absent Board Members

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

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

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

Marni Danhauer: Absent

Don Graff: Absent

Bob Arp: Yea

Joyce Baumert: Yea
Amy Blaser: Yea
Karen Gomez: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 10, Nay: 0, Absent: 2

Board members Marni Danhauer and Don Graff were absent. Both notified the Administrator prior to the board meeting.

1

. Pledge of Allegiance

4 All members present participated in the Pledge of Allegiance.

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2 Approval of Agenda

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

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

Discuss, consider and take all necessary action to approve the agenda as presented Passed with a motion by Joyce Baumert and a second by Karen Gomez.

Marni Danhauer: Absent
Don Graff: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Karen Gomez: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 10, Nay: 0, Absent: 2

3 Virtual Conferencing Option

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

Administrator Recommendation: Discuss, consider and take all necessary action to approve the virtual conferencing option for the November board meeting.

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

Marni Danhauer: Absent

Don Graff: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Karen Gomez: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

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

4 Welcome Visitors

. No visitors present.

5 Public Comment

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

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

No public comments provided.

6 Consent Agenda

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

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

Consent Agenda Includes:

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

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

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

Marni Danhauer: Absent
Don Graff: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Karen Gomez: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 10, Nay: 0, Absent: 2

6 Minutes

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1 **This is a consent item.**

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6 Presentation of Bills #78665 through #78820 - Totaling \$1,126,669.59

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

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General Activity Fund total: \$733.20

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

This is a consent item.

6 Reading of Article I, Section 2, C Chief Administrator Evaluation

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3 **This is a consent item.**

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

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4 **This is a consent item.**

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6 Reading of Article IV, Section 7, D Workplace Privacy Policy

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5 **This is a consent item.**

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

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. **This is a consent item.**

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6 Reading of Article IV, Section 9, A Attendance

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7 **This is a consent item.**

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7 Treasurer's Report

. Review the breakdown of the Treasurer's Report.

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

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

Marni Danhauer: Absent
Don Graff: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Karen Gomez: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 10, Nay: 0, Absent: 2

82024-2025 Contract for Michelle Olson, Grant Writer

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

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

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

Marni Danhauer: Absent
Don Graff: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Karen Gomez: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 10, Nay: 0, Absent: 2

Chief Administrator Elmshaeuser notified the board there were six applicants for the Grant Writer position. Administrator Elmshaeuser and Director Ostmeyer interviewed three candidates. The candidate who was offered the position is Michelle Olson. Michelle will be

starting on November 6, 2024. Director Ostmeyer added this position came about through the service planning process. Grant writing is a need which came from the ESU 7 districts. The Superintendent Executive Committee discussed the need, and it was determined to move forward with hiring a grant writer. This position will be contracted out to the ESU 7 area schools wishing to participate.

9 Administrator's Report General

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

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

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

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

Administrator Elmshaeuser reviewed the upcoming events.

9 Goal Update

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 - Goal 1: By July 2025, the ESU 7 board will have advertised for a Chief Administrator, completed the interview process, sent a contract, hired a Chief Administrator, made the announcement, and begun the onboarding process.
 - Goal 2: By July 2025, the ESU 7 board will attend at least two professional/personal learning events annually.
Update: Seven board members have attended one professional event.
 - Goal 3: By July 2025, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
 - Completed:
 - Clarkson - October 9, 2024
 - **PENDING**:
 - Fullerton - November 11, 2024 at 5:30pm
 - Director: Marci Ostmeyer
 - Board Member: Amy Blaser's District, can she attend?
 - Goal 4: By July 2025, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district.

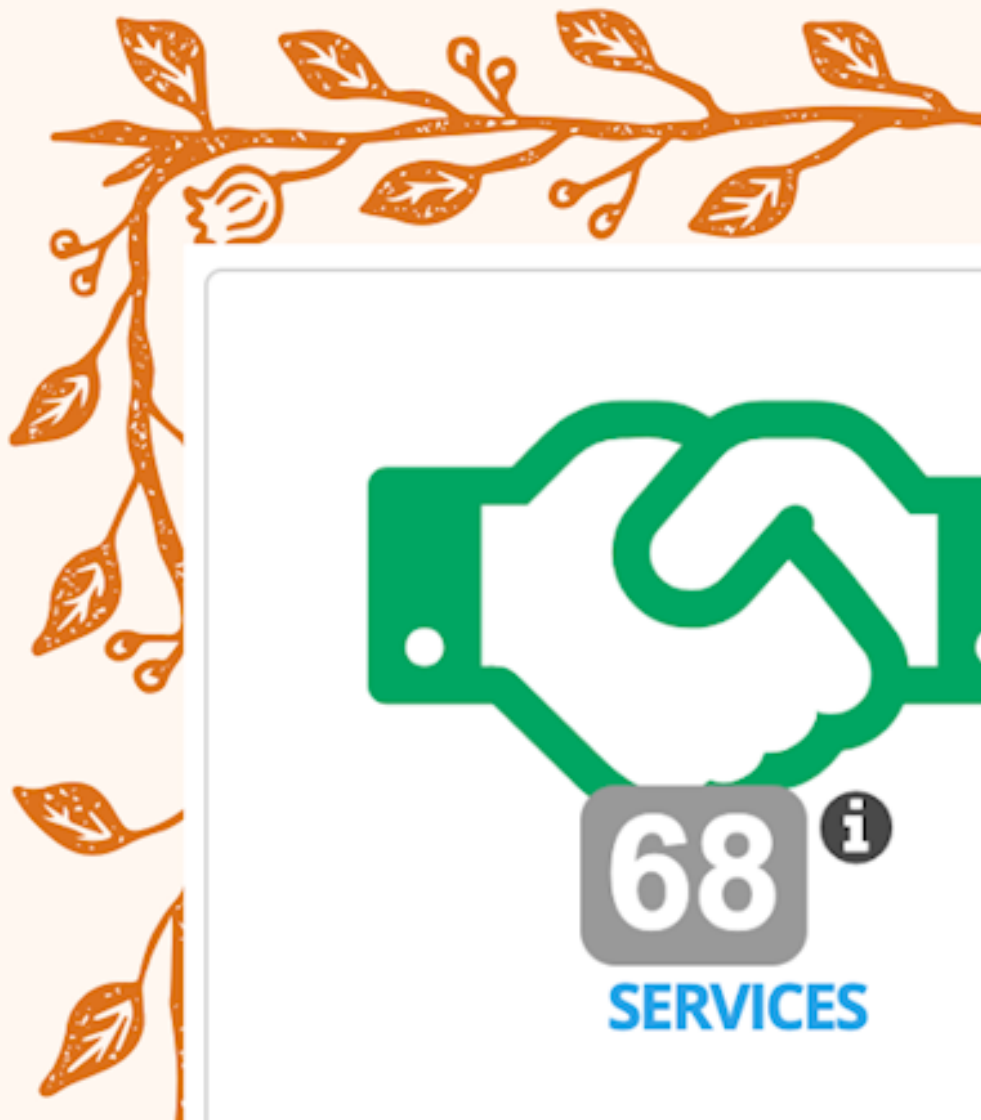
Administrator Elmshaeuser reviewed the goal updates. For Goal 1, the interview committee is scheduled to meet after the October board meeting and will be meeting with Shari after the November 2024 board meeting. For Goal 3, Administrator Elmshaeuser confirmed with board member Amy Blaser that she will be able to attend the Fullerton board meeting on November 11, 2024.

9 Services Update

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- SIMPL Update



68ⁱ

SERVICES



Percentage of ESU service



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

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

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

9 Facilities Update

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

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

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

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

9 Personnel

. Resignations:

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

Position Change:

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

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

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

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

Marni Danhauer: Absent
Don Graff: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Karen Gomez: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 10, Nay: 0, Absent: 2

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

1 **Committee Reports**

1 1 Budget Committee Report

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

1 **Committee Recommendation:**

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

1 Negotiations Committee Report

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

2

Committee Recommendation:

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

1 Conference Report

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

A few board members attended the Area Membership Meeting. There were breakout sessions which discussed how Nebraska compares with surrounding states in terms of pay, teacher shortages and how to combat the shortage, and a session which summarized the special legislative session.

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

1 Adjournment

3 Meeting adjourned at 6:17pm.

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

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00078821	C	11/20/2024	10013	ACE HARDWARE	96.28
10	00078822	C	11/20/2024	10025	ACTE	1,010.00
10	00078823	C	11/20/2024	10060	ADMINISTRATORS IN-SERVICE	9.20
10	00078824	C	11/20/2024	14974	ALLO COMMUNICATIONS	177.00
10	00078825	C	11/20/2024	10391	AMAZON CAPITAL SERVICES *	10,659.49
10	00078826	C	11/20/2024	10681	APPLE COMPUTER, INC.	1,637.00
10	00078827	C	11/20/2024	388	APPLIED CONNECTIVE TECHNOLOGIES	320.00
10	00078828	C	11/20/2024	20428	BOONE CENTRAL SCHOOLS	200.88
10	00078829	C	11/20/2024	6700	BROOKE KAVAN	132.39
10	00078830	C	11/20/2024	16128	BraveBe Child Advocacy Center	250.00
10	00078831	C	11/20/2024	1996	CASEY'S MAIL SERVICE LLC	446.62
10	00078832	C	11/20/2024	30271	CENTRO HISPANO COMUNITARIO DE NEBRASKA	5,518.00
10	00078833	C	11/20/2024	30328	CHARTWELLS FOOD SERVICE CCC - COLUMBUS	11,362.35
10	00078834	C	11/20/2024	30550	CITY OF COLUMBUS WATER & SANIT	482.15
10	00078835	C	11/20/2024	30610	CLARKSON PUBLIC SCHOOLS	150.00
10	00078836	C	11/20/2024	9849	CLASSLINK	500.00
10	00078837	C	11/20/2024	5800	COBBLESTONE HOTEL	107.00
10	00078838	C	11/20/2024	15792	COLUMN SOFTWARE PBC	13.63
10	00078839	C	11/20/2024	31218	COMPUTER HARDWARE INC	339.00
10	00078840	C	11/20/2024	5851	CONNIE A. CRONIN	210.78
10	00078841	C	11/20/2024	15032	CONTINUEED	534.00
10	00078842	C	11/20/2024	16098	CRAIG FREDERICK	1,250.00
10	00078843	C	11/20/2024	12769	CROWNE PLAZA (JM HOSPITALITY)	170.10
10	00078844	C	11/20/2024	4812	CUBBY'S, INC.	778.61
10	00078845	C	11/20/2024	40235	DAVID CITY PUBLIC SCHOOL	215.00
10	00078846	C	11/20/2024	14770	DELL TECHNOLOGIES, INC.	13,096.18
10	00078847	C	11/20/2024	13595	DENITA DINGER	4,800.00
10	00078848	C	11/20/2024	40725	EAKES OFFICE SOLUTIONS	20,075.78
10	00078849	C	11/20/2024	50825	ED SERVICE UNIT 7-PAYROLL	773,612.18
10	00078850	C	11/20/2024	14613	ELYSE BELINA	1,022.42
10	00078851	C	11/20/2024	50595	ENGINEERED CONTROLS	1,459.00
10	00078852	C	11/20/2024	50640	ESU 1	1,000.00
10	00078853	C	11/20/2024	50750	ESU 10	40.00
10	00078854	C	11/20/2024	50815	ESU 13	175.00
10	00078855	C	11/20/2024	50849	ESU 16	6,790.00
10	00078856	C	11/20/2024	50652	ESUCC	710.46
10	00078857	C	11/20/2024	60017	FAIRFIELD INN & SUITES BY MARRIOTT	110.00
10	00078858	C	11/20/2024	60056	FNBO	51.62
10	00078859	C	11/20/2024	13684	FLEETCOR TECHNOLOGIES INC	15.30
10	00078860	C	11/20/2024	15920	FNBO CREDIT CARD	9,518.73
10	00078861	C	11/20/2024	60800	FULLERTON PUBLIC SCHOOL	142.00
10	00078862	C	11/20/2024	16110	GENNAVEVE FAULKNER	178.32
10	00078863	C	11/20/2024	16039	GRAINGER	7,361.24
10	00078864	C	11/20/2024	15342	GREGG YOUNG CHEVROLET GMC OF COLUMBUS	777.05
10	00078865	C	11/20/2024	15385	GREGG YOUNG TOYOTA OF COLUMBUS	87.06
10	00078866	C	11/20/2024	80147	HAMPTON INN	278.00
10	00078867	C	11/20/2024	12440	HAMPTON INN BY HILTON COLUMBUS	220.00
10	00078868	C	11/20/2024	11460	HAYLEY MURPHY	1,122.92
10	00078869	C	11/20/2024	80507	HOLIDAY INN EXPRESS	221.90
10	00078870	C	11/20/2024	80543	HOMETOWN LEASING	477.45
10	00078871	C	11/20/2024	80670	HOWELLS-DODGE CONSOLIDATED SCHOOL DIST	145.00
10	00078872	C	11/20/2024	80860	HUMPHREY PUBLIC SCHOOL	140.00
10	00078873	C	11/20/2024	80880	HY-VEE	1,238.83
10	00078874	C	11/20/2024	13552	JEAN ANNE KAMRATH	120.00
10	00078875	C	11/20/2024	6319	JOURNEYED.COM, INC.	5,705.70
10	00078876	C	11/20/2024	12424	KASEYA US LLC	960.75
10	00078877	C	11/20/2024	140045	LEARNING FORWARD	75.00
10	00078878	C	11/20/2024	4430	LEARNING FORWARD NEBRASKA	25.00
10	00078879	C	11/20/2024	120223	LEIGH COMMUNITY SCHOOLS	140.00
10	00078880	C	11/20/2024	120314	LINCOLN JOURNAL STAR	673.90
10	00078881	C	11/20/2024	40545	LISA DURANSKI	852.91
10	00078882	C	11/20/2024	120550	LOUP POWER DISTRICT	4,243.99

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00078883	C	11/20/2024	220090	LYNN VOLLBRACHT	1,150.00
10	00078884	C	11/20/2024	5410	MARK BRADY	212.53
10	00078885	C	11/20/2024	477	MARZANO RESOURCES	1,600.00
10	00078886	C	11/20/2024	130378	MENARDS	218.12
10	00078887	C	11/20/2024	10499	MICHELLE RUIPIER	600.00
10	00078888	C	11/20/2024	2615	MIDWEST DOOR AND HARDWARE	31,894.40
10	00078889	C	11/20/2024	16101	MIGUELANGEL CHAVEZ	1,000.00
10	00078890	C	11/20/2024	140066	NE ASSOC OF SCHOOL BOARDS	4,800.00
10	00078891	C	11/20/2024	8893	NEBRASKA DEPARTMENT OF REVENUE	200.00
10	00078892	C	11/20/2024	140570	NEBRASKA TECHNOLOGY & TELECOM.	159.98
10	00078893	C	11/20/2024	12122	One Source The Background Check Company	10.00
10	00078894	C	11/20/2024	150330	OSCEOLA PUBLIC SCHOOLS	75.00
10	00078895	C	11/20/2024	418	OTIS PIERCE	192.56
10	00078896	C	11/20/2024	80130	PEARSON ASSESSMENT	661.50
10	00078897	C	11/20/2024	160095	PERRY,GUTHERY, HAASE& GESSFORD P.C.,L.L.	698.75
10	00078898	C	11/20/2024	160450	PIZZA RANCH	179.00
10	00078899	C	11/20/2024	20250	RUTT'S HEATING & AIR	428,947.50
10	00078900	C	11/20/2024	9164	RVW INC.	19,128.65
10	00078901	C	11/20/2024	981	SARAH WACHA	389.27
10	00078902	C	11/20/2024	760	SERVICEMASTER BY SHEVLIN	1,502.00
10	00078903	C	11/20/2024	4235	SHERWIN-WILLIAMS	269.65
10	00078904	C	11/20/2024	3379	SOLARWINDS	3,565.00
10	00078905	C	11/20/2024	190557	SOUTHWEST BINDING & LAMINATING	2,668.80
10	00078906	C	11/20/2024	190007	ST EDWARD PUBLIC SCHOOL	125.00
10	00078907	C	11/20/2024	190850	STATE OF NEBRASKA DAS STATE ACCTG.	5,645.47
10	00078908	C	11/20/2024	191085	SUPER SAVER	1,082.97
10	00078909	C	11/20/2024	16080	THOMAS WHEELDON	1,250.00
10	00078910	C	11/20/2024	200493	TWIN RIVER PUBLIC SCHOOL	160.00
10	00078911	C	11/20/2024	200606	U & I SANITATION	112.50
10	00078912	C	11/20/2024	210143	UNIVERSITY OF NEBRASKA - LINCOLN	150.00
10	00078913	C	11/20/2024	10320	VERIZON WIRELESS	880.95
10	00078914	C	11/20/2024	230049	CAPITAL ONE-WALMART (SPED)	76.10
10	00078915	C	11/20/2024	230051	WALMART CAPITAL ONE - MIG	69.46
10	00078916	C	11/20/2024	13420	WOODRIVER ENERGY LLC	71.55
10	00078917	C	11/20/2024	13757	YANDA'S AVL RENTAL	1,118.00
10	00078918	A	11/20/2024	13897	ADILENE PEREZ	1,108.18
10	00078919	A	11/20/2024	120155	AMY J SLAMA	896.09
10	00078920	A	11/20/2024	1082	ANGEL D MAYBERRY	377.88
10	00078921	A	11/20/2024	250100	ANGELA ARNDT	67.31
10	00078922	A	11/20/2024	990	BRANDY ROSE	430.81
10	00078923	A	11/20/2024	14621	CALVIN FREY	1,218.06
10	00078924	A	11/20/2024	5967	CASSANDRA RUTH	1,061.95
10	00078925	A	11/20/2024	9512	CASSIE KRINGS	797.97
10	00078926	A	11/20/2024	13510	CHRISTINA HANCOCK	478.38
10	00078927	A	11/20/2024	70017	CYNTHIA ALARCON	182.24
10	00078928	A	11/20/2024	180474	ANA KAREN GARCIA MEDINA	1,135.65
10	00078929	A	11/20/2024	14001	DEVON GRONENTHAL	364.48
10	00078930	A	11/20/2024	14060	DYLAN SOUTHARD	493.79
10	00078931	A	11/20/2024	60033	ELISSA HEIBEL	79.40
10	00078932	A	11/20/2024	7560	ESI HOSTED SERVICES	176.76
10	00078933	A	11/20/2024	7099	HALEY KUNZE	527.96
10	00078934	A	11/20/2024	140691	HD SUPPLY (FORMERLY HOME DEPOT PRO)	108.33
10	00078935	A	11/20/2024	15970	INGRID RODRIGUEZ	788.99
10	00078936	A	11/20/2024	15709	IRIS MEDINA GONZALEZ	952.74
10	00078937	A	11/20/2024	10375	RONELLE JACKSON	2,100.00
10	00078938	A	11/20/2024	8559	JACLYN TERNUS	408.03
10	00078939	A	11/20/2024	14745	JAEDYN MORRIS	1,019.74
10	00078940	A	11/20/2024	15954	JENNA MATTOX	360.46
10	00078941	A	11/20/2024	11223	JILL WIELGUS	505.18
10	00078942	A	11/20/2024	8540	JOLYNN KAHLANDT	894.45
10	00078943	A	11/20/2024	11932	JOSH ARIAS	881.72
10	00078944	A	11/20/2024	6459	KAISE RECEK	274.70

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00078945	A	11/20/2024	14478	KASSANDRA CORNWELL	699.48
10	00078946	A	11/20/2024	15695	KRIS ELM SHAEUSER	99.50
10	00078947	A	11/20/2024	100521	KRIS JOHNSON	63.65
10	00078948	A	11/20/2024	13480	LETISHIA KLEINSCHMIT	1,046.54
10	00078949	A	11/20/2024	13986	LYNNE WEBSTER	1,173.84
10	00078950	A	11/20/2024	15601	MARCI HAIGHT	497.35
10	00078951	A	11/20/2024	2267	MARCIA OSTMEYER	454.33
10	00078952	A	11/20/2024	11797	MARIA RODRIGUEZ	1,149.05
10	00078953	A	11/20/2024	14699	MARIAH BELLER	1,128.95
10	00078954	A	11/20/2024	11479	MEGAN WELCH	749.73
10	00078955	A	11/20/2024	12246	MERRIDIE KAUP	746.38
10	00078956	A	11/20/2024	8788	NATHALIE VARGAS	489.10
10	00078957	A	11/20/2024	15962	NICOLE CHILES	812.71
10	00078958	A	11/20/2024	13498	RACHEL BUETTNER	456.27
10	00078959	A	11/20/2024	130708	SHARON M BROWN	1,279.70
10	00078960	A	11/20/2024	8524	SHAYNA CEPPEL	563.74
10	00078961	A	11/20/2024	10740	SHELLI EICKMEIER	935.32
10	00078962	A	11/20/2024	15725	SONYA SUKUP	371.18
10	00078963	A	11/20/2024	12165	STEPHANIE FOREMAN	396.77
10	00078964	A	11/20/2024	13447	SUSAN OLMER	79.86
10	00078965	A	11/20/2024	11436	TAMRA CLAY	369.84
10	00078966	A	11/20/2024	13536	TERI OPFER	1,079.37
10	00078967	A	11/20/2024	9709	TORSH INC	6,184.50
10	00078968	A	11/20/2024	70018	VANESSA GASCON-GUARCAS	759.78
10	00078969	A	11/20/2024	230361	WENDY WOLFE	462.30
10	00078970	A	11/20/2024	10545	YARIBEY RODRIGUEZ	780.55

Total Bank: 10 \$1,445,618.92

Total Computer Checks:	\$1,405,097.88
Total Manual Checks:	\$0.00
Total ACH Checks:	\$40,521.04
Total Other Checks:	\$0.00
Total Electronic Checks:	\$0.00
Total Computer Voids:	\$0.00
Total Manual Voids:	\$0.00
Total ACH Voids:	\$0.00
Total Other Voids:	\$0.00
Total Electronic Voids:	\$0.00
Grand Total:	\$1,445,618.92
Number of Checks:	150

Batch Year	Batch	Amount
25	000092	542,696.56
25	000100	38,920.37
25	000101	90,389.81
25	000108	773,612.18

Article III, Section 3, F Audits

A complete and comprehensive audit shall be made of the books, accounts, records, and affairs of the ESU. The audits shall be conducted annually, unless the Auditor of Public Accounts determines an audit of less frequency to be appropriate.

The ESU Board may contract with the Auditor of Public Accounts or select a licensed public accountant or certified public accountant or firm of accountants to conduct the audit. The auditor shall meet the minimum competency standards established by the Auditor of Public Accounts. The audit shall be completed in accordance with law and the standards established by the Auditor of Public Accounts.

The original copy of the audit shall be filed in the office of the Auditor of Public Accounts.

Legal Reference:	§ 79-1229 NDE Rule 84, section 7 § 84-304.01 to .03
Date of Adoption:	August 20, 2018
Date(s) of Review:	November 21, 2022 November 20, 2023

Article IV, Section 9, B Reporting Absences and Making Leave Requests

Employees are to utilize the appropriate notification and approval procedures for all absences. It is important to give as much advance notice of the need to take a leave as possible.

1. *Requesting Use of Leave Days.* An employee who wants to use available leave is to submit a Request for Leave form to the employee’s supervisor. The request is to be submitted prior to the leave. Requests for leave submitted after leave will be approved at the supervisor's discretion. The supervisor may require, when possible, that more advance notice be given depending on the nature of the employee’s duties or the need to schedule a substitute. Leave requests should be made as soon as practicable under the circumstances.
2. *Giving Notice of Unscheduled Absences.* An employee who is unable to request prior advance approval for an absence because of the nature of the circumstances requiring the absence (such as personal illness or unforeseen emergency) is to report the need to be absent as soon as the situation is known. Before the end of the day on the first day of the absence, and on each subsequent day of absence, the employee is to report whether the employee will be able to return to work on the next duty day.

Legal Reference:	
Date of Adoption:	May 20, 2019

Article IV, Section 9, C Returning from Absences

Establishing Fitness for Duty. Employees must present a written statement from their physician or health care provider to their supervisor when the employee is absent for any period of time because of injury requiring care from a physician or health care provider, or absent from work for 10 days or more due to a personal health condition. The statement is to clearly verify that the employee is mentally and physically able to return to duty. This statement is to be presented in person, or by other methods agreed upon by both parties, to the employee’s supervisor before the employee returns to duty in order that the readiness to perform work can be observed and/or discussed.

Employees are required to disclose any medical restrictions that limit their ability to perform the essential functions of their position to their supervisor and to request a meeting with the Americans with Disabilities Act (ADA) Coordinator to discuss the provision of reasonable accommodations. The ESU will not discriminate against any employee due to disability and will provide reasonable accommodations. Information provided about medical conditions or disabilities shall be treated as confidential, as required by state and federal statutes, and will be divulged only to the extent necessary to provide reasonable accommodations.

Legal Reference:	
Date of Adoption:	May 20, 2019

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
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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 the 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 on 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
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November 1, 2024

Lindy Church
308-548-8526
lindyeberle1@gmail.com

Dear ESU7 Board and Administration,

Please accept this letter as my formal notice of resignation from Educational Service Unit 7 Bridges, effective November 15, 2024.

I was honored and excited to be chosen to help create a new program for a unique population of students. However, the workload of this program has negatively affected my mental health due the underdevelopment of the program and the variety of roles I was expected to fill.

I appreciate the opportunities and experiences ESU7 has provided me over the last two years. At this time, I am resigning as the Bridges teacher.

Sincerely,
Lindy Church

**Licensed Mental
Health Practitioner
(LMHP)
Department
24-25 School Year**

New Team Members



Sonya Sukup, LMHP
LMHP Department
Coordinator



Iris Medina, PLMHP



Ingrid Rodriguez,
Intern

Senior Team Members



Megan Welch, LIMHP



Merridie Kaup, LIMHP

Senior Team Members



Kassi Cornwell, PLMHP



Lynne Webster, PLMHP

Supported Districts

- Boone Central
- Central City
- Cross County
- Clarkson
- High Plains
- Howells-Dodge
- Humphrey
- East Butler
- Lakeview
- Learning Academy
- Leigh
- Fullerton
- Osceola
- Palmer
- Shelby Rising City
- St. Michaels- Albion
- St. Edward
- Twin River

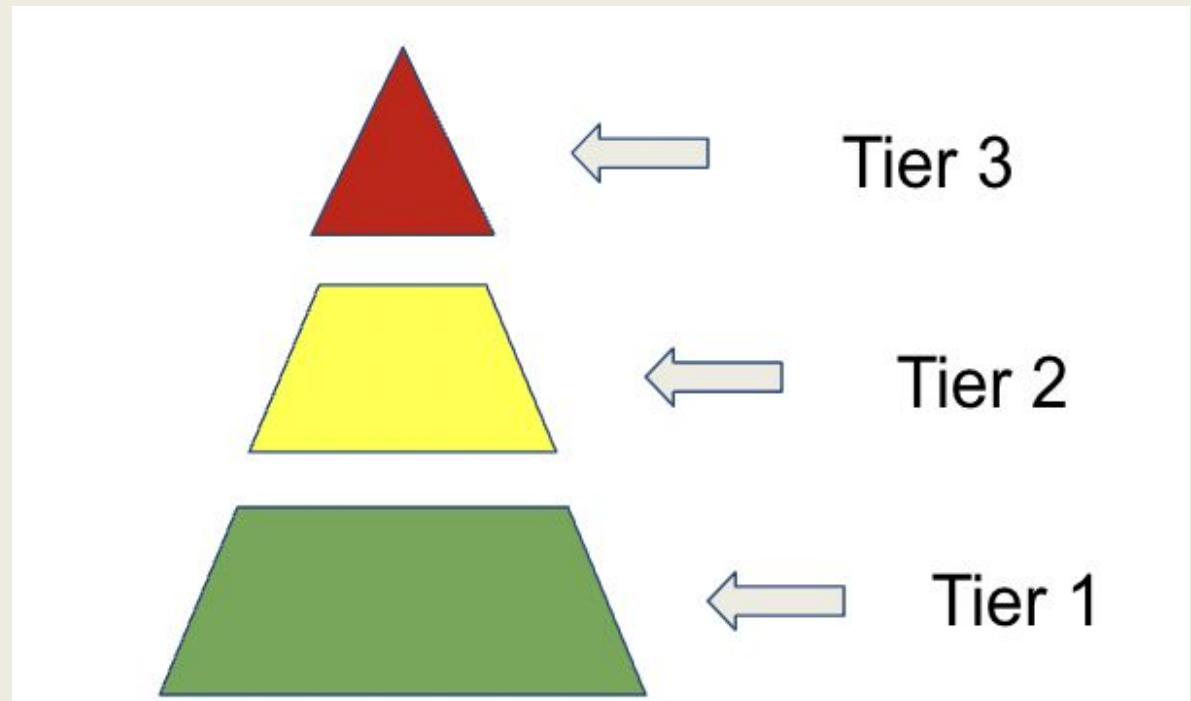
Goal

- **The LMHP team will consistently comply with established case load expectations and procedures with school districts by May 2025.**
- **Data to support progress monitoring and goal tracking:**
 - 1. Caseload Information updated monthly**
 - 2. Student referral data**
- **Collaborating with MTSS systems**

Goal

- Collaborating with MTSS systems

Tier 3- Few
Tier 2- Some
Tier 1- All



Data Snapshot

2023-2024

- 390 tier 3 students served
- 64 tier 3 students on waitlist

2024-2025 current data through October 25

- 172 tier 3 students served
- 2 tier 3 students on waitlist

What's Next?

- LMHP integration with MTSS framework in school districts
- Expand LMHP capacity for Evidence Based Interventions
- Reach capacity to be serving districts with need verses contracted time
- Collect data to support better integration of LMHP services

Article III, Section 4, F Internal Controls

The ESU will develop and maintain internal control procedures as required by law and in accordance with sound fiscal monitoring practices that will ensure appropriate oversight of state and federal funds. The following internal control procedures will be utilized for all federal grants:

Generally: If the ESU receives federal awards, grants, or other funds, the ESU will:

- (a) Establish and maintain effective internal control over the federal award that provides reasonable assurance that the ESU manages the federal award in compliance with federal statutes, regulations, and the terms and conditions of the federal award. The ESU will endeavor to develop and maintain these internal controls consistent with the “Standards for Internal Control in the Federal Government” issued by the Comptroller General of the United States or the “Internal Control Integrated Framework” issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO);
- (b) Comply with the U.S. Constitution, federal statutes, regulations, and the terms and conditions of the federal award;
- (c) Evaluate and monitor the ESU 's compliance with statutes, regulations and the terms and conditions of federal award;
- (d) Take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; and
- (e) Take reasonable measures to safeguard protected personally identifiable information and other information the federal awarding agency, or pass-through entity, designates as “sensitive” or the ESU considers sensitive, consistent with applicable federal, state, and local laws regarding privacy and responsibility over confidentiality.

Legal Reference:	2 C.F.R. § 200.303.
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Management requirements: The ESU will manage equipment (including replacement equipment), whether acquired in whole or in part under a federal award, until the ESU disposes of such equipment. The ESU will, as a minimum, meet the following requirements:

1. Maintain property records of the equipment (including equipment description, serial number or other identification number, source of funding, acquisition date, and the like);
2. Maintain a physical inventory procedure, with an inventory occurring at a minimum of every two years;
3. Implement a control system procedure;

4. Continue to develop and implement adequate maintenance procedures for the equipment;
5. Continue to develop and implement sales procedures for the equipment; and
6. Continue to develop and implement disposition procedures for the equipment.

Legal Reference:	2 C.F.R. §§ 200.313 & 200.33
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Procurement: The ESU will use its own documented procurement procedures which reflect applicable State, local, and tribal laws and regulations, provided that the procurements conform to applicable Federal law and the requirement standards imposed by law, including:

1. A procedure for micro-purchases (Under \$10,000);
2. A procedure for small purchases (between \$10,000 to \$250,000);
3. A procedure for sealed bids;
4. A procedure for competitive proposals; and
5. A procedure for noncompetitive bids.

Legal Reference:	2 C.F.R. §§ 200.317 through 200.326
Cross-Reference:	Policies 3130 & 3131

Record Retention: Financial records, supporting documents, statistical records, and all other related records pertinent to a Federal award will be retained for a period of three years from the date of submission of the final expenditure report or, for Federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the Federal awarding agency or pass-through entity in the case of a subrecipient.

For all other records, the ESU will retain such records for the length of time as required by law.

Legal Reference:	2 C.F.R. §§ 200.333
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Suspension and Debarment: The ESU will not contract with any entity or individual who has been debarred, suspended, or otherwise excluded from or ineligible for participation in Federal assistance programs or activities. Before entering into a contract regarding a Federal award, the ESU will verify that a vendor has not been debarred, suspended or otherwise excluded, and the ESU will maintain a copy of said verification.

Legal Reference:	2 C.F.R. §§ 200.213
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Financial Management: The ESU will maintain financial management systems to account for the Federal funds, including records documenting compliance with federal statutes, regulations, and the terms and conditions of the Federal award. These records will be sufficient to permit the ESU to prepare reports required by general and program-specific terms and conditions; and the tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the Federal statutes, regulations, and the terms and conditions of the Federal award. The financial management system will provide for the following:

1. Identifying all of the Federal awards received and expended and the federal programs under which they were received;
2. Ensuring that accurate, current, and complete disclosure of the financial results of each Federal award or program are maintained in accordance with reporting requirements;
3. Identifying adequately the source and application of funds for federally-funded activities;
4. Ensuring effective controls over and accountability for all funds, property, and other assets;
5. Comparing actual expenditures with budget amounts for each Federal award'
6. Ensuring payments of Federal funds are made in accordance with applicable law, including 2 C.F.R. § 200.302; and
7. Determining the allowability of costs in accordance with applicable law and the conditions of the Federal award.

Legal Reference:	2 C.F.R. § 200.302
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Program Income: The ESU will consult with the Federal awarding agency and refer to the applicable law and Federal program terms and conditions to determine how to account for, deduct and otherwise handle income from Federal programs.

Legal Reference:	2 C.F.R. § 200.307
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Cost Sharing or Matching: For all Federal awards, any shared costs or matching funds and all contributions, including cash and third party in-kind contributions, must be accepted as part of the ESU's cost sharing or matching, when such contributions meet all of the following criteria:

1. Are verifiable from the ESU's records;
2. Are not included as contributions or any other Federal award;
3. Are necessary and reasonable for accomplishment of project or program objectives;
4. Are allowable under the applicable Cost Principles requirements;
5. Are not paid by the Federal Government under another Federal award, except where the Federal statute authorizing a program specifically provides that Federal funds made available for such program can be applied to matching or cost sharing requirements of other Federal programs;

6. Are provided for in the approved budget when required by the Federal awarding agency; and
7. Conform to other provisions of the law or terms and conditions of the Federal award, as applicable.

Legal Reference:	2 C.F.R. § 200.306
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Compensation: Compensation for personal services includes all remuneration for services of employees rendered during the period of performance under the Federal award, including, but not limited to wages, salaries, and fringe benefits. Costs of compensation may be allowable under Federal law and the Federal grant to the extent that they satisfy the following requirements:

1. Is reasonable for the services rendered; and
2. Conforms to the established written expectations of the ESU, as applied consistently to both Federal and non-Federal activities.

If the ESU intends to charge compensation to Federal awards, such charges will be based on records that accurately reflect the work performed, and will:

1. Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
2. Be incorporated into the official records of the ESU;
3. Reasonably reflect the total activity for which the employee is compensated by the ESU, not exceeding 100% of compensated activities;
4. Encompass both federally-assisted and all other activities compensated by the ESU on an integrated basis, but may include the use of subsidiary records as defined in the ESU's written procedures;
5. Comply with the established accounting policies and practices of the ESU; and
6. Differentiate and account for the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one Federal award; a Federal award and non-Federal award; an indirect cost activity and a direct cost activity; two or more indirect activities which are allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity.

Budget estimates will generally not be used to support for charges to Federal awards but may be used for interim accounting purposes.

Legal Reference:	2 C.F.R. §§ 200.430 & 200.431
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Federal Funds for Construction Projects: For all federal awards, the ESU will comply with all applicable legal requirements, including the Davis-Bacon Act.

Legal Reference:	34 C.F.R. § 75.600, et seq.
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Capitalization and Depreciation: The ESU will follow the rules for selected items of cost at 2 C.F.R. Part 200, Subpart E, when charging these specific expenditures to a federal grant. When applicable, ESU staff will check costs against the selected items of cost requirements to ensure the cost is allowable. In addition, federal, state, or program-specific rules, including the terms and conditions of the award, may deem a cost as unallowable and ESU personnel shall follow those requirements. The following rules of allowability apply to equipment and other capital expenditures:

- A. Capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the federal awarding agency or pass-through entity.
- B. Capital expenditures for special purpose equipment are allowable as direct costs, provided that items with a unit cost of \$5,000 or more have the prior written approval of the federal awarding agency or pass-through entity.
- C. Capital expenditures for improvements to land, buildings, or equipment which materially increase their value or useful life are unallowable as a direct cost except with the prior written approval of the federal awarding agency or pass-through entity.
- D. Allowability of depreciation on buildings, capital improvements, and equipment shall be in accordance with 2 CFR § 200.436 and 2 CFR § 200.465.
- E. When approved as a direct cost by the federal awarding agency or pass-through entity under Sections A - C, capital expenditures will be charged in the period in which the expenditure is incurred, or as otherwise determined appropriate and negotiated with the Federal awarding agency.
- F. If the ESU is instructed by the federal awarding agency to otherwise dispose of or transfer the equipment, the costs of such disposal or transfer are allowable.
- G. Any depreciation will be computed, charged, and recorded in a manner consistent with federal regulations and any requirements of the federal awarding agency.

Legal Reference:	2 C.F.R. §§200.436 & 200.439.
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Maintaining Records: Financial records, supporting documents, statistical records, and all other ESU records pertinent to a federal award must be retained for the minimum period time as required by federal law or the terms of the federal awarding agency, whichever is longer in time.

Legal Reference:	2 C.F.R. § 200.334.
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Conflict of Interest: Notwithstanding any other Board Policies or Procedures, the ESU shall ensure that it avoids any conflicts of interest regarding any federal awards. The ESU will disclose in writing any potential conflict of interest to the federal awarding agency or pass-through entity in accordance with applicable federal awarding agency policy.

Legal Reference:	2 C.F.R. § 200.112.
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Unexpected or Extraordinary Circumstances: For all Federal awards, if the ESU does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the ESU may amend or create a policy at a later date in order to put emergency contingencies in place for Federal and non-Federal similarly situated employees. If the conditions exist for charges to be made to the Federal grant, then charges may also be made to any non-Federal sources that are used by the ESU in order to meet a matching requirement. The ESU will take other steps to comply with Federal award requirements in the event of unexpected or extraordinary circumstances.

Legal Reference:	2 C.F.R. §§ 200, et seq.
Date of Adoption:	August 16, 2021
Date(s) of Revision:	May 16, 2022
Date(s) of Review:	November 21, 2022 November 20, 2023

James B. Gessford
Daniel F. Kaplan
Gregory H. Perry
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R. J. Shortridge*
Joshua J. Schauer*
Derek A. Aldridge**
Justin J. Knight***
Charles Kaplan
Haleigh B. Carlson
Sara J. Tonjes
Kendall G. Oberheide



PERRY, GUTHERY, HAASE & GESSFORD, P.C., L.L.O.

Of Counsel
Thomas M. Haase

*Also admitted in Iowa
** Also admitted in Kansas
***Also admitted in Colorado

Ernest B. Perry (1876-1962)
Arthur E. Perry (1910-1982)
R.R. Perry (1917-1999)
Edwin C. Perry (1931-2012)

MID-YEAR 2024 POLICY UPDATE

Recently, the Nebraska Department of Education notified schools about updates to federal guidance and regulations. These changes require updates to Policy 3132 (“Internal Controls”). As a reminder, Policy 3132 is one of the key policies required and reviewed during federal audits. Although most of the updates are technical, these updates include:

1. Add a reference to “cybersecurity” to the District’s obligation to protect sensitive information;
2. Clarify the monetary threshold (now \$10,000) for the disposition of property acquired with federal funds;
3. Include the required contract terms for contracts with federal awards;
4. Add a requirement for federal interest reporting and recording;
5. Update the suspension and debarment language to now provide three options to confirm a contractor has not been suspended or debarred from performing federal work;
6. Increase the capital expenditure threshold from \$5,000 to \$10,000; and
7. Update the conflict-of-interest language.

The new regulations also increase the single audit threshold from \$750,000 to \$1,000,000.

Please let us know if you have any questions.

Business OperationsInternal Controls

The District will develop and maintain internal control procedures as required by law and in accordance with sound fiscal monitoring practices that will ensure appropriate oversight of state and federal funds. The following internal control procedures will be utilized for all federal grants:

Generally: If the District receives federal awards, grants, or other funds, the District will:

- 1) Establish and maintain effective internal control over the federal award that provides reasonable assurance that the District manages the federal award in compliance with federal statutes, regulations, and the terms and conditions of the federal award. The District will endeavor to develop and maintain these internal controls consistent with the “Standards for Internal Control in the Federal Government” issued by the Comptroller General of the United States or the “Internal Control Integrated Framework” issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO);
- 2) Comply with the U.S. Constitution, federal statutes, regulations, and the terms and conditions of the federal award;
- 3) Evaluate and monitor the District's compliance with statutes, regulations and the terms and conditions of federal award;
- 4) Take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; and
- 5) Take reasonable cybersecurity and other measures to safeguard protected personally identifiable information and other information the federal awarding agency, or pass-through entity, designates as “sensitive” or the District considers sensitive, consistent with applicable federal, state, and local laws regarding privacy and responsibility over confidentiality.

Legal Reference: 2 C.F.R. § 200.303.

Management requirements: The District will manage equipment (including replacement equipment), whether acquired in whole or in part under a federal award, until the District disposes of such equipment. The District will, as a minimum, meet the following requirements:

- 1) Maintain property records of the equipment (including equipment description, serial number or other identification number, source of funding, acquisition date, and the like);
- 2) Maintain a physical inventory procedure, with an inventory occurring at a minimum of every two (2) years;
- 3) ~~Implement a~~Implement a control system to ensure safeguards for preventing property loss, damage, or theft-Control System procedure;
- 4) Implement adequate maintenance procedures for the equipment; and
- 5) Implement sales and disposition procedures for the equipment to ensure the highest possible return; and.
- 6) ~~Continue to develop and implement disposition procedure for the equipment.~~

All equipment, whether acquired in whole or in part under a federal award, with a current fair market value of \$10,000 or less (per unit) may be retained, sold, or otherwise disposed of in accordance with the Board's Sale and Disposal of Property Policy.

All equipment, whether acquired in whole or in part under a federal award, with a current fair market value in excess of \$10,000 (per unit), may only be sold or otherwise disposed of in accordance with the provisions of 2 C.F.R. § 200.313(e)(2)-(3).

Legal Reference: 2 C.F.R. §§ 200.313 & 200.303.

Procurement: The District will use its own documented procurement procedures which reflect applicable State, local, and tribal laws and regulations, provided that the procurements conform to applicable federal law and the requirement standards imposed by law, including:

- 1) A procedure for micro-purchases (Under \$10,000);
- 2) A procedure for small purchases (between \$10,000 to \$250,000);
- 3) A procedure for sealed bids; (over \$250,000);
- 4) A procedure for competitive proposals; (with an explanation for why sealed bids were not accepted if over \$250,000); and
- 5) A procedure for noncompetitive bids.

Legal Reference: 2 C.F.R. §§ 200.317 through 200.326.

Cross-Reference: Policies 3130 & 3131.

Contract Terms: All contracts funded (in whole or in part) by federal funds and/or federal awards must contain the following terms or, via this Policy, the following terms are required and incorporated into any such contracts:

- 1) An assurance that minority business enterprises and labor surplus area firms are used, when possible;
- 2) An Anti-Lobbying clause for all contracts, including an Anti-Lobbying Certification, for contracts exceeding \$100,000;
- 3) A Suspension and Debarment clause;
- 4) A provision for termination for cause and for convenience, including the manner by which it will be affected and the basis for settlement;
- 5) A clause that addresses administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and a provision for sanctions and penalties;
- 6) For contracts in excess of \$150,000, a clause addressing the Clean Air Act and the Federal Water Pollution Control Act;
- 7) A provision maintaining contract oversight to ensure that contractors perform in accordance with the terms, conditions, and specifications of their contracts or purchase orders;
- 8) A provision addressing the District's conflict of interest policies; and
- 9) A requirement that the contractor maintains records related to the contracted work.

Legal Reference: 2 CFR § 200.319(d); 2 CFR § 200.321; 2 CFR § 200, Appendix II(I); 2 CFR § 200, Appendix II(H); 2 CFR § 200, Appendix II(B); 2 CFR § 200, Appendix II(A); 2 CFR § 200, Appendix II(G); 2 CFR § 200.318(b); 2 CFR § 200.318(c)(1); 2 CFR § 200.318(i); 2 CFR § 200.324(a); 2 CFR § 200.324(b).

Federal Interest Reporting: The District will follow the required federal interest reporting and recording requirements, if applicable, for any real property or improvement interest financed, in whole or in part, with federal funds.

Legal Reference: 2 CFR §§ 200.310-200.313.

Record Retention: Financial records, supporting documents, statistical records, and all other related records pertinent to a federal award will be retained for a period of three (3) years from the date of submission of the final expenditure report or, for federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the federal awarding agency or pass-through entity in the case of a sub-recipient-, or as otherwise specified by the federal award or federal law.

For all other records, the District will retain such records for the length of time as required by law.

Legal Reference: 2 C.F.R. § 200.333, 2 C.F.R. § 200.34 & 34 C.F.R. § 81.31.

Suspension and Debarment: The District will not contract with any entity or individual who has been debarred, suspended, or otherwise excluded from or ineligible for participation in federal assistance programs or activities. Before entering into a contract regarding a federal award, the District will either: (1) verify that a vendor has not been debarred, suspended or otherwise excluded via SAM.gov, (2) collect a verification from that vendor; or (3) add a clause to the contract with the , and the vendor. The District will maintain a copy of said verification or documentation.

Legal Reference: 2 C.F.R. § 200.213.

Financial Management: The District will maintain financial management systems to account for the federal funds, including records documenting compliance with federal statutes, regulations, and the terms and conditions of the federal award. These records will be sufficient to permit the District to prepare reports required by general and program-specific terms and conditions and the tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the federal statutes, regulations, and the terms and conditions of the federal award. The financial management system will provide for the following:

- 1) Identifying all of the federal awards received and expended and the federal programs under which they were received;
- 2) Ensuring that accurate, current, and complete disclosure of the financial results of each federal award or program are maintained in accordance with reporting requirements;
- 3) ~~Identifying adequately~~ Maintaining records and documentation that sufficiently identify the amount, source, and application expenditure of funds for federally-funded activities;
- 4) Ensuring effective controls over ~~and~~ accountability and safeguards for all funds, property, and other assets;
- 5) Comparing actual expenditures with budget amounts for each federal award;
- 6) Ensuring payments of federal funds are made in accordance with applicable law, including 2 CFR § 200.305; and
- 7) Determining the allowability of costs in accordance with applicable law and the conditions of the federal award.

Legal Reference: 2 C.F.R. § 200.302.

Program Income: The District will consult with the federal awarding agency and refer to the applicable law and federal program terms and conditions to determine how to account for, deduct and otherwise handle income from federal programs.

Legal Reference: 2 C.F.R. § 200.307.

Cost Sharing or Matching: For all federal awards, any shared costs or matching funds and all contributions, including cash and third party in-kind contributions, must be accepted as part of the District's cost sharing or matching, when such contributions meet all of the following criteria:

- 1) Are verifiable from the District's records;
- 2) Are not included as contributions for any other federal award;
- 3) Are necessary and reasonable for accomplishment of project or program objectives;
- 4) Are allowable under the applicable Cost Principles requirements;
- 5) Are not paid by the Federal Government under another federal award, except where the federal statute authorizing a program specifically provides that federal funds made available for such program can be applied to matching or cost sharing requirements of other federal programs;
- 6) Are provided for in the approved budget when required by the federal awarding agency; and
- 7) Conform to other provisions of the law or terms and conditions of the federal award, as applicable.

Legal Reference: 2 C.F.R. § 200.306.

Compensation: Compensation for personal services includes all remuneration for services of employees rendered during the period of performance under the federal award, including, but not limited to wages, salaries, and fringe benefits. Costs of compensation may be allowable under federal law and the federal grant to the extent that they satisfy the following requirements:

- 1) Is reasonable for the services rendered; and
- 2) Conforms to the established written expectations of the District, as applied consistently to both federal and non-federal activities.

If the District intends to charge compensation to federal awards, such charges will be based on records that accurately reflect the work performed, and will:

- 1) Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- 2) Be incorporated into the official records of the District;
- 3) Reasonably reflect the total activity for which the employee is compensated by the District, not exceeding 100% of compensated activities;
- 4) Encompass both federally assisted, and all other activities compensated by the District on an integrated basis, but may include the use of subsidiary records as defined in the District's written procedures;
- 5) Comply with the established accounting policies and practices of the District; and
- 6) Differentiate and account for the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one (1) federal award; a federal award and non-federal award; an indirect cost activity and a direct cost activity; two (2) or more indirect activities which are allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity.

Any leave and/or fringe benefits charged to a federal award must satisfy all criteria set forth in 2 C.F.R. § 200.431(b) and/or (c).

Budget estimates will generally not be used to support charges to federal awards but may be used for interim accounting purposes.

Legal Reference: 2 C.F.R. §§ 200.430 & 200.431.

Federal Funds for Construction Projects: If the District is granted the authority to use federal funds for a construction project, the District will follow the Davis-Bacon and Related Acts, including the payment of “prevailing wages” to those who work on the job site, as well as the contractor bonding requirements.

~~Legal Reference: 40 U.S. Code § 3141, et seq; 2 C.F.R. § 200.326. For all federal awards, the District will comply with all applicable legal requirements, including the Davis-Bacon Act.~~

~~Legal Reference: 34 C.F.R. § 75.600, et seq.~~

Capitalization and Depreciation: The District will follow the rules for selected items of cost at 2 C.F.R. Part 200, Subpart E, when charging these specific expenditures to a federal grant. When applicable, District staff will check costs against the selected items of cost requirements to ensure the cost is allowable. In addition, federal, state, or program-specific rules, including the terms and conditions of the award, may deem a cost as unallowable and District personnel shall follow those requirements. The following rules of allowability apply to equipment and other capital expenditures:

- 1) Capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the federal awarding agency or pass-through entity.
- 2) Capital expenditures for special purpose equipment are allowable as direct costs, provided that items with a unit cost of \$510,000 or more have the prior written approval of the federal awarding agency or pass-through entity.
- 3) Capital expenditures for improvements to land, buildings, or equipment which materially increase their value or useful life are unallowable as a direct cost except with the prior written approval of the federal awarding agency or pass-through entity.
- 4) Allowability of depreciation on buildings, capital improvements, and equipment shall be in accordance with 2 CFR § 200.436 and 2 CFR § 200.465.
- 5) When approved as a direct cost by the federal awarding agency or pass-through entity under Sections A - C, capital expenditures will be charged in the period in which the expenditure is incurred, or as otherwise determined appropriate and negotiated with the federal awarding agency.

- 6) If the District is instructed by the federal awarding agency to otherwise dispose of or transfer the equipment, the costs of such disposal or transfer are allowable.
- 7) Any depreciation will be computed, charged, and recorded in a manner consistent with federal regulations and any requirements of the federal awarding agency.

Legal Reference: 2 C.F.R. §§200.436 & 200.439.

~~Conflict of Interest: Notwithstanding any other Board Policies or Procedures, the District shall ensure that it avoids any conflicts of interest regarding any federal awards. The District will disclose in writing any potential conflict of interest to the federal awarding agency or pass-through entity in accordance with applicable federal awarding agency policy.~~

Conflict of Interest: No District employee, agent, or Board Member with a real or apparent conflict of interest may participate in the selection, award, or administration of a contract supported by or with federal funds. A “conflict of interest” includes, but is not limited to, a financial or other interest in or a tangible personal benefit from federal funds that would directly or indirectly benefit either (1) the employee, agent, or board member; (2) any member of their immediate family; or their spouse or partner, or (3) an organization that employs or is about to employ those individuals. District employees, agents, and Board Members may only accept gratuities, favors, or anything of monetary value from federally funded contractors in accordance with the District’s Conflict of Interest Policy. Any District employee, agent, or Board Member who knowingly violates these terms may be subject to discipline, up to and including termination of employment and/or referral for possible criminal prosecution.

Legal Reference: 2 C.F.R. §§ 200.112 & 200.318.

Unexpected or Extraordinary Circumstances: For all federal awards, if the District does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the District may amend or create a policy at a later date in order to put emergency contingencies in place for federal and non-federal similarly situated employees. If the conditions exist for charges to be made to the federal grant, then charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The District will take other steps to comply with federal award requirements in the event of unexpected or extraordinary circumstances.

Legal Reference: 2 C.F.R. § 200, et seq.

Date of Adoption: [Insert Date]

October '24 Treasurer Report

Beginning Balance OCTOBER 1, 2024			\$71,948.01		
RECEIPTS					
Property taxes			\$155,378.26		
SPED			\$227,240.28		
General/Flow Through			\$202,272.06		
Grants			\$692,651.54		
TOTAL RECEIPTS			\$1,277,542.14	\$1,277,542.14	
				\$1,349,490.15	
Transfer to Money Market				\$160,000.00	-
Total Funds Available				\$1,189,490.15	
DISBURSEMENTS:					
General Fund			\$359,100.72		
SPED			\$458,140.50		
Receipts as credits			\$0.00		
Grants			\$309,428.37		
Total DISBURSEMENTS Check #78665 thru #78820			\$1,126,669.59	\$1,126,669.59	-
Ending balance, October 31, 2024				\$62,820.56	

Checking balance					\$62,820.56
Money Market Deposit Account at First National Bank					\$4,765,000.00
Money Market Deposit Account at First National Bank					\$100,000.00
Money Market Deposit Account at Bank of Clarks					\$100,000.00
Money Market Deposit Account at Columbus Bank & Trust					\$100,000.00
Certificate of Deposit - Great Western Bank					\$200,000.00
Certificate of Deposit - First National Bank-Columbus					\$100,000.00
Certificate of Deposit - First National Bank-Columbus					\$1,000,000.00

TOTAL CASH ON HAND (includes cash reserve) \$6,427,820.56

CASH RESERVE \$1,649,584.44

Funds that are due to ESU 7					
Grants				(\$1,294,698.59)	
Production/Art Media Accounts Receivable			(\$25,680.50)		
Network Support Accounts Receivable			(\$2,120.50)		
Misc. Flow thru Accounts Receivable			(\$16,682.06)		
Outstanding Receivables				(\$44,483.06)	
Total due to ESU 7				(\$1,339,181.65)	

	2023-24	2024-25	2023-24	2024-25		
	Dollars Spent Per Month	Dollars Spent Per Month	Percentage spent each month	Percentage spent each month		
September	\$299,871.57	\$259,014.74	10.08%	7.85%	Total Budget	\$17,734,272.86
October	\$172,029.24	\$126,728.31	5.78%	3.84%	30% of budget	\$5,320,281.86
November	\$127,254.21		4.28%	0.00%	Earmarked set aside	\$8,586,908.00
December	\$207,245.41		6.28%	0.00%	Total budget spent to date	\$2,250,521.57
January	\$204,916.22		6.89%	0.00%		
February	\$200,293.65		6.73%	0.00%		
March	\$202,230.23		6.80%	0.00%		
April	\$194,408.59		6.53%	0.00%		
May	\$203,683.68		6.85%	0.00%		
June	\$216,633.54		7.28%	0.00%		
July	\$195,107.67		6.56%	0.00%		
August	\$208,707.54		7.01%	0.00%		
Approved Total General Budget for Levy \$			\$2,975,174.95	\$3,299,168.88		
Total Spent to date			\$2,432,381.55	\$385,743.05		
Dollars approved from cash reserve				\$0.00		

NOTES

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

All Systems Go



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



2 Registration & Reservations



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

To register, go to www.NASBonline.org

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

Registration fees for the conference are as follows:
 REGISTRATION SEPTEMBER 11 - NOVEMBER 8 \$325
 PRE-CONFERENCE REGISTRATION \$100
 CANCELLATION FEE (PRIOR TO 11/8) \$150
 (No refunds after the registration deadline)

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

(Substitutions are done at no charge)

Hotel Reservations

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

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

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

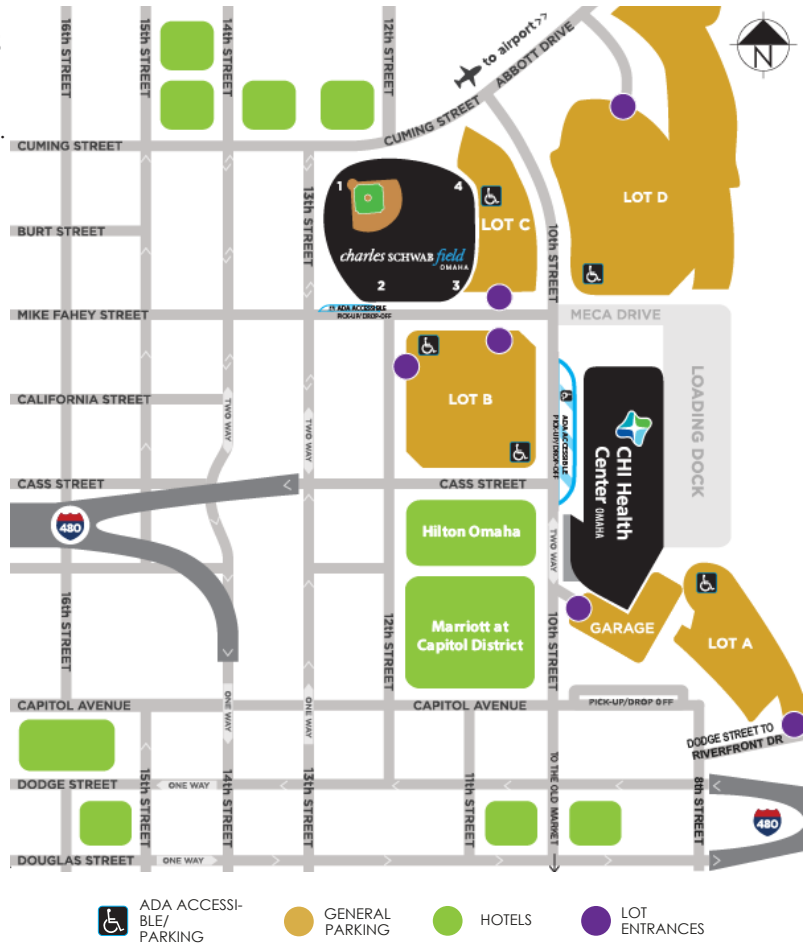
SUBMIT YOUR CONFERENCE HOTEL ROOM REQUEST WEDNESDAY, SEPTEMBER 25, 2024.

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

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

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

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



WEDNESDAY, NOVEMBER 20

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

Exhibitor Reception
4:00 to 5:30 PM

THURSDAY, NOVEMBER 21

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

Opening Keynote Speaker
8:15 to 9:30 AM

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

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

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

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

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

FRIDAY, NOVEMBER 22

Classroom Showcase
8:00 to 11:30 AM

NASB Delegate Assembly
8:00 to 9:30 AM

NASA Membership Meeting
8:00 to 9:30 AM

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

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

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

20th

DAY 1

WEDNESDAY, NOVEMBER 20, 2024

NASBO MEMBERSHIP MEETING

NASB LEGISLATION COMMITTEE MEETING

NASA EXECUTIVE BOARD MEETING

PRE-CONFERENCE SESSIONS

EXHIBITOR RECEPTION

NASB BOARD MEETING

21st

DAY 2

THURSDAY, NOVEMBER 21, 2024

BOARD MEMBER / MENTOR COLLABORATION

PRESENTATION OF COLORS / MUSICAL OPENING

OPENING & LUNCHEON KEYNOTE SPEAKERS

SCHOOL BOARD MEMBER OF THE YEAR PRESENTED

BREAKOUT SESSIONS (A, B, C & D)

22nd

DAY 3

FRIDAY, NOVEMBER 22, 2024

NASB DELEGATE ASSEMBLY

NASA MEMBERSHIP MEETING

CLASSROOM SHOWCASE

SUPERINTENDENT OF THE YEAR RECOGNIZED

CLOSING KEYNOTE SPEAKER

BREAKOUT SESSIONS (E & F)

ADJOURN

Register now at www.NASBonline.org



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

GIAN PAUL GONZALEZ

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

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



RUNNING TOWARD CHAOS

DR. NATALIE STAVAS

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

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



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

BRIAN MAHER

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

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

Pre

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

INSIDE OUT:

NAVIGATING BOARD CONFLICT AND THE HIDDEN COSTS OF DYSFUNCTION

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

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

HARNESSING THE POWER OF AI:

PRACTICAL APPLICATIONS FOR SCHOOL BOARD MEMBERS AND ADMINISTRATORS

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

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



JOIN US!!! EXHIBITOR RECEPTION WEDNESDAY, NOVEMBER 20 - 4:00 TO 5:30 PM

Register now at www.NASBonline.org



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

Previous Winners Include:

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



SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE FRIDAY LUNCHEON

Previous Winners Include:

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



BOARDSMANSHIP



CAREER & COLLEGE READINESS



COMMUNITY ENGAGEMENT



CURRICULUM



ESU



FACILITIES



LEGAL & POLICY



LEGISLATIVE & ADVOCACY



MANAGEMENT/ADMINISTRATION



NEW BOARD MEMBER



SAFETY



STUDENTS/EARLY CHILDHOOD



TECHNOLOGY



WELLNESS

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- A2 BOARD GOVERNANCE: WHERE DO I BEGIN?
- A3 CONSTRUCTION FUNDING
- A4 STOP CALLING IT MARIJUANA
- A5 PAIN IN THE APP, V. 10.0
- A6 COMMUNICATION FOR DISTRICTS LARGE & SMALL
- A7 SPECIAL EDUCATION AND SECTION 504 ISSUES
- A8 NURTURING FUTURE EDUCATORS IN RURAL NEBRASKA
- A9 BANCROFT-ROSALIE EARLY COLLEGE HIGH SCHOOL
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- A11 PROFESSIONAL LEARNING AND LEADERSHIP DEVELOPMENT

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- B2 EMPOWERING SBMS AS COMMUNITY CATALYSTS
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- B6 MAKING DOLLARS AND SENSE OF SCHOOL FINANCE
- B7 THE OPEN MEETINGS ACT: THE BASICS TO THE UNEXPECTED
- B8 BUILDING AND GROWING OUR FUTURE
- B9 HOW TO CREATIVELY FUND A SCHOOL FACILITIES UPDATE
- B10 NAVIGATING FUTURES
- B11 HIRING FOREIGN-TRAINED TEACHERS

- C1 STUDENT VOICES
- C2 AN INTERACTIVE MOCK BOARD MEETING
- C3 BUILDING, FACILITIES, AND REAL ESTATE
- C4 SUPPORT FOR EDUCATION AND WORKFORCE DEVELOPMENT
- C5 MEETING OF THE MINDS: LET'S GET CLOSED SESSION RIGHT!
- C6 INNOVATIVE PREPARATION FOR EDUCATORS
- C7 WAIVERS & RELEASES IN EXTRACURRICULAR ACTIVITIES
- C8 TAKING SCHOOL SAFETY TO THE NEXT LEVEL
- C9 LESSONS FROM BROKEN BOW BOND ELECTION
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- C11 CONNECTING ED LEARNING TO WORKPLACE SUCCESS

- D1 MASTERING PAPERLESS BOARD MEETINGS & NEGOTIATIONS
- D2 EHA BENEFITS UPDATE
- D3 THE USE OF ADVISORY GROUPS TO ENGAGE STAKEHOLDERS
- D4 POWER OF STAY SURVEYS IN RETAINING HIGH-QUALITY STAFF
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- D7 NAVIGATING TRANSGENDER STUDENT POLICIES IN SCHOOLS
- D8 DEVELOPING THE DISTRICT AND FOUNDATION RELATIONSHIP

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- E1 MENTAL HEALTH & WELLNESS RESOURCES
- E2 LEADERSHIP THROUGH LONG-TERM PLANNING
- E3 HOT LEGAL TOPICS FOR BOARD PRESIDENTS
- E4 CITIZEN'S ACADEMY CREATES DEEP PARTNERS
- E5 SOCIAL MEDIA AND THE BOARD MEMBER
- E6 ADDRESSING THE EDUCATOR WORKFORCE
- E7 OPEN MEETINGS AND PUBLIC RECORDS
- E8 CONSTRUCTION MANAGER AT RISK METHOD
- E9 BEHAVIOR INTERVENTION & TEACHER SUPPORT

- F1 SYSTEMS FOR SUPPORTING STUDENT BEHAVIOR
- F2 CAREER ACADEMIES - FIND YOUR PATH
- F3 NEGOTIATING FROM THE BOARD'S SIDE
- F4 STRENGTHENING YOUR BEEF IN SCHOOLS
- F5 TITLE IX: NEW OR IMPROVED?
- F6 CENTRAL NEBRASKA TEACHER RECRUITMENT
- F7 ATHLETICS, NIL, AND COPYRIGHT
- F8 A LISTENING SESSION WITH THE STATE BOARD



Register now at www.NASBonline.org

A

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



A1 A "SPECIAL" KIND OF YEAR

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

PRESENTERS: Colby Coash - NASB; Mike Dulaney - NCSA



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

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

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



A3 SCHOOL FUNDING FOR CONSTRUCTION PROJECTS, INCLUDING LEASE PURCHASE AGREEMENTS



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

PRESENTERS: Mike Rogers - Gilmore & Bell Law Firm



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

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

PRESENTER: Jay Martin - Nebraska Department of Education



A5 PAIN IN THE APP, V. 10.0



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

PRESENTERS: Karen Haase & Sara Hento - KSB School Law



A6 COMMUNICATION STRATEGIES & TOOLS FOR DISTRICTS LARGE & SMALL

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

PRESENTER: Annette Eyman - Kordica Communications



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

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

PRESENTER: Haleigh Carlson - Perry Law Firm



A8 GROW YOUR OWN: NURTURING FUTURE EDUCATORS IN RURAL NEBRASKA

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

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



A9 BANCROFT-ROSALIE EARLY COLLEGE HIGH SCHOOL

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

PRESENTER: Jon Cerny - Bancroft-Rosalie Public Schools



A10 HARVESTING HOPE

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

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



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

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

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



B

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



B1 NSAA COMPETITIVE BALANCE UPDATE

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

PRESENTERS: Jennifer Schwartz & Jeff Johnson - NSAA



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

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

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



B3 HOLD YOUR FIRE - ISSUES IN TERMINATIONS

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

PRESENTER: Josh Schauer - Perry Law Firm



B4 BUILDING SAFE AND SECURE SCHOOLS

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

PRESENTER: Jay Martin - NDE



B5 SUPERINTENDENT CONTRACTS: WHAT DOES IT ALL MEAN?!

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

PRESENTERS: Bobby Truhe & Steve Williams - KSB School Law



B6 MAKING DOLLARS AND SENSE OF SCHOOL FINANCE

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

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





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

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

PRESENTER: Justin Knight - Perry Law Firm



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

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

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



B9 HOW TO CREATIVELY FUND A SCHOOL FACILITIES UPDATE

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

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



B10 NAVIGATING FUTURES: HAWK HERD & NEBRASKA CAREER CLUSTERS

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

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



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

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

PRESENTER: Decau Jean-Baptiste & Katelyn Larson - NDE



C - BREAKOUT SESSIONS

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



C1 STUDENT VOICES

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



C2 AT THE BOARD TABLE - AN INTERACTIVE MOCK BOARD MEETING

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

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



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



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

PRESENTERS: Derek Aldridge - Perry Law Firm



C4 EMPOWERING DECISION SUPPORT FOR EDUCATION AND WORKFORCE DEVELOPMENT IN NEBRASKA

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

PRESENTER: Matt Hastings - Seward Public Schools



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



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

PRESENTERS: KSB School Law



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

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

PRESENTER: Sara Skretta - UNL



C7 COACH & RELEASE - WAIVERS & RELEASES IN EXTRACURRICULAR ACTIVITIES

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

PRESENTER: Josh Schauer - Perry Law Firm



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

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

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



C9 BUILDING BOW TOGETHER - LESSONS FROM BROKEN BOW BOND ELECTION

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

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



C10 ESU BOARD MEMBER UPDATE

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

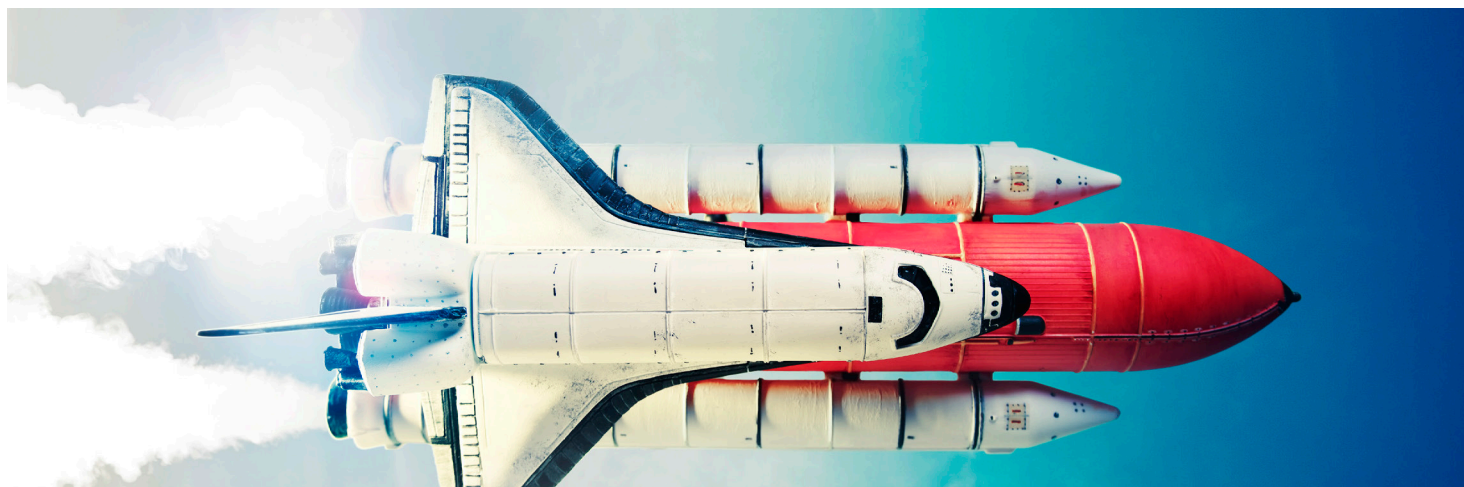
PRESENTERS: Larianne Polk - ESUCC; Brad Dirksen - NDE; Colby Coash - NASB



C11 CONNECTING EDUCATIONAL LEARNING TO WORKPLACE SUCCESS

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

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



Register now at www.NASBonline.org

D

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



D1 UNLOCKING EFFICIENCY: MASTERING PAPERLESS BOARD MEETINGS & STAFF NEGOTIATIONS



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

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



D2 EHA BENEFITS UPDATE

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

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



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



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

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



D4 THE POWER OF STAY SURVEYS IN RETAINING HIGH QUALITY STAFF

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

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



D5 HOT TOPICS WITH JIM AND KAREN



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

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



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

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

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



D7 NAVIGATING TRANSGENDER STUDENT POLICIES IN SCHOOLS



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

PRESENTER: Haleigh Carlson - Perry Law Firm



D8 DEVELOPING THE SCHOOL DISTRICT AND SCHOOL FOUNDATION RELATIONSHIP




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

PRESENTER: Nicole Anderson - Columbus Public Schools



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E

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

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

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

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

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



E6 ADDRESSING THE EDUCATOR WORKFORCE THROUGH INNOVATION AND PARTNERSHIPS

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

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



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

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



PRESENTER: Derek Aldridge - Perry Law Firm



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



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

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



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

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

PRESENTERS: Larianne Polk & Andrew Easton - ESUCC



Register now at www.NASBOnline.org

F

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

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

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

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

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

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

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

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

PRESENTER: Justin Knight - Perry Law Firm

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

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

PRESENTER: Joel Morgan - Arnold Public Schools

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

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

PRESENTERS: Jordan Johnson & Coady Pruett - KSB School Law



F6 CENTRAL NEBRASKA TEACHER RECRUITMENT AND RETENTION

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

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



F7 SCOREBOARD UPDATE: ATHLETICS, NIL, AND COPYRIGHT

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

PRESENTER: Derek Aldridge- Perry Law Firm



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

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

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

Registering for the Conference

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

To register, go to the NASB website at www.NASBonline.org and log in using your email and password, and click the State Education Conference link.

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

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



Register now at www.NASBonline.org



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RETURN SERVICE REQUESTED

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



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





AGENDA AT A GLANCE

Wednesday, December 4

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

Thursday, December 5

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

Friday, December 6

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



ESU 7 Goals 2024-2025: Board and Administrator

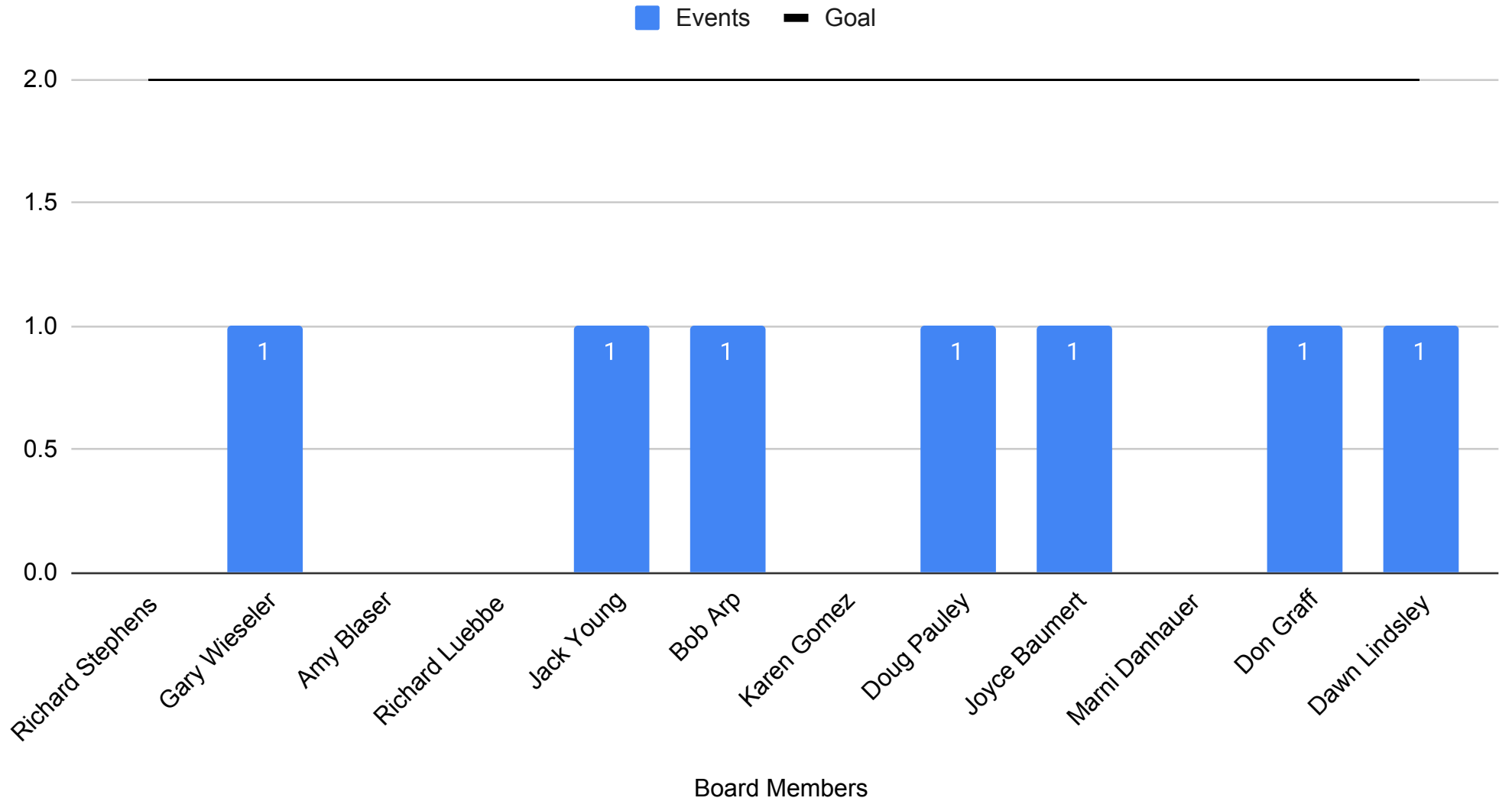
Board of Education

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

Administrator

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

Goal 2 - Professional Events 2024-2025



Whom this may concern,

I am writing to inform you of my resignation from my position as a paraprofessional in the Bridges program. I have enjoyed my time working in all three of the programs and am truly grateful for all the opportunities that I have had while working for ESU7. I will be leaving to eventually pursue other opportunities and my last day with Bridges will be Friday, November 15th, 2024. I wish everyone in all the programs all the best in the future.

Chris Barber

11-4-2024

Dear Cara,

Please accept this letter as my resignation from my role as a para with ESU 7. I will be providing you with my 2 weeks notice. My last day will be 11-15-24.

Thank you for all your support and guidance over the last couple of months. I have really enjoyed working with everyone. I feel like this is my best decision for me.

Thanks again for everything.

Tina Speicher