



Regular Board of Education Meeting

Monday, September 15, 2025 at Directly following the Tax Asking/Final Levy

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

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:

Board President Doug Pauley notified he would be absent prior to the meeting.

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. Welcome Visitors

Speaker(s): Board President or Designee

4. Public Comment

Speaker(s): Board President or Designee

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

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

5. Consent Agenda

Speaker(s): Board President or Designee

Rationale:

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

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

Consent Agenda Includes:

- Minutes from the previous meeting(s)

- Presentation of the bills
- Policy review with no recommended changes
- Other routine agenda items

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.

5.1. Minutes

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

5.2. Presentation of Bills #80344 through #80530 totaling \$1,180,513.80

Speaker(s): Board President or Designee

Rationale:

The summary of bills for the current month total: \$1,180,513.80 - Bills #80344 through #80530

General Activity Fund total: No Activity

	Amount	Vendor	Description
80347	\$10,000.00	All American Entertainment	Title IC Suenos Summit speaker
80381	\$11,303.65	ESU 2	NNNC Semester billing
80384	\$20,520.00	Flagler Technologies LLC	Technology flow through - Huntress renewal
80391	\$17,766.95	FNBO-DE	Technology flow through/department storage cabinets
80409	\$18,150.00	Imagine Learning	Title III License Renewal
80418	\$33,329.08	Journeyed.Com, Inc.	Technology flow through - Veeam renewal
80436	\$70,778.00	NASB ALICAP	Property/Liability/Auto/Workers Compensation
80499	\$5,250.00	Lexia Learning Systems, LLC	LETRS participant materials bundle
80522	\$33,798.00	Gregg Young Toyota	2025 RAV4
80522	\$24,689.00	Gregg Young Chevrolet GMC	2025 Chevy Trax

This is a consent item.

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

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

5.4. Reading of Article IV, Section 11, C Hiring, Assignment and Dismissal

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

5.5. Reading of Article IV, Section 11, E Classified Evaluations

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

5.6. Reading of Article V, Section 2, A Section 504 Compliance

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6. 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.

7. 2025-2026 Resolution for Tax Asking and Final Levy

Speaker(s): Board President or Designee

Rationale: Now be it therefore resolved that the Board of ESU 7 has a tax request of \$3,672,339.40 for the 2025-2026 fiscal year and the final levy of the Board of ESU 7 should be, and hereby is set at .015 for the 2025-2026 fiscal year.

Administrator Recommendation: Discuss, consider and take all necessary action to approve the 2025-2026 Tax Asking and Final Levy Resolution as presented.

Recommended Motion(s):

Discuss, consider and take all necessary action to approve the 2025-2026 Tax Asking and Final Levy Resolution as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

8. Approval of the 2025-2026 Budget

Speaker(s): Board President or Designee

Rationale:

Administrator Recommendation: Discuss, consider and take all necessary action to approve the 2025-2026 Budget as presented.

Recommended Motion(s):

Discuss, consider and take all necessary action to approve the 2025-2026 Budget as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

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

Speaker(s): Board President or Designee

Rationale:

From Attorney Justin Knight: "If your ESU holds (or will hold) a federal grant, this policy update will be required if you are subject to a federal desk review audit."

Travel Costs: Travel costs (including transportation, lodging, subsistence, and related items) incurred by an employee who travels on official business for a federal award may only be charged to the federal award on an actual cost basis, a per diem or mileage basis, or on a combination of the two, provided the method used is applied to an entire trip and not to selected days of the trip. The District will ensure that the method used will be consistent with the method normally allowed in similar circumstances in the District's other travel and Board Policies. Any travel costs charged directly to a federal award must be documented to justify that (1) the individual's participation is necessary for the federal award and (2) the costs are reasonable and consistent with the District's travel costs and expectations. All travel costs must be reasonable and not in excess of what the District typically allows for other travel. All reasonable rates and amounts will be consistent with the rates and amounts established under 5 U.S.C. 5701-11

Legal Reference: 2 C.F.R. § 200.475

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

Recommended Motion(s):

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

10. North Building Backup Heat

Speaker(s): Administrator or Designee

Rationale: The North Building HVAC Backup Heat System installation can begin as soon as materials arrive, the current lead time is 5 to 6 weeks on material shipping. The presented proposal will be honored until the end of September, 2025.

Administrator Recommendation: Discuss, consider and take all action necessary to approve the installation of the Backup Heat System by Rutt's and not to exceed \$33,980.00.

Recommended Motion(s):

Discuss, consider and take all action necessary to approve the installation of the Backup Heat System by Rutt's and not to exceed \$33,980.00 Passed with a motion by Board Member #1 and a second by Board Member #2.

11. Committee Member Appointments

Speaker(s): Board President or Designee

Rationale: Review committee member assignments and appoint Clark Lehr to the Budget Committee and Amy Blaser to the Negotiations Committee.

Administrator Recommendation: According to Board Policy, committee member appointment or replacement member can be approved by President appointment or majority vote of the entire Board.

Recommended Motion(s):

Discuss, consider and take all action necessary to appoint Clark Lehr to the Budget Committee and Amy Blaser to the Negotiations Committee Passed with a motion by Board Member #1 and a second by Board Member #2.

12. Representation at the State Education Conference Delegate Assembly

Speaker(s): Board President or Designee

Rationale: Selection of one Board Member to represent ESU 7 at the Delegate Assembly on Friday, November 21, 2025 from 8:00am-9:30am.

13. Administrator's Report General

Speaker(s): Administrator or Designee

Rationale:

- ESUCC Update
- Digital Accessibility Training with Nebraska Department Education (NDE) & WebAIM
- Professional Development and Print Shop Report - Director Ericson
- Special Education Report - Director Clay
- Technology Report - Director Ellsworth
- ESU 7 Apparel Store - September 22-October 3, 2025
 - Polo Link
- Upcoming Events
 - NASB Area Membership Meetings (Those being awarded achievement points in attachment below)
 - September 24, 2025 - Fremont ***Last chance to register***
 - Registered: Dawn Lindsley, Joyce Baumert, Bob Arp, Jack Young, Marci Ostmeyer
 - Labor Relations Conference
 - October 1-2, 2025 - Lincoln
 - Registered: Marci Ostmeyer, Linda Shefcyk, Richard Stephens
 - 2025 State Education Conference - Google Form
 - November 19-21, 2025 - Omaha
 - Registered: Marci Ostmeyer, Don Graff, Jack Young, Dawn Lindsley
 - New Board Member Workshop
 - December 3, 2025 - Kearney
 - AESA Annual Conference
 - December 3-5, 2025 - Colorado Springs, CO - Google Form
 - Registered: Beth Kabes, Bob Arp, Clark Lehr, Don Graff, Karen Gomez, Marci Ostmeyer, Marni Danhauer, Dawn Lindsley

13.1. Goal Update

Speaker(s): Administrator or Designee

Rationale: NASB Board Goal Retreat Date: Tuesday, September 30, 2025. Time: TBD

2025-2026 District Board Visit Scheduling

13.2. Services Update

Speaker(s): Administrator or Designee

Rationale:

- SMART Update
- July-September 2025 Quarterly Report (Attached below)
Items inside this item include visit updates, quarterly report, director reports, etc.

13.3. Facilities Update

Speaker(s): Administrator or Designee

Rationale: Administrator Ostmeyer will give an update on the Learning Academy and Playground.

13.4. Personnel

Speaker(s): Administrator or designee

Rationale: Resignations:

Tanley Miller, Bridges Paraprofessional. Last day, August 31, 2025.

Iriana Medel, Bridges Paraprofessional. Last day, September 17, 2025.

Retirements:

Larry Shefcyk, Custodian/Maintenance. Last day, December 22, 2025.

13.5. Legislative Update

Speaker(s): Administrator or Designee

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

14. Committee Reports

Speaker(s): Committee Chair

14.1. Budget Committee Report

Speaker(s): Budget Committee Chair

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

Committee Recommendation:

14.2. Buildings and Grounds Committee Report

Speaker(s): Buildings and Grounds Committee Chair

Rationale: The Buildings and Grounds Committee Chairperson will provide an update.

14.3. Negotiations Committee Report

Speaker(s): Negotiations Committee Chair

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

Joint Budget and Negotiations Committee meeting to take place in October.

Committee Recommendation:

14.3.1. Request to recognize ESUEA as exclusive bargaining agent for 2027-2028

Speaker(s): Administrator or designee

Rationale: The ESU 7 Education Association requests that the Board representing the Educational Service Unit 7 take action to recognize ESU 7 Education Association as the exclusive bargaining agent for the non-supervisory certificated staff for the 2027-2028 contract year.

Committee Recommendation: Discuss, consider, and take all necessary action to recognize ESU 7 Education Association as exclusive bargaining agent for the non-supervisory certificated staff for the 2027-2028 contract year.

Recommended Motion(s):

Discuss, consider, and take all necessary action to recognize ESU 7 Education Association as exclusive bargaining agent for the non-supervisory certificated staff for the 2027-2028 contract year Passed with a motion by Board Member #1 and a second by Board Member #2.

14.4. Administrator Evaluation Committee Report

Speaker(s): Administrator Evaluation Committee Chair

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

Evaluation Timeline:

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

provides the Evaluation Committee with goals and shares with the Board at the January Board Meeting.

Committee Recommendation:

15. Conference Report

Speaker(s): Conference Attendees

Rationale: Conference Attendees will report on their learnings.

- Nebraska Association School Boards (NASB) Area Membership Meeting - York

16. Adjournment

Speaker(s): Board President or Designee

Created by: Morgan Morsett, 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:

- 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;
- Discussion regarding deployment of security personnel or devices;
- Investigative proceedings regarding allegations of criminal misconduct;
- 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;
- 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
- 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; virtual conferencing authorized; requirements; emergency meeting without notice; appearance before public body.

(1)(a) Except as provided in subsection (9) of this section, 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 committees, 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, if available, 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, if available, 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, if available, 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 on a statewide website, if available, 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) 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 (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 publish the notice, the public body shall (A) post such notice on its website, if available, (B) request the newspaper submit a post on a statewide website, if available, 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 pursuant to subdivision (1)(b)(iv)(A) and (C) of this section and a written record of the request to the newspaper pursuant to subdivision (1)(b)(iv)(B) of this section. 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)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(b) of this section are met:

- A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;
- An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;
- The governing body of a public power district having a chartered territory of more than one county in this state;
- The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;
- An educational service unit;
- The Educational Service Unit Coordinating Council;
- An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;
- A community college board of governors;
- The Nebraska Brand Committee;
- A local public health department;
- A metropolitan utilities district;
- A regional metropolitan transit authority; and
- 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 subsection (1) of this section, including providing access to a dial-in number or link to the virtual conference;

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

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

(iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of (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 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.

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

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

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

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

(7)(a) Notwithstanding subsections (2) and (5) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsection (1) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (4) of this section shall be complied with in conducting such meetings.

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

(8) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (2)(a) of this section may hold a meeting by virtual conferencing if:

- 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;
- No action is taken by the public body at the virtual meeting; and
- The public body complies with subdivisions (2)(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. Except for closed sessions called pursuant to section 84-1410, a public body shall allow members of the public an opportunity to speak at each meeting.

(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.

(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 member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;
- 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;
- 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;
- No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;
- Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and
- 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; agenda and minutes; required on website; 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.

Revised 06/2025



Regular Board of Education Meeting

Educational Service Unit 7, Walnut Room

2657 44th Ave

Columbus, NE 68601-8537

Monday, August 18, 2025 at 5:30 PM

Posted Locations:

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

Posted Date: MM/DD/YYYY

Attendance Taken at 5:31 PM.

Bob Arp: Present

Joyce Baumert: Present

Amy Blaser: Present

Marni Danhauer: Present

Karen Gomez: Present

Don Graff: Present

Beth Kabes: Present

Clark Lehr: Present

Dawn Lindsley: Present

Doug Pauley: Present

Richard Stephens: Present

Jack Young: Present

Present: 12.

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.

Board President Doug Pauley called the meeting to order at 5:31 pm.

1.1. Notification of Open Meetings Law

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

1.2. Roll Call

1.3. Absent Board Members

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

No absent board members.

1.4. Pledge of Allegiance

2. Approval of Agenda

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

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

Discuss, consider and take all necessary action to approve Board member absences as presented Passed with a motion by Don Graff and a second by Amy Blaser.

Beth Kabes: Abstain (Without Conflict)

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Marni Danhauer: Yea

Karen Gomez: Yea

Don Graff: Yea

Clark Lehr: Yea

Dawn Lindsley: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Jack Young: Yea

Yea: 11, Nay: 0, Abstain (Without Conflict): 1

3. Welcome Visitors

4. Public Comment

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

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

5. **Consent Agenda**

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

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

Consent Agenda Includes:

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

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

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

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Marni Danhauer: Yea

Karen Gomez: Yea

Don Graff: Yea

Beth Kabes: Yea

Clark Lehr: Yea

Dawn Lindsley: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Jack Young: Yea

Yea: 12, Nay: 0

5.1. Minutes

This is a consent item.

5.2. Presentation of Bills #80034 through #80175 totaling \$1,074,216.43

The summary of bills for the current month total: \$1,074,216.43 - Bills #80034 through #80175

General Activity Fund total: No Activity

	Amount	Vendor	Description
80039	\$7,500.00	Ann Elise Record	Title II Contracted Service
80042	\$38,065.05	BD Construction	Playground Project
80051	\$8,574.36	Century Business Products	Duplicator for Print Shop
80070	\$20,000.00	ESUCC	Literacy Coaching - Facilitators Training
80089	\$11,315.00	HeartLand Communications	Zoom phones
80099	\$11,606.00	Kagan Professional Development	Title II Contracted Service
80110	\$8,410.00	Loving Guidance	Title II Contracted Service/Supplies
80131	\$17,094.45	Rutt's Heating & Air	HVAC remodel 10th payment (complete)
80132	\$17,581.15	RVW	Playground/HVAC/Bridges Projects
80140	\$5,857.40	State of NE DAS State Accounting	Network service charges

This is a consent item.

5.3. Presentation of Bills #80176 through #80343 totaling \$1,052,776.96

The summary of bills for the current month total: \$1,052,776.96 - Bills #80176 through #80343

General Activity Fund total: \$7,772.58

	Amount	Vendor	Description
80178	\$6,230.00	AESA Registration	AESA Registration for Board
80190	\$16,461.00	BD Construction	Playground Project
80213	\$31,123.12	Eakes Office Products	Copier Contracts
80219	\$12,686.00	ESUCC	Canvas/World Book Renewals
80260	\$10,368.00	Kiddie Cab	Title IC Student Transportation
80263	\$8,252.63	Lakeview Community Schools	Title III Contracted Services/Title IIA Registrations
80269	\$5,175.87	Madison High School	Title IC Student Transportation
80273	\$6,400.00	Marzano Resources	Title IIA Contracted Services
80304	\$5,857.40	State of NE DAS State Accounting	Network service charges
80308	\$5,474.76	Twin River Public School	Perkins/Title IIA/Title IC Student Transportation

This is a consent item.

- 5.4. Reading of Article IV, Section 10, G Professional Evaluations

This is a consent item.

- 5.5. Reading of Article IV, Section 10, I Reduction in Force

This is a consent item.

- 5.6. Reading of Article IV, Section 10, J Request for Release

This is a consent item.

- 5.7. Reading of Article IV, Section 11, A Classified and non-Certificated Employees Defined

This is a consent item.

- 5.8. Reading of Article IV, Section 11, B "At Will" Status

This is a consent item.

- 5.9. Mileage Reimbursement Rate
There has been no change to the IRS mileage rate as of August 1, 2025. The current rate set in January is \$0.70 a mile.

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

Reimbursement of Expenses. The ESU will pay the registration costs, tuition costs,

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

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

This is a consent item.

5.10. Disposal of Inventory

This is a consent item.

5.11. Excess Lodging and Meals

Excess Lodging and Meals:

- The Professional Development Department had excess travel to report:
 - Cognitive Coaching (June 10-11, 2025)
 - Beth Ericson - \$36.20, lodging
 - NCE Confrence (June 9-11, 2025)
 - Brandy Thompson, \$74.85, lodging
 - Cognitive Coaching (June 23-24, 2025)
 - Beth Ericson - \$11.00, lodging
 - Pyramid Model (June 26-27, 2025)
 - Amy Richards, \$29.00, lodging
 - NE State Literacy Assoc. & Heroes Training (July 17-18, 2025)
 - Brooke Koliha, \$58.00, lodging
 - Beth Ericson, \$89.00, lodging
 - Administrator Days (July 22-25, 2025)
 - Mark Brady, \$59.90, lodging
 - Kendra Gustafson, \$59.90, lodging
 - Beth Ericson, \$89.85, lodging
- The Learning Academy had excess travel to report:
 - Acellus Gold Administrator Training (June 24-26, 2025)
 - Brooke Hemmer, \$221.73, lodging
 - Cara Neesen, \$221.73, lodging
- The Special Education Department had excess travel to report:
 - IEP with Heart Training, June 19-20, 2025
 - Tami Clay, \$9.00, lodging
- The Administration Department had excess travel to report:
 - AESA Summer Leadership Conference (July 15-17, 2025)
 - Marci Ostmeyer, \$192.00, lodging
 - Administrator Days (July 22-25, 2025)
 - Marci Ostmeyer, \$89.85, lodging

This is a consent item.

5.12. 2025-2026 Nebraska Rural Community Schools Association (NRCSA) Dues

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

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

This is a consent item.

5.13. 2025-2026 Contract for Amy Richards, Professional Development Coordinator - Early Childhood Specialist

This is a consent item.

5.14. 2025-2026 Contract for Brandy Thompson, Professional Development Career Academy Coordinator

This is a consent item.

5.15. 2025-2026 Contract for Brooke Kavan, Professional Development Coordinator

This is a consent item.

5.16. 2025-2026 Contract for Brooke Koliha, Professional Development Coordinator

This is a consent item.

5.17. 2025-2026 Contract for Cynthia Alarcon, Grant Coordinator

This is a consent item.

5.18. 2025-2026 Contract for Dan Ellsworth, Network Operations Director

This is a consent item.

5.19. 2025-2026 Contract for Ernie Valentine, Professional Development Coordinator

This is a consent item.

5.20. 2025-2026 Contract for Kendra Gustafson, Professional Development Coordinator

This is a consent item.

5.21. 2025-2026 Contract for Marci Haight, Grant Coordinator

This is a consent item.

5.22. 2025-2026 Contract for Mark Brady, Professional Development Coordinator

This is a consent item.

5.23. 2025-2026 Contract for Martha (Vanessa) Gascon-Guarcas, MEP Education Liaison

This is a consent item.

5.24. 2025-2026 Contract for Michelle Olson, Grant Writer

This is a consent item.

- 5.25. 2025-2026 Contract for Otis Pierce, Professional Development Coordinator
This is a consent item.
- 5.26. 2025-2026 Contract for Richard Stuart, Information Technology Specialist
This is a consent item.
- 5.27. 2025-2026 Contract for Stephanie Johnson, ASD Behavior Specialist
This is a consent item.
- 5.28. 2025-2026 Contract for Travis Kassing, Network & Computer Systems Engineer
This is a consent item.

6. August 2025 Board Spotlight - ESU 7 101
Chief Administrator Marci Ostmeyer will give the board a short overview of ESU 7.
Administrator Ostmeyer reviewed the slides attached.

7. June and July 2025 Treasurer's Report
Review the breakdown of the Treasurer's Report.

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

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

- Bob Arp: Yea
- Joyce Baumert: Yea
- Amy Blaser: Yea
- Marni Danhauer: Yea
- Karen Gomez: Yea
- Don Graff: Yea
- Beth Kabes: Yea
- Clark Lehr: Yea
- Dawn Lindsley: Yea
- Doug Pauley: Yea
- Richard Stephens: Yea
- Jack Young: Yea

Yea: 12, Nay: 0

8. Budgeting for additional 1% Budget Authority

Nebraska Statute allows an additional 1% in budgeted property tax asking requiring an affirmative vote of 75% of the governing body for approval. These additional budget authority dollars remain critical as we continue to operate with the one and a half cent levy, no state aid funding for 2025-2026, and spending restrictions for the upcoming years. In the event valuations change or additional funding becomes available, this action will allow ESU 7 additional budget authority to access those dollars.

Administrator Recommendation: Discuss, consider and take all necessary action to approve the additional 1% in budgeted tax asking.

Discuss, consider and take all necessary action to approve the additional 1% in budgeted tax asking Passed with a motion by Dawn Lindsley and a second by Joyce Baumert.

Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
Karen Gomez: Yea
Don Graff: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Dawn Lindsley: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Jack Young: Yea
Yea: 12, Nay: 0

Administrator Ostmeier explained the additional 1% budget authority is approved every year but has not been accessed. If there is a need for additional dollars after the initial budget hearing and tax asking in September, there will not have to be another budget hearing and tax asking.

9. **Administrator's Report General**

- ESUCC Update
- Reports Attached Below
 - Professional Development and Production/Print Shop Report - Director Ericson
 - Special Education Report - Director Clay
 - Technology Report - Director Ellsworth
- EHA Open Enrollment for Board Members - During the month of August
- Board Member Emails
- Transition Plan Update
- Upcoming Events
 - NASB Area Membership Meetings (Those being awarded achievement points in attachment below)
 - August 21, 2025 - Kearney
 - **August 26, 2025 - York**
 - Registered: Don Graff, Clark Lehr, Marci Ostmeier
 - August 27, 2025 - Norfolk
 - **September 24, 2025 - Fremont**

- Registered: Dawn Lindsley
- Sparq Tailgate
 - August 28, 2025 - Kansas City, MO
- NASB Labor Relations Conference
 - October 1-2, 2025 - Lincoln
 - Registered: Marci Ostmeyer, Linda Shefcyk
- 2025 State Education Conference
 - November 19-21, 2025 - Omaha
- New Board Member Workshop
 - December 3, 2025 - Kearney
- AESA Annual Conference
 - December 3-5, 2025 - Colorado Springs, CO - [Google Form](#)
 - Registered: Beth Kabes, Bob Arp, Clark Lehr, Don Graff, Karen Gomez, Marci Ostmeyer, Marni Danhauer

ESUCC Update

Each Educational Service Unit Administrator serves on the Educational Service Unit Coordinating Council board. The main purpose of ESUCC is to coordinate statewide initiatives and to provide support on a larger scale. Rule 84 states administrators must participate in 2 joint meetings between ESUCC and NDE. Administrator Days in July serves as one of these joint meetings. During this meeting, 10 priority areas were identified. ESUCC is also going through their budgeting process.

Board Member Emails

Administrator Ostmeyer reached out to attorney Justin Knight regarding Board Member emails being forwarded to personal email accounts. This was highly advised against. However, members can set up a separate inbox on their devices for their ESU 7 email accounts.

Transition Plan Update

Administrator Ostmeyer reviewed the attachment containing her Transition Plan presented in her interview. Everything is completed, in-progress or postponed. Items have been postponed due to schedule changes and facility needs.

Director's Report Outs

Report outs from directors are written due to board meeting space.

9.1. Goal Update

Goals - Attached for your Review

Nebraska Association of School Boards has an optional goal setting process that was included in hiring a new Administrator. Administrator Ostmeyer will inquire regarding available dates and other ESUs or schools who have accessed this to hear their experience.

9.2. Services Update

- SMART Update

Data reporting with SMART has had some bugs which are still being fixed. Dollars saved through efficient service delivery is the cost of ESU services to school districts that school districts do not have to pay for. Dollars saved through cooperative purchasing is the dollars schools save when purchasing items through cooperative purchasing. Service Participants is the number of adults receiving training. For example, if a Professional Development Coordinator is presenting to 5 people, then 5 people get recorded. ESU Hours is the number of hours ESU personnel are training and working with the districts. For example, if 5 Professional Development Coordinators are presenting for 1 hour, then 5 hours are recorded. Only data for adults is recorded, anything student related is represented elsewhere through SMART. Every year during Annual Consultations, the ESU 7 service plan is customized for each district. ESU personnel meet with the districts to determine which ESU 7 services will fill their gaps then plans are made for the following year.

9.3. Facilities Update

The Administrator will provide a facilities update during this item
Administrator Ostmeyer provided updates on all buildings and projects.

North building

There were several cold days throughout the winter where the North Building had temperatures in the 50s. During the Buildings & Grounds Committee Meeting with Rutt's, it was proposed to install an Emergency Heat system on 11 of the 33 units. The recommendation is to include the proposed amount in the 2025-2026 budget next month in case the board chooses to move forward with the installation.

Learning Academy

Student programs are set up in conference rooms for an August 19th start date. On July 28th, visible mold was reported on different surfaces throughout the building, carpet, desks, bulletin boards, etc. On August 4th, humidity levels were reported around 80% and the levels should be around 60%. Items in the Learning Academy are being cleaned and disinfected. There has been another report of mold in another part of the building. This is continuing to be an ongoing project due to the nature of the problem. Water damage was reported the morning of August 18th (today) with water coming in and around a window and vent.

South Building:

Sidewalk for the Bridges program has been complete. Water in the playground area has been pumped however progress has been slow due to the weather.

9.4. **Personnel**

Retiring:

Darlene Rodriguez, Title IC Education Program Recruiter. Last Day, August 31, 2025

Resignations:

Nathalie Vargas, Title IC Education Program Service Provider. Last Day, August 20, 2025

Adi Perez, Title IC Education Program Recruiter. Last Day, August 22, 2025

Kim Ruger, Print Shop Personnel. Last Day, August 29, 2025

New Hires:

Abby Wurdeman, Bridges Paraprofessional. First Day, August 11, 2025

Kinsey Staab Cavalli, Bridges Paraprofessional. First Day, August 11, 2025

Meagan Stiffler, Vision Paraprofessional. First Day, August 11, 2025

Tanley Miller, Bridges Paraprofessional. First Day, August 11, 2025

Maria (Luz Duran) Pierce, Print Shop Personnel. First Day, August 18, 2025

Retirees and resignations in Title IC are attributed to the uncertainty regarding funding for 2025-2026 and 2026-2027.

9.4.1. Personnel - 2025-2026 Contracts

2025-2026 Contracts offered and authorized by the Chief Administrator for the following staff:

- Abel (Josh) Arias, Title IC Education Program Service Provider
 - Alexis Hitz, District Technology Coordinator
 - Ana Garcia, Title IC Education Program Service Provider
 - Angie Arndt, Department Secretary
 - Angie Olson, Print Shop Personnel
 - Carolyn Koch, Bookkeeper
 - Chris Chvala, Computer Support Specialist
 - Cindy Wieser, Department Secretary
 - Devon Gronenthal, District Technology Coordinator
 - Elizabeth Lawrence, Department Secretary
 - Emma Moore, District Technology Coordinator
 - Jan Marie Locket, Receptionist/Administrative Secretary
 - Janet Ciboron, Print Shop Personnel
 - Jason Trotter, District Technology Coordinator
 - Jeremiah Salyard, District Technology Coordinator
 - Kris Johnson, Brailist
 - Larry Shefcyk, Custodian/Maintenance
 - Linda Shefcyk, Business Manager
 - Maria Rodriguez-Borquez, Title IC Education Program Recruiter
 - Mayra Garcia, Title IC Education Program Department Secretary
 - Morgan Morsett, Executive Secretary
 - Susan Olmer, Bookkeeper
 - Yaribey Rodriguez, Title IC Education Program Service Provider
- The Title IC Education Program Department will hire school tutors throughout the year as necessary as classified following the Title IC Education Grant regulations

9.5. Legislative Update

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

- Grants
- LB303 - Create the School Financing Review Commission and change provisions relating to budget authority under the Tax Equity and Educational Opportunities Support Act

Title IC Education Program and Title III grant money has not been released by the state yet. They have been released at the federal level for the 2025-2026 year. Administrator Ostmeyer listened to the School Financing Commission and a report will be given to the legislature by December 1.

10. Committee Reports

10.1. Budget Committee Report

The Budget Committee Chairperson will provide an update.

Committee Recommendation:

Budget Committee Chair Dawn Lindsley provided an update. The 2025-2026 budget is looking similar to last year, however because we were awarded over \$1 million in grants that offsets the amount that was in the budget for HVAC. Property tax estimate is up 12% as well. Title II and Title IV grants have been released at the federal and state levels. Title IC and Title III grant funds have not been released yet. Title III is due to public consultation not being completed by all schools. There is no explanation for the delay in the release of Title IC funds.

10.2. Buildings and Grounds Committee Report

The Buildings and Grounds Committee Chairperson will provide an update.

Committee Recommendation:

No update.

10.3. Administrator Evaluation Committee Report

Evaluation Committee Chair Marni Danhauer met with Chief Administrator Ostmeyer on August 7, 2025 to review the Evaluation Tool and Evaluation Policy/Procedures.

Evaluation Timeline Proposal:

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

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

- **October:** Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to the full Board for completion by the October Board Meeting. The Board will send their completed evaluation tool to the Evaluation Committee prior to the October Board Meeting. The Administrator completes the Evaluation Tool as a

self-assessment and sends it to the Evaluation Committee Chair on or before October 31.

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

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

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

Committee Recommendation:

Evaluation Committee Chair Marni Danhauer stated the evaluation timeline proposal listed in the rationale will be used for the 2025-2026 year.

11. Conference Report

Conference Attendees will report on their learnings.

- AESA Leadership Conference
- Administrator Days
- NASB Leadership Workshop

Administrator Ostmeier attended the AESA Leadership Conference and Administrator Days in July. Board Members Doug Pauley, Jack Young and Amy Blaser attended the NASB Leadership Workshop. The main focus of the workshop was Administrator evaluations.

12. Adjournment

Board President Doug Pauley adjourned the meeting at 7:12 pm.

Check Register Summary

Batch Year: 26 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00080344	C	09/20/2025	10013	ACE HARDWARE	375.96
10	00080345	C	09/20/2025	10025	ACTE	750.00
10	00080346	C	09/20/2025	10080	AESA REGISTRATION	1,039.00
10	00080347	C	09/20/2025	17205	ALL AMERICAN ENTERTAINMENT	10,000.00
10	00080348	C	09/20/2025	14974	ALLO COMMUNICATIONS	113.85
10	00080349	C	09/20/2025	14974	ALLO COMMUNICATIONS	184.00
10	00080350	C	09/20/2025	10391	AMAZON CAPITAL SERVICES *	1,976.29
10	00080351	C	09/20/2025	10681	APPLE COMPUTER, INC.	1,099.00
10	00080352	C	09/20/2025	388	APPLIED CONNECTIVE TECHNOLOGIES	335.00
10	00080353	C	09/20/2025	17213	BEN SPARKS	110.00
10	00080354	C	09/20/2025	110010	BETH KABES	170.24
10	00080355	C	09/20/2025	20419	BOMGAARS SUPPLY	54.51
10	00080356	C	09/20/2025	17221	BOYS TOWN NATIONAL RESEARCH HOSPITAL	162.75
10	00080357	C	09/20/2025	6700	BROOKE KAVAN	149.80
10	00080358	C	09/20/2025	17230	BUTLER COUNTY AG SOCIETY	900.00
10	00080359	C	09/20/2025	15083	CALVIN CREST CAMP CONF & RETREAT CENTER	175.00
10	00080360	C	09/20/2025	30260	CENTRAL COMMUNITY COLLEGE	950.00
10	00080361	C	09/20/2025	16683	CENTURY BUSINESS PRODUCTS	11.04
10	00080362	C	09/20/2025	280	CHRISTINA KILGORE	411.00
10	00080363	C	09/20/2025	30550	CITY OF COLUMBUS WATER & SANIT	525.06
10	00080364	C	09/20/2025	60054	CLARIS (FILEMAKER)	3,225.00
10	00080365	C	09/20/2025	17191	CLARK LEHR	79.24
10	00080366	C	09/20/2025	30610	CLARKSON PUBLIC SCHOOLS	4,905.00
10	00080367	C	09/20/2025	30875	COLUMBUS AREA CHAMBER OF COMMERCE	300.00
10	00080368	C	09/20/2025	31029	COLUMBUS PUBLIC SCHOOLS LUNCH FUND	1,998.50
10	00080369	C	09/20/2025	15792	COLUMN SOFTWARE PBC	37.60
10	00080370	C	09/20/2025	31218	COMPUTER HARDWARE INC	2,685.00
10	00080371	C	09/20/2025	31423	COUNTRY INNS & SUITES	1,889.11
10	00080372	C	09/20/2025	4812	CUBBY'S, INC.	577.50
10	00080373	C	09/20/2025	11711	DAWN LINDSLEY	113.68
10	00080374	C	09/20/2025	14770	DELL TECHNOLOGIES, INC.	178.49
10	00080375	C	09/20/2025	16179	DON GRAFF	39.48
10	00080376	C	09/20/2025	40725	EAKES OFFICE SOLUTIONS	146.22
10	00080377	C	09/20/2025	50825	ED SERVICE UNIT 7-PAYROLL	805,697.50
10	00080378	C	09/20/2025	17043	EDMUNDO J BELTRAN ORHE	360.50
10	00080379	C	09/20/2025	14613	ELYSE BELINA	668.50
10	00080380	C	09/20/2025	50750	ESU 10	4,250.00
10	00080381	C	09/20/2025	50645	ESU 2	11,303.65
10	00080382	C	09/20/2025	5533	FAS-BREAK WINDSHIELD REPAIR	409.00
10	00080383	C	09/20/2025	60056	FNBO	48.82
10	00080384	C	09/20/2025	13560	FLAGLER TECHNOLOGIES, LLC	20,520.00
10	00080385	C	09/20/2025	16438	FNBO - AA	8,025.09
10	00080386	C	09/20/2025	16446	FNBO - AM	49.99
10	00080387	C	09/20/2025	16969	FNBO - BE	743.77
10	00080388	C	09/20/2025	16411	FNBO - CA	143.97
10	00080389	C	09/20/2025	16489	FNBO - CK	4,147.53
10	00080390	C	09/20/2025	16470	FNBO - CW	448.35
10	00080391	C	09/20/2025	16365	FNBO - DE	17,766.95
10	00080392	C	09/20/2025	16357	FNBO - LL	2,193.70
10	00080393	C	09/20/2025	16390	FNBO - MM	1,528.36
10	00080394	C	09/20/2025	16381	FNBO - MO	127.51
10	00080395	C	09/20/2025	16500	FNBO - SO	72.18
10	00080396	C	09/20/2025	50065	GOOD NEIGHBOR COMMUNITY HEALTH CENTER	300.19
10	00080397	C	09/20/2025	15385	GREGG YOUNG TOYOTA OF COLUMBUS	360.46
10	00080398	C	09/20/2025	80147	HAMPTON INN	1,741.00
10	00080399	C	09/20/2025	12440	HAMPTON INN BY HILTON COLUMBUS	220.00
10	00080400	C	09/20/2025	80390	HIGH PLAINS COMMUNITY SCHOOLS	64.64
10	00080401	C	09/20/2025	1503	HOUGHTON MIFFLIN HARCOURT	1,260.00
10	00080402	C	09/20/2025	4944	HOBBY LOBBY	18.88
10	00080403	C	09/20/2025	80507	HOLIDAY INN EXPRESS	220.00
10	00080404	C	09/20/2025	80543	HOMETOWN LEASING	477.45
10	00080405	C	09/20/2025	80670	HOWELLS-DODGE CONSOLIDATED SCHOOL DIST	414.90

Check Register Summary

Batch Year: 26 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00080406	C	09/20/2025	17027	HUGO JONY SOLORZANO SANCHEZ	217.70
10	00080407	C	09/20/2025	80860	HUMPHREY PUBLIC SCHOOL	64.64
10	00080408	C	09/20/2025	80880	HY-VEE	247.08
10	00080409	C	09/20/2025	90075	IMAGINE LEARNING LLC	18,150.00
10	00080410	C	09/20/2025	90088	INDOFF INCORPORATED	149.94
10	00080411	C	09/20/2025	13030	INTERNATIONAL ACADEMY OF SCIENCE ACELLUS	1,580.00
10	00080412	C	09/20/2025	17060	IRAIS GRANDO GARCIA	266.70
10	00080413	C	09/20/2025	30027	JENNIFER CALAHAN	200.00
10	00080414	C	09/20/2025	14869	JESSICA BRUGMAN	250.00
10	00080415	C	09/20/2025	17035	JORGE DAVID SOLORZANO ZAMORA	217.70
10	00080416	C	09/20/2025	14214	JOSE ALONSO-VARONA	103.60
10	00080417	C	09/20/2025	17051	JOSE GUADALUPE GUTIERREZ LOPEZ	359.80
10	00080418	C	09/20/2025	6319	JOURNEYED.COM, INC.	33,329.08
10	00080419	C	09/20/2025	260092	JUDY A ZADINA	78.40
10	00080420	C	09/20/2025	574	KAROL BANKSON-RECKNOR	1,855.50
10	00080421	C	09/20/2025	4839	KSB SCHOOL LAW	80.00
10	00080422	C	09/20/2025	120129	LAKEVIEW COMMUNITY SCHOOLS	129.28
10	00080423	C	09/20/2025	12327	LASTPASS US LP	89.23
10	00080424	C	09/20/2025	140045	LEARNING FORWARD	2,021.00
10	00080425	C	09/20/2025	40545	LISA DURANSKI	522.90
10	00080426	C	09/20/2025	120550	LOUP POWER DISTRICT	6,373.84
10	00080427	C	09/20/2025	130070	MAILBOX, THE	35.24
10	00080428	C	09/20/2025	5410	MARK BRADY	204.40
10	00080429	C	09/20/2025	477	MARZANO RESOURCES	1,800.00
10	00080430	C	09/20/2025	16802	MEAGAN STIFFLER	14.00
10	00080431	C	09/20/2025	130378	MENARDS	261.66
10	00080431	CV	09/08/2025	130378	MENARDS	-261.66
10	00080432	C	09/20/2025	10499	MICHELLE RUPIPER	1,475.00
10	00080433	C	09/20/2025	130547	MNJ TECHNOLOGIES	1,849.20
10	00080434	C	09/20/2025	9199	NACIA	500.00
10	00080435	C	09/20/2025	140066	NE ASSOC OF SCHOOL BOARDS	267.00
10	00080436	C	09/20/2025	140063	NASB ALICAP	70,778.00
10	00080437	C	09/20/2025	140351	NCSA	760.00
10	00080438	C	09/20/2025	8893	NEBRASKA DEPARTMENT OF REVENUE	12.00
10	00080439	C	09/20/2025	11878	NEBRASKA SCHOOLMASTERS CLUB	40.00
10	00080440	C	09/20/2025	140570	NEBRASKA TECHNOLOGY & TELECOM.	185.02
10	00080441	C	09/20/2025	140525	NRCSA	850.00
10	00080442	C	09/20/2025	150290	O'NEILL PUBLIC SCHOOLS	3,032.04
10	00080443	C	09/20/2025	16306	OMNIFY BENEFITS	63.75
10	00080444	C	09/20/2025	12122	One Source The Background Check Company	34.00
10	00080445	C	09/20/2025	160450	PIZZA RANCH	34.50
10	00080446	C	09/20/2025	17108	POPPY'S PUMPKIN PATCH	50.00
10	00080447	C	09/20/2025	180237	REALITY WORKS	3,707.16
10	00080448	C	09/20/2025	17094	SAM CONTRERAS	189.70
10	00080449	C	09/20/2025	981	SARAH WACHA	100.80
10	00080450	C	09/20/2025	760	SERVICEMASTER BY SHEVLIN	1,577.00
10	00080451	C	09/20/2025	190390	SHELBY-RISING CITY PUBLIC SCHOOL	427.00
10	00080452	C	09/20/2025	190557	SOUTHWEST BINDING & LAMINATING	2,702.40
10	00080453	C	09/20/2025	190007	ST EDWARD PUBLIC SCHOOL	64.64
10	00080454	C	09/20/2025	15849	STACI SANDMAN	296.80
10	00080455	C	09/20/2025	191085	SUPER SAVER	841.11
10	00080456	C	09/20/2025	17078	THOMAS W BEYER	288.00
10	00080457	C	09/20/2025	8710	TIME MANAGEMENT SYSTEMS	2,520.00
10	00080458	C	09/20/2025	2674	TIRE OUTLET INC	20.00
10	00080459	C	09/20/2025	200606	U & I SANITATION	112.25
10	00080460	C	09/20/2025	14389	UNANIMOUS	60.00
10	00080461	C	09/20/2025	4960	UNIVERSITY OF NEBRASKA AT KEARNEY	250.00
10	00080462	C	09/20/2025	10320	VERIZON WIRELESS	700.88
10	00080463	C	09/20/2025	17086	VIRG'S GARAGE, INC.	1,344.74
10	00080464	C	09/20/2025	230049	CAPITAL ONE-WALMART (SPED)	112.60
10	00080465	C	09/20/2025	13420	WOODRIVER ENERGY LLC	159.05
10	00080466	A	09/20/2025	16799	ABBEY ADDRESS	101.36

Check Register Summary

Batch Year: 26 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00080467	A	09/20/2025	17116	ABBY KAPELS	452.20
10	00080468	A	09/20/2025	13897	ADILENE PEREZ	602.70
10	00080469	A	09/20/2025	130180	AMABA, LLC	2,961.00
10	00080470	A	09/20/2025	120155	AMY J SLAMA	762.30
10	00080471	A	09/20/2025	130366	AMY MELCHER	486.71
10	00080472	A	09/20/2025	1082	ANGEL D STORY	858.90
10	00080473	A	09/20/2025	16667	BETH ERICSON	240.80
10	00080474	A	09/20/2025	990	BRANDY ROSE	137.20
10	00080475	A	09/20/2025	14621	CALVIN FREY	862.69
10	00080476	A	09/20/2025	5967	CASSANDRA RUTH	770.70
10	00080477	A	09/20/2025	13510	CHRISTINA HANCOCK	359.43
10	00080478	A	09/20/2025	70017	CYNTHIA ALARCON	1,073.80
10	00080479	A	09/20/2025	50579	DAN ELLSWORTH	46.83
10	00080480	A	09/20/2025	180474	DARLENE RODRIGUEZ	760.19
10	00080481	A	09/20/2025	14001	DEVON GRONENTHAL	389.20
10	00080482	A	09/20/2025	14125	EMMA MOORE	1,036.70
10	00080483	A	09/20/2025	7560	ESI HOSTED SERVICES	180.46
10	00080484	A	09/20/2025	7099	HALEY KUNZE	326.20
10	00080485	A	09/20/2025	11460	HAYLEY MURPHY	782.60
10	00080486	A	09/20/2025	15970	INGRID RODRIGUEZ	601.30
10	00080487	A	09/20/2025	15709	IRIS MEDINA GONZALEZ	594.30
10	00080488	A	09/20/2025	8559	JACLYN TERNUS	29.40
10	00080489	A	09/20/2025	8559	JACLYN TERNUS	424.20
10	00080490	A	09/20/2025	14745	JAEDYN MALASEK	908.60
10	00080491	A	09/20/2025	11223	JILL WIELGUS	624.05
10	00080492	A	09/20/2025	8540	JOLYNN KAHLANDT	459.90
10	00080493	A	09/20/2025	8540	JOLYNN KAHLANDT	58.80
10	00080494	A	09/20/2025	11932	JOSH ARIAS	1,500.80
10	00080495	A	09/20/2025	6459	KAISE RECEK	243.60
10	00080496	A	09/20/2025	14478	KASSANDRA CORNWELL	505.40
10	00080497	A	09/20/2025	100521	KRIS JOHNSON	226.52
10	00080498	A	09/20/2025	13480	LETISHIA KLEINSCHMIT	697.55
10	00080499	A	09/20/2025	15261	LEXIA LEARNING SYSTEMS, LLC	5,250.00
10	00080500	A	09/20/2025	13986	LYNNE WEBSTER	415.10
10	00080501	A	09/20/2025	15601	MARCI HAIGHT	295.60
10	00080502	A	09/20/2025	2267	MARCIA OSTMEYER	76.72
10	00080503	A	09/20/2025	11797	MARIA RODRIGUEZ	1,568.00
10	00080504	A	09/20/2025	14699	MARIAH BELLER	758.10
10	00080505	A	09/20/2025	7501	MARNI DANHAUER	11.48
10	00080506	A	09/20/2025	11479	MEGAN WELCH	717.50
10	00080507	A	09/20/2025	12246	MERRIDIE KAUP	530.60
10	00080508	A	09/20/2025	8788	NATHALIE VARGAS	450.10
10	00080509	A	09/20/2025	15962	NICOLE CHILES	797.93
10	00080510	A	09/20/2025	17124	OLIVIA BELL	548.80
10	00080511	A	09/20/2025	13498	RACHEL BUETTNER	86.80
10	00080512	A	09/20/2025	130708	SHARON M BROWN	866.27
10	00080513	A	09/20/2025	8524	SHAYNA CEPPEL	454.86
10	00080514	A	09/20/2025	10740	SHELLI EICKMEIER	466.90
10	00080515	A	09/20/2025	15725	SONYA SUKUP	262.92
10	00080516	A	09/20/2025	12165	STEPHANIE FOREMAN	243.20
10	00080517	A	09/20/2025	11436	TAMRA CLAY	105.56
10	00080518	A	09/20/2025	13536	TERI OPFER	758.10
10	00080519	A	09/20/2025	70018	VANESSA GASCON-GUARCAS	448.70
10	00080520	A	09/20/2025	230361	WENDY WOLFE	370.30
10	00080521	A	09/20/2025	10545	YARIBEY RODRIGUEZ	1,078.00
10	00080522	C	09/05/2025	15385	GREGG YOUNG TOYOTA OF COLUMBUS	33,798.00
10	00080523	C	09/20/2025	15342	GREGG YOUNG CHEVROLET GMC OF COLUMBUS	24,689.00
10	00080524	C	09/20/2025	230292	EMS LINQ, INC.	200.00
10	00080525	C	09/20/2025	16470	FNBO - CW	592.95
10	00080526	C	09/20/2025	16500	FNBO - SO	46.91
10	00080527	C	09/20/2025	12424	KASEYA US LLC	963.55
10	00080528	C	09/20/2025	130378	MENARDS	214.75

Check Register Summary

Batch Year: 26 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00080529	C	09/20/2025	13420	WOODRIVER ENERGY LLC	168.83
10	00080530	A	09/20/2025	9040	CASSANDRA KRINGS	217.00
Total Bank: 10						\$1,180,513.80

Total Computer Checks:	\$1,143,930.53
Total Manual Checks:	\$0.00
Total ACH Checks:	\$36,844.93
Total Other Checks:	\$0.00
Total Electronic Checks:	\$0.00
Total Computer Voids:	-\$261.66
Total Manual Voids:	\$0.00
Total ACH Voids:	\$0.00
Total Other Voids:	\$0.00
Total Electronic Voids:	\$0.00
Grand Total:	\$1,180,513.80
Number of Checks:	188

Batch Year	Batch	Amount
26	000006	181,668.53
26	000007	53,974.74
26	000036	805,697.50
26	000039	78,282.04
26	000045	33,798.00
26	000046	263.91
26	000048	24,689.00
26	000049	592.95
26	000050	1,547.13

Article I, Section 5, E Negotiations

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

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

Legal Reference:	§
Date(s) of Review:	May 18, 2020 September 15, 2022 September 18, 2023 September 16, 2024 September 15, 2025

Article IV, Section 11, C Hiring, Assignment and Dismissal

The Board delegates to the Administrator the authority to hire, assign, reassign, suspend and dismiss classified and non-certificated employees. Such authority shall be exercised in compliance with the policies of the Board. The Board reserves the authority to modify or reverse any such action taken by the Administrator.

Dismissal of classified and non-certificated employees shall be on an at-will basis, as such employees are subject to termination at any time without cause, without prior disciplinary action or progressive discipline, and irrespective of the lack of any evaluation or irregularity in any evaluation process.

All employees are entitled to regular pay up to the effective date of termination and pay for vacation accrued but not taken up to date. No compensation shall be paid for unused sick leave or personal leave that has been earned but not used.

Non-Certificated employees shall be given two weeks notice by the Administrator unless termination is for gross misconduct, in which case employees may be terminated without notice. The Administrator may authorize two weeks pay in lieu of notice when such action is in the best interest of the Educational Service Unit 7, except in cases involving misconduct.

Non-Certificated employees are expected to give at least two weeks prior notice in order to resign in good standing. Resignation notice will be submitted in writing to the Administrator, however in the case of positions where the complexity of the job makes replacement or retraining difficult, it is expected that sufficient time be given for this retraining.

Legal Reference:	
Date of Adoption:	February 18, 2019
Date(s) of Revision:	January 20, 2020 August 21, 2023
Date(s) of Review	September 15, 2025
Related Policy	Article I, Section 2 B(2): Duties and Function of the Board; Article IV, Section 1 A: Recruitment and Selection

Article IV, Section 11, E Classified Evaluations

The Board delegates to the Administrator the responsibility to develop, organize and implement a program to evaluate classified employees. The evaluation process is to be conducted in such a manner as to be consistent with and to advance the mission and goals of ESU.

A failure to properly complete evaluations shall not give a classified employee rights with regard to continued employment. Such failure, however, is to be considered in evaluating the responsible evaluator's performance.

Legal Reference:	
Date of Adoption:	December 16, 2019
Date(s) of Review:	December 21, 2020 September 15, 2025

Section 2 - Section 504 Compliance

Article V, Section 2, A Section 504 Compliance

A. Purpose (34 CFR 104.3)

- a. The purpose of this policy is to effectuate Section 504 of the Rehabilitation Act of 1973, which is designed to eliminate discrimination on the basis of handicap in any program or activity receiving Federal financial assistance. Compliance with this policy will also effectuate compliance with the Americans with Disabilities Act (ADA).

B. Definitions (34 CFR 104.3)

- a. "Handicapped persons" means any person who (1) has a physical or mental impairment which substantially limits one or more major life activities, (2) has a record of such an impairment, or (3) is regarded as having such an impairment.
- b. "Major life activities" means functions such as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working.
- c. Qualified handicapped person means:
 - i. With respect to employment, a handicapped person who, with reasonable accommodation, can perform the essential functions of the job in question.
 - ii. With respect to educational services, a handicapped person (a) of an age during which non-handicapped persons are provided such services, (b) of any age during which it is mandatory under state law to provide such services to handicapped persons, or (c) to whom a free appropriate public education is required to be provided.
 - iii. With respect to other services, a handicapped person who meets the essential eligibility requirements for the receipt of such services.

C. Discrimination Prohibited (34 CFR 104.4)

- a. No qualified handicapped person shall, on the basis of handicap, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program or activity of the ESU.

D. Voluntary Action and Self-Evaluation (34 CFR 104.6)

- a. Voluntary action. The ESU may take steps, in addition to any action that is required by this policy, to overcome the effects of conditions that result in limited participation in the ESU's program or activity by qualified handicapped persons.
- b. Self-evaluation. The ESU shall: (a) evaluate, with the assistance of interested persons, including handicapped persons or organizations representing handicapped persons, its current policies and practices and the effects thereof that do not or may not meet the requirements of this policy; (b) modify, after consultation with interested persons, including handicapped persons or

organizations representing handicapped persons, any policies and practices that do not meet the requirements of this policy; and (c) take, after consultation with interested persons, including handicapped persons or organizations representing handicapped persons, appropriate remedial steps to eliminate the effects of any discrimination that resulted from adherence to these policies and practices.

- c. The ESU shall, for at least three years following completion of the evaluation, maintain on file, make available for public inspection, and provide to the Assistant Secretary for Civil Rights of the Department of Education upon request: (i) a list of the interested persons consulted, (ii) a description of areas examined and any problems identified, and (iii) a description of any modifications made and of any remedial steps taken.
- E. 504 Coordinator (34 CFR 104.7)
- a. The ESU has designated the Administrator as its Section 504 Coordinator for employees. The ESU has designated the Director of Special Education as its Section 504 Coordinator for students. As required by law, these persons shall coordinate the ESU's efforts to comply with Federal Law.
- F. 504 and ADA Complaint Procedures (34 CFR 104.7)
- a. The following grievance procedure shall be used to provide for the prompt and equitable resolution of complaints alleging any action prohibited by this policy and for the resolution of complaints of alleged violations of Section 504 or the ADA:
 - i. Complaints shall be filed with the ADA and Section 504 Coordinator. Complaints shall be made in writing, unless the Complainant's disability prevents such, in which event the Complaint can be made verbally.
 - ii. Complaints shall set forth: (a) the name of the Complainant, (b) the address and telephone number or other such information sufficient to enable the Coordinator to contact the Complainant, (c) a brief description of the alleged violation, and (d) the relief requested by the Complainant.
 - iii. Complaints shall be investigated by the Coordinator or the Coordinator's designee. Investigations shall be thorough, but informal, and the Complainant shall be given a full opportunity to submit evidence relevant to the complaint.
 - iv. The Coordinator shall make a decision on the Complaint within thirty (30) days of the filing of the Complaint, unless such time period is extended by agreement of the Complainant. The decision shall be made in writing, shall set forth the Coordinator's proposed resolution of the Complaint, and shall be forwarded to the Complainant.
 - v. The Complainant shall have ten (10) days from the date the Coordinator's decision is sent to the Complainant to accept or reject the Coordinator's proposed resolution, and shall be deemed to have accepted the proposed resolution unless the Complainant rejects the proposed resolution within such time period.

In the event the Complainant rejects the proposed resolution, the Complainant shall be given the opportunity to file a request for reconsideration within ten (10) days from the date the Coordinator's decision is sent to the Complainant. The request for reconsideration shall be filed with the Coordinator. The Coordinator shall consider any additional information provided in the request for reconsideration and make a decision on the request for reconsideration within 10 (ten) days after the request for reconsideration was filed.

G. Notice (34 CFR 104.8)

- a. The ESU shall take appropriate steps to notify participants, beneficiaries, applicants, and employees, including those with impaired vision or hearing, that it does not discriminate on the basis of handicap in violation of State or Federal law, including Section 504. The notification shall state, where appropriate, that the ESU does not discriminate in admission or access to, or treatment or employment in, its programs and activities.
- b. The notification shall also include an identification of the responsible employee designated as coordinator. Methods of initial and continuing notification may include the posting of notices, publication in newspapers and magazines, placement of notices in the ESU's publication, and distribution of memoranda or other written communications.
- c. If the ESU publishes or uses recruitment materials or publications containing general information that it makes available to participants, beneficiaries, applicants, or employees, it shall include in those materials or publications a statement that the ESU does not discriminate on the basis of handicap in violation of State or Federal law, including Section 504.

H. Employment Practices Discrimination Practices Prohibited (34 CFR 104.8)

a. General

- i. No qualified handicapped person shall, on the basis of handicap, be subjected to discrimination in employment under any program or activity to which this policy applies.
- ii. The ESU shall take positive steps to employ and advance in employment qualified handicapped persons in programs that receive assistance under the special education laws.
- iii. The ESU shall make all decisions concerning employment under any program or activity to which this policy applies in a manner which ensures that discrimination on the basis of handicap does not occur and may not limit, segregate, or classify applicants or employees in any way that adversely affects their opportunities or status because of handicap.
- iv. The ESU will not participate in a contractual or other relationship that has the effect of subjecting qualified handicapped applicants or employees to discrimination prohibited by this policy.

b. Specific Activities.

- i. The provisions of this policy apply to: (1) recruitment, advertising, and the processing of applications for employment; (2) hiring, upgrading, promotion, award of tenure, demotion, transfer, layoff, termination, right of return from layoff and rehiring; (3) rates of pay or any other form of compensation and changes in compensation; (4) job assignments, job classifications, organizational structures, position descriptions, lines of responsibility; (5) leaves of absence, sick leave, or any other leave; (6) fringe benefits available by virtue of employment, whether or not administered by the ESU; (7) selection and financial support for training, including, professional meetings, conferences, and other related activities; (8) employer sponsored activities, including social or recreational programs; and (9) any other term, condition, or privilege of employment.
- c. Collective Bargaining Agreement Superseded.
 - i. The ESU's obligation to comply with this policy is not affected by any inconsistent term of any collective bargaining agreement to which it is a party.
- d. Reasonable Accommodation (34 CFR 104.12)
 - i. The ESU shall make reasonable accommodation to the known physical or mental limitations of an otherwise qualified handicapped applicant or employee unless the ESU can demonstrate that the accommodation would impose an undue hardship on the operation of its program.
 - ii. Reasonable accommodation may include: (a) making facilities used by employees readily accessible to and usable by handicapped persons, and (b) job restructuring, part-time or modified work schedules, acquisition or modification of equipment or devices, the provision of readers or interpreters, and other similar actions.
 - iii. In determining whether an accommodation would impose an undue hardship on the operation of the ESU's program, factors to be considered include: (a) the overall size of the ESU's program with respect to number of employees, number and type of facilities, and size of budget; (b) the type of the ESU's operation, including the composition and structure of the ESU's workforce; and (c) the nature and cost of the accommodation needed. The ESU may not deny any employment opportunity to a qualified handicapped employee or applicant if the basis for the denial is the need to make reasonable accommodation to the physical or mental limitations of the employee or applicant.
- e. Employment Criteria (34 CFR 104.13)
 - i. The ESU will not make use of any employment test or other selection criterion that screens out or tends to screen out handicapped persons or any class of handicapped persons unless: (a) the test score or other selection criterion, as used by the ESU, is shown to be job-related for the position in question, and (b) alternative job-related tests or criteria that do

not screen out or tend to screen out as many handicapped persons are not available.

- ii. The ESU shall select and administer tests concerning employment so as best to ensure that, when administered to an applicant or employee who has a handicap that impairs sensory, manual, or speaking skills, the test results accurately reflect the applicant's or employee's job skills, aptitude, or whatever other factor the test purports to measure, rather than reflecting the applicant's or employee's impaired sensory, manual, or speaking skills (except where those skills are the factors that the test purports to measure).

f. Pre-employment Inquiries (34 CFR 104.14)

- i. Except as provided below, the ESU will not conduct a pre-employment medical examination or make pre-employment inquiries of an applicant as to whether the applicant is a handicapped person or as to the nature or severity of a handicap. The ESU may, however, make pre-employment inquiry into an applicant's ability to perform job-related functions.
- ii. When the ESU is taking remedial action to correct the effects of past discrimination or voluntary action to overcome the effects of conditions that resulted in limited participation in its federally assisted program or activity, or when the ESU is taking affirmative action, the ESU may invite applicants for employment to indicate whether and to what extent they are handicapped. To take such action, the ESU must: (a) state clearly on any written questionnaire used for this purpose, or make clear orally if no written questionnaire is used, that the information requested is intended for use solely in connection with its remedial action obligations or its voluntary or affirmative action efforts; and (b) state clearly that the information is being requested on a voluntary basis, that it will be kept confidential, that refusal to provide it will not subject the applicant or employee to any adverse treatment, and that it will be used only in accordance with this policy.
- iii. Nothing in this section shall prohibit the ESU from conditioning an offer of employment on the results of a medical examination conducted prior to the employee's entrance on duty, provided that: (a) all entering employees are subjected to such an examination regardless of handicap, and (b) the results of such an examination are used only in accordance with the requirements of this policy.
- iv. Information obtained in accordance with this section as to the medical condition or history of the applicant shall be collected and maintained on separate forms that shall be accorded confidentiality as medical records, except that: (a) supervisors and managers may be informed regarding restrictions on the work or duties of handicapped persons and regarding necessary accommodations; (b) first aid and safety personnel may be informed, where appropriate, if the condition might require emergency

treatment; and (c) government officials investigating compliance with the Act shall be provided relevant information upon request.

I. Program Accessibility

a. Discrimination Prohibited (34 CFR 104.21)

- i. No qualified handicapped person shall, because the ESU's facilities are inaccessible to or unusable by handicapped persons, be denied the benefits of, be excluded from participation in, or otherwise be subjected to discrimination under any program or activity to which this policy applies.

b. Existing Facilities (34 CFR 104.22)

- i. Program accessibility. The ESU shall operate each program or activity to which this policy applies so that the program or activity, when viewed in its entirety, is readily accessible to handicapped persons. The ESU is not required to make each of its existing facilities or every part of a facility accessible to and usable by handicapped persons.
- ii. Methods. The ESU is not required to make structural changes in existing facilities where other methods are effective in achieving compliance with program accessibility. In choosing among available methods for meeting the requirement of program accessibility, the ESU shall give priority to those methods that offer programs and activities to handicapped persons in the most integrated setting appropriate.
- iii. Transition plan. In the event structural changes to facilities are necessary to meet the requirement of program accessibility, the ESU shall develop a transition plan setting forth the steps necessary to complete such changes. The plan shall be developed with the assistance of interested persons, including handicapped persons or organizations representing handicapped persons. A copy of the transition plan shall be made available for public inspection. The plan shall, at a minimum: (a) identify physical obstacles in the ESU's facilities that limit the accessibility of its program or activity to handicapped persons; (b) describe in detail the methods that will be used to make the facilities accessible; (c) specify the schedule for taking the steps necessary to achieve full program accessibility and, if the time period of the transition plan is longer than one year, identify the steps that will be taken during each year of the transition period; and (d) indicate the person responsible for implementation of the plan.
- iv. Notice. The ESU shall adopt and implement procedures to ensure that interested persons, including persons with impaired vision or hearing, can obtain information as to the existence and location of services, activities, and facilities that are accessible to and usable by handicapped persons.

c. New Construction (34 CFR 104.23)

- i. Each facility or part of a facility constructed by, on behalf of, or for the use of the ESU shall be designed and constructed in such manner that the

facility or part of the facility is readily accessible to and usable by handicapped persons.

- ii. Each facility or part of a facility which is altered by, on behalf of, or for the use of the ESU after the effective date of this policy in a manner that affects or could affect the usability of the facility or part of the facility shall, to the maximum extent feasible, be altered in such manner that the altered portion of the facility is readily accessible to and usable by handicapped persons.

J. Program Accessibility to Students (34 CFR 104.32 to .38)

- a. As and to the extent the services to a qualified handicapped student are the responsibility of the ESU, the services are to:
 - i. be in conformance with the 504 Plan developed by the 504 team for the student by the school in which the student is enrolled, and
 - ii. afford handicapped students an equal opportunity for participation in programs and services without discrimination on the basis of handicap.

Legal Reference:	Rehabilitation Act of 1973, Section 504--29 U.S.C. §791, et seq.; 34 CFR §104, et seq. ADA-42 U.S.C. §12101 et seq.; 28 CFR §35.101 et seq. Nebraska Fair Employment Practices Act, Neb. Rev. Stat. §§48-1101 to 48-1126
Date of Adoption:	March 16, 2020
Date(s) of Review:	September 15, 2025

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

WHEREAS, public notice was given at least five days in advance of a special public hearing called for the purpose of determining final levy of Educational Service Unit 7 (ESU 7) for the 2025-2026 fiscal year; and whereas such special public hearing was held before the Board at the time, date and place announced in the notice published in a newspaper of general circulation, a copy of which notice and proof of publication of which is attached hereto as Exhibit A, all as required by law;

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

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

and WHEREAS, the Board of Education of Educational Service Unit 7, after public consideration of the matter has determined that a final tax levy in an amount different from the preliminary property tax rate certified by each such County Clerk as is herein above referred to, is necessary in order to carry out the functions of ESU 7 as determined by its Board for the 2025-2026 school year;

Now be it therefore resolved that the Board of ESU 7 has a tax request of \$3,672,339.40 for the 2025-2026 fiscal year and the final levy of the Board of ESU 7 should be, and hereby is set at .015 for the 2025-2026 fiscal year.

It is so moved by _____ and seconded by _____ this 15 day of September, 2025.

Roll call vote as follows:

<u>Jack Young</u>	YES	NO	ABSENT
<u>Clark Lehr</u>	YES	NO	ABSENT
<u>Marni Danhauer</u>	YES	NO	ABSENT
<u>Joyce Baumert</u>	YES	NO	ABSENT
<u>Amy Blaser</u>	YES	NO	ABSENT
<u>Karen Gomez</u>	YES	NO	ABSENT
<u>Richard Stephens</u>	YES	NO	ABSENT
<u>Doug Pauley</u>	YES	NO	ABSENT
<u>Beth Kabes</u>	YES	NO	ABSENT
<u>Don Graff</u>	YES	NO	ABSENT
<u>Dawn Lindsley</u>	YES	NO	ABSENT
<u>Bob Arp</u>	YES	NO	ABSENT

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

Secretary of the Board

Expenditures-Revenue Budget 2025-2026

Code	Program Function	2024-2025 2-Budgeted Expenditure	2025-2026 2-Budgeted Expenditure	1-Contract (Districts)	1-Current Year Property Taxes, General fund	Dollars pulled from Cash On Hand	Indirect Costs	1-State Funds	1- Federal Funds	1-Flow Through	1-Actual Balance Carry Over	Balance	Month Reviewed
1200	Administrative Outreach	462,104.21	228,026.28					228,026.28				0.00	June
1200.3000	Para Professional	291,218.00	314,689.80	314,689.80								0.00	June
1200.3400	Cen7ter	664,839.00	523,999.46	523,999.46								0.00	June
1200.3700	Resource Coach	71,474.50	71,170.00	71,170.00								0.00	June
1200.3800	Behavior Analyst	68,199.00	0.00									0.00	June
1200.44	Learning Academy	1,038,764.50	1,021,067.76	1,021,067.76								0.00	June
1200.46	Braille	45,523.19	0.00									0.00	June
1200.54	Bridges	0.00	355,173.17	355,173.17								0.00	June
1200.5500	Transition	52,440.99	50,964.00	50,964.00								0.00	June
1296	Early Childhood	1,307,586.00	1,648,643.00	1,648,643.00								0.00	June
2141	Psychology/BA	743,090.00	877,619.50	877,619.50								0.00	June
2141.4200	LMHP	614,281.50	643,741.00	643,741.00								0.00	June
2151	Speech	609,861.00	687,201.00	686,640.97						560.03		0.00	June
2151.3600	Deaf Education	124,899.00	97,676.00	97,676.00								0.00	June
2181	Vision/O&M/Braille	110,258.50	\$275,134.00	275,134.00								0.00	June
2181.4100	O&M	77,592.50	0.00	0.00								0.00	June
2290.5000	Mental Health (NDE)	270,956.58	254,173.17					254,173.17				0.00	June
2213	Professional Development	1,214,264.91	1,281,925.74		1,198,278.82					83,646.92		0.00	May
2213.26	Literacy		221,672.83		40,000.00			181,672.83				0.00	May
2290	Regular Instruction - Media	153,213.39	124,237.00		36,761.12					87,475.88		0.00	May
2310	Board	58,690.25	59,999.75		59,999.75					0.00		0.00	May
2320	Administration	544,842.18	654,745.99		522,638.11		70,263.16			61,844.72		0.00	May
2330	Legal Services	8,150.00	8,150.00		8,150.00					0.00		0.00	May
2510	Business	224,800.83	220,297.09		172,822.38		8,200.00			39,274.71		0.00	May
2530	Printing	506,054.56	548,194.31		270,944.31	64,000.00				213,250.00		0.00	May
2570	HR	48,964.29	50,226.06		49,226.06					1,000.00		0.00	May
2580	Technology	2,144,791.50	1,757,114.97		858,854.97	\$347,000.00				\$551,260.00		0.00	June
2580-0004	LanMan	452,298.13	505,745.00	505,745.00								0.00	June
2580-0005	NNNC	55,210.00	58,453.00		58,453.00							0.00	June
2580-0006/0007	Technology Consortium	76,238.96	96,805.93		0.00					96,805.93		0.00	June
2610	Operation of Buildings	142,250.00	163,768.00		121,768.00		42,000.00					0.00	May
2620	Maintenance of Buildings	85,451.63	121,234.85		111,234.85		10,000.00					0.00	May
2630	Grounds	9,700.00	11,700.00		11,700.00							0.00	May
2650	Vehicle Replacement	119,060.61	125,019.29		12,730.00	90,000.00				22,289.29		0.00	May
2660	Security	4,590.00	5,590.00		5,590.00					0.00		0.00	May
2670	Safety	12,004.39	16,145.50		16,145.50					0.00		0.00	May
2900	Grant Writer	117,685.85	115,852.54	85,000.00	30,852.54							0.00	May
4700	Building Improvement	1,821,630.40	1,156,190.00		86,190.00	\$1,070,000.00						0.00	June
3599	Other State	10,000.00	10,000.00						10,000.00			0.00	August
3599.701	Northeast Regional Program Deaf or Hard of Hearing (NRPDHH)		251,855.45						251,855.45			0.00	August
3599.702	BITS(Behavior Intervention Training & Teacher Support)		79,678.45						79,678.45			0.00	August
3552	Safety & Security Rule 58 C.O.	42,252.40	0.00						0.00			0.00	August
	NDOL Teacher Retention	35,000.00	0.00						0.00			0.00	August
4399	Other Federal	350,000.00	1,850,000.00						1,850,000.00			0.00	August
6301.00	Comprehensive Literacy State Development (CLSD)		368,962.56							368,962.56		0.00	August
6418.25	PEaK/Journey to Inclusion	94,507.00	91,609.00							91,609.00		0.00	August
6417.25.418	Regional Transition	120,640.00	120,640.00							120,640.00		0.00	August
6415.25.421	Autism Grant C.O.	66,694.83	51,918.06							51,918.06		0.00	August
6415.26.421	Autism Grant	240,399.00	241,485.04							241,485.04		0.00	August
6417.25.427	Job Expo	5,762.00	5,778.00							5,778.00		0.00	August
6415.21.430	Anticipated Grant	125,000.00	125,000.00							125,000.00		0.00	August
6417.25.432	Transition Summer VR Grant	50,000.00	0.00							0.00		0.00	August
6310.25.701	Title IIA Teacher Quality	223,754.86	256,455.32							256,455.32		0.00	August
6800	Federal Nutrition Program	13,326.32	14,736.11							14,736.11		0.00	August
6990.25.490	Early Learning Connections	170,364.00	170,364.00							170,364.00		0.00	August
6416.25.416	Planning Region Grant	21,500.00	21,500.00							\$21,500.00		0.00	August
6700.25.501	Carl Perkin Grant	96,088.00	95,649.00							94,727.55	921.45	0.00	August

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 align 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 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 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 to ensure safeguards for preventing property loss, damage, or theft;
4. Continue to develop and implement adequate maintenance procedures for the equipment; and
5. Continue to develop and implement sales and disposition procedures for the equipment to ensure the highest possible return.

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 & 200.33
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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 simplified acquisition thresholds (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 and 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 ESU's conflict of interest policies; and
9. A requirement that the contractor maintains records related to the contracted work.

Legal Reference:	2 C.F.R. § 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)
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Federal Interest Reporting: The ESU 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
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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, or as otherwise specified by the federal award or federal law.

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, 2 C.F.R. § 200.34 & 34 C.F.R. § 81.31
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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 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 vendor. The ESU will maintain a copy of said verification or documentation.

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. Maintaining records and documentation that sufficiently identify the amount, source, and expenditure of funds for federally-funded activities;
4. Ensuring effective controls over 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 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.

Any leave and/or fringe benefits charred 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
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Federal Funds for Construction Projects: If the ESU is granted the authority to use federal funds for a construction project, the ESU 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
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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 \$10,000 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: No ESU 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, ESU employees, agents, and Board Members may only accept gratuities, favors, or anything of monetary value from federally funded contractors in accordance with the ESU’s Conflict of Interest Policy, Any ESU 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
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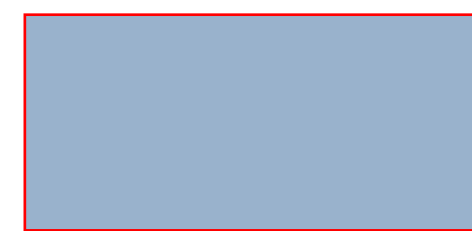
Unexpected or Extraordinary Circumstances: For all Federal awards, if the ESU does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the ESU may amend or create a policy at a later date in order to put emergency contingencies 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.
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Travel Costs: Travel costs (including transportation, lodging, subsistence, and related items) incurred by an employee who travels on official business for a federal award may only be charged to the federal award on an actual cost basis, a per diem or mileage basis, or on a combination of the two, provided the method used is applied to an entire trip and not to selected days of the trip. The District will ensure that the method used will be consistent with the method normally allowed in similar circumstances in the district's other travel and Board Policies. Any travel costs charged directly to a federal award must be documented to justify that (1) the individual's participation is necessary for the federal award and (2) the costs are reasonable and consistent with the District's travel costs and expectations. All travel costs must be reasonable and not in excess of what the District typically allows for other travel. All reasonable rates and amounts will be consistent with the rates and amounts established under 5 U.S.C. 5701-11.

Legal Reference:	2 C.F.R. § 200.475
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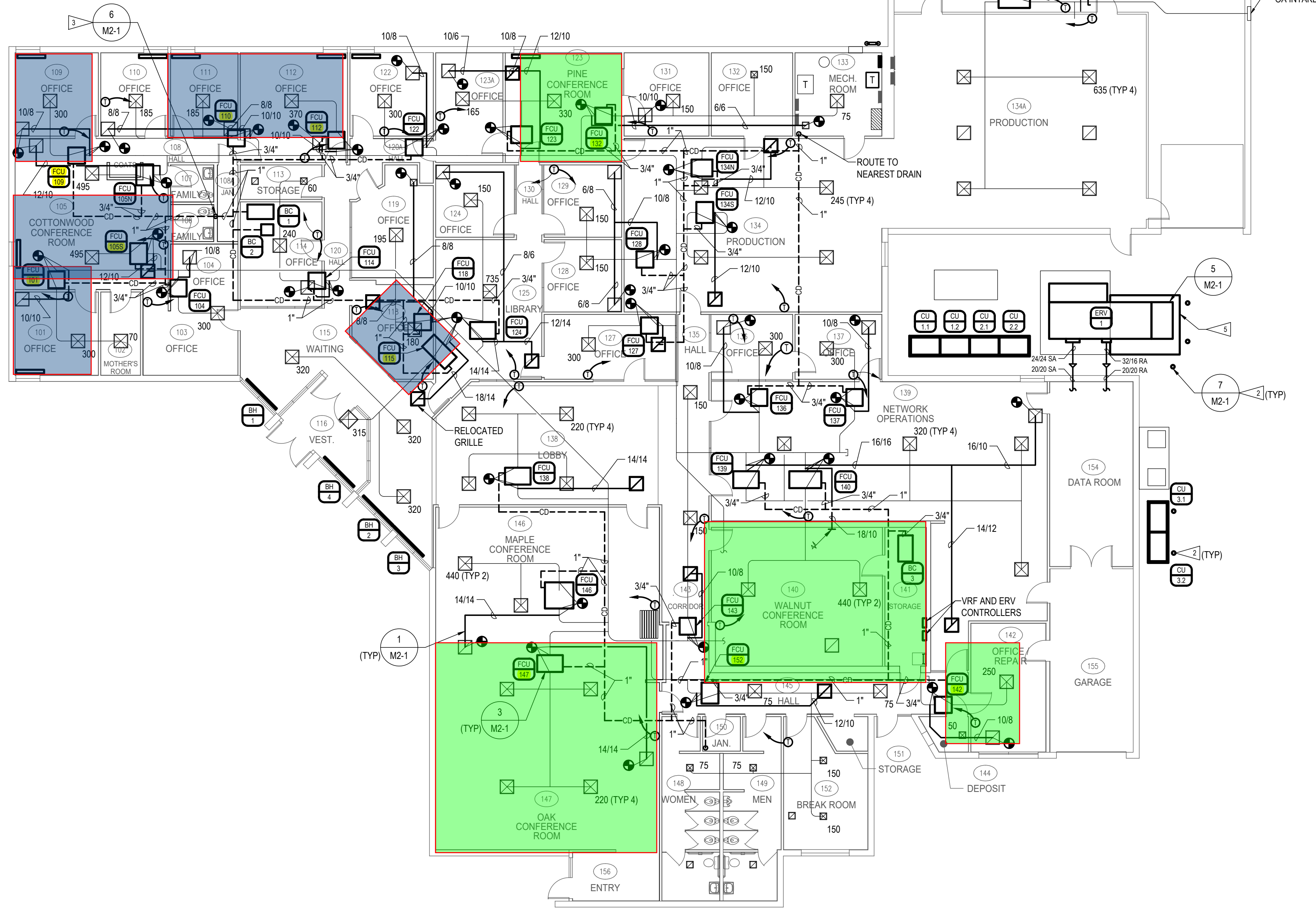
Date of Adoption:	August 16, 2021
Date(s) of Revision:	May 16, 2022 November 18, 2024 June 16, 2025 September 15, 2025
Date(s) of Review:	November 21, 2022 November 20, 2023



4-Days to install and run electrical. These areas will need to be unoccupied to allow us to work above ceiling.

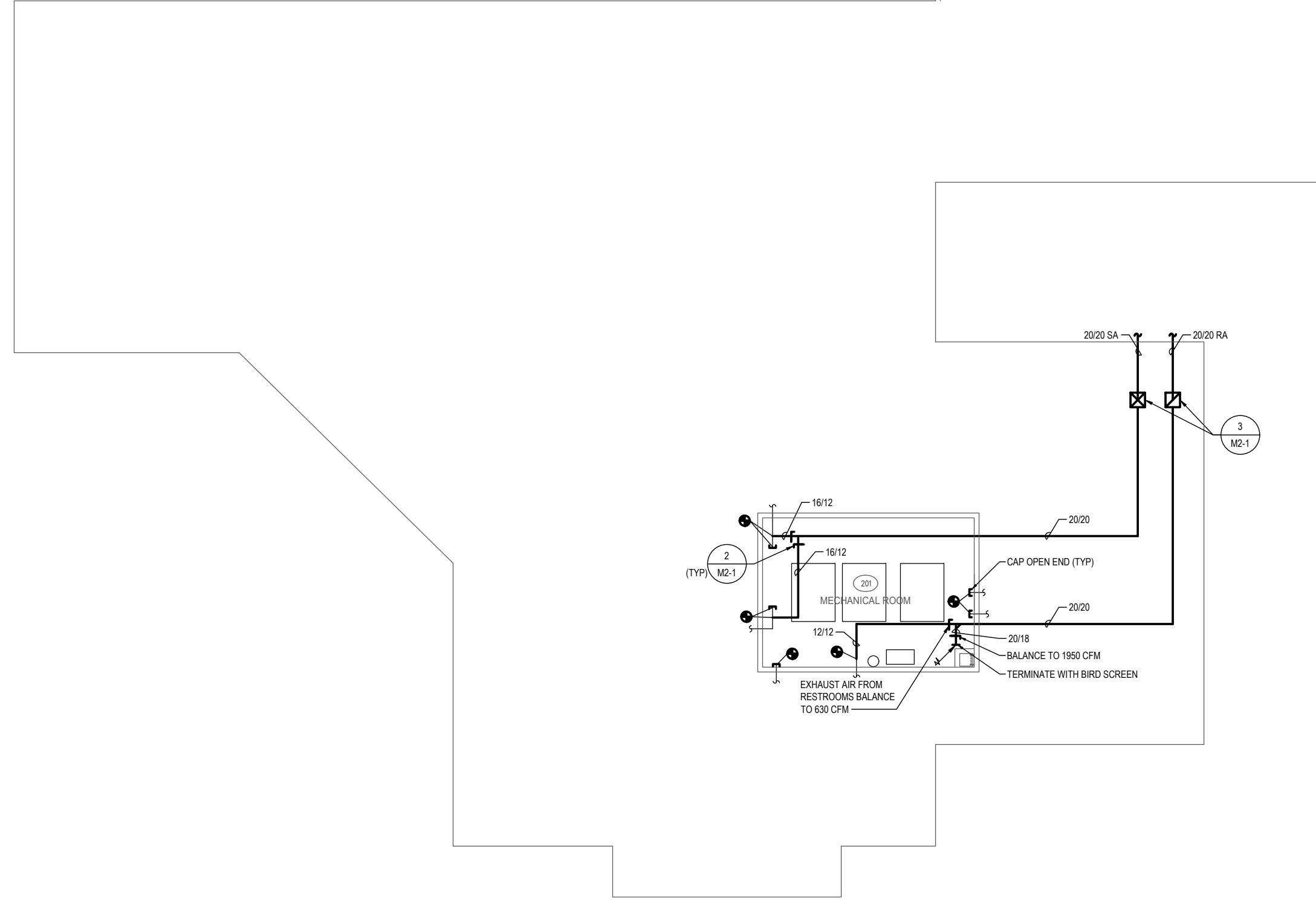


4-Days to install and run electrical. These areas will need to be unoccupied to allow us to work above ceiling. These areas can be done first to allow employees to have a work station while we are working in the "blue areas"



FLOOR PLAN

0 4' 8' 16'
SCALE: 3/32" = 1'-0"



FLOOR PLAN

0 4' 8' 16'
SCALE: 1/16" = 1'-0"

CEILING RETURN/EXHAUST GRILLE SIZING SCHEDULE		
MARK	NECK SIZE (IN)	CFM RANGE
G-1	8 X 8	125 - 200
	10 X 10	201 - 360
	12 X 12	361 - 525
	14 X 14	526 - 705
	16 X 16	706 - 975
	18 X 18	976 - 1150
	22 X 22	1151 - 1600

- REMARKS:
- ALL CEILING EXHAUST OR RETURN GRILLES SHALL BE G-1 EXCEPT AS INDICATED ON THE PLANS.
 - BRANCH DUCT TO GRILLE SHALL BE GRILLE NECK SIZE OR EQUIVALENT ROUND DUCT UNLESS OTHERWISE INDICATED.
 - G-1 FACE SIZE SHALL BE 24" X 24".

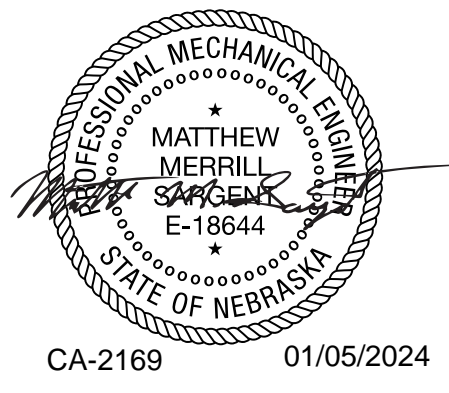
- FLAG NOTES:
- PROVIDE NEW OUTDOOR AIR DAMPER AND INTERLOCK WITH FCU OPERATION.
 - PROVIDE BOLLARD FOR VEHICLE PROTECTION OF NEW EQUIPMENT.
 - CUT INTO JANITOR'S CLOSET WALL FOR DRAIN BOX. CONNECT TO EXISTING SANITARY.
 - CONNECT TO EXISTING CONDENSATE LINES.
 - EXTEND EXISTING GRADE MOUNTED HOUSEKEEPING PAD TO ACCOMMODATE ERV.



ADMINISTRATION BUILDING HVAC REPLACEMENT
2657 44th Ave
Columbus, Nebraska

for

ESU - 7
2657 44th Ave
Columbus, Nebraska



PROJECT NO. • A23 113 NE AUF 003
DRAWN BY • JCS
CHECKED BY • MMS
DATE • 01/05/24
REVISIONS •

MECHANICAL PLAN
SHEET M1-1

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DO NOT SCALE DRAWINGS. VERIFY ALL DIMENSIONS and clearances from ARCHITECTURAL, STRUCTURAL, shop and other appropriate drawing or at site. lay out and coordinate all work prior to installation to provide clearances required for operation, maintenance, and codes and verify non-interference with other work. DO NOT FABRICATE PRIOR TO VERIFICATION OF CLEARANCE FOR ALL TRADES. READ SPECIFICATIONS.

- Negotiations:
 - Richard Stephens (Chair)
 - Don Graff
 - Amy Blaser **pending vote

- Budget:
 - Dawn Lindsley (Chair)
 - Karen Gomez
 - Jack Young
 - Clark Lehr **pending vote

- Handbook:
 - Joyce Baumert (Chair)
 - Bob Arp
 - Beth Kabes

- Evaluation:
 - Marni Danhauer (Chair)
 - Joyce Baumert
 - Amy Blaser
 - Beth Kabes

- Buildings & Grounds:
 - Bob Arp (Chair)
 - Doug Pauley
 - Jack Young
 - Joyce Baumert
 - Linda Shefcyk

Relations with Board (Open communication):

- Recommendations on Discussion and Action Items in Augustboard meeting
- Timely updates issues regarding facilities and finance
- Monthly updates on Transition Plan (July , August , Sept.)
- Met one-on-one with each board member (July/August)

Community Relationships (Involvement):

- Connecting with the Columbus Chamber's Rylee Seim

Staff and Personnel Relationships (Caring for our Staff):

- Supporting displaced Learning Academy staff
- Meeting with ESU 7 Directors to review and respond to personnel needs
- Walk through of all departments and visiting with personnel

Educational Leadership

Provide vision and leadership to support our schools

- Planned September 23rd Superintendent meeting and data dig

Business and Finance

- Finalized budget for 25-26
- Created slides for budget hearing and tax asking

Professional Growth/Personal Qualities

- Attended NASB's area membership meeting in York with 3 board members.
- Attended the Nebraska Department of Education Accessibility training with 2 staff members.
- Attended the ESU Professional Development Organization (PDO) session in Kearney.

Transition Plan Update

Phase I- Pre-Transition Activities Hire Date to June 30, 2025



- Meet with Interim Administrator Kris Elmshaeuser and Former Administrator Larianne Polk for information on staff, services, budget and facilities.
- Review the ESU 7 Strategic Plan, vision, mission, continuous improvement plans and other documents.

STAFF



- Have one-on-one conversations with each ESU 7 Director
- Meet with Executive Secretary to prepare for July 1 start date
- Conduct a Staff Survey
 - ESU 7's Chief Administrator regularly visits schools to ask 'What are we doing well that you'd like us to keep doing?' and 'What is something we could do to improve?' I'd ask the same things of our staff in a survey.



SERVICES



- Ensure all processes, trainings, and hires are in place to enact the 25-26 Service Plan on August 1, 2025
- Continue to follow the developments in Literacy to determine next steps for ESU support

BUDGET



- Review ESU 7's 67 budgets (19 general, 17 special education & 31 grants)
- Analyze valuation estimation (April) to anticipate budget expectations for 25-26
- Meet with ESU 7 Business Manager and Interim Administrator to be part of 25-26 Budget process

FACILITIES



- Attend briefings on Bridges construction to ensure timely completion

BOARD COMMUNICATION



- Face to Face Conversations
 - Have a one-on-one conversations with each board member
- Regularly report progress on transition.

Postponed items are still planned. The timeline has moved later.

Phase II- First 30 Days July 2025

STAFF



- Create a communications plan
- Meet one-on-one with each Agency Team member

SERVICES



- Meet with the Superintendent Executive Committee for planning and assurance that ESU 7's service delivery will remain consistent
- Ensure final pieces are in place for the 24-25 Service Plan and prepare for the rollover to the new year

BUDGET



- Continue to meet with Business Manager for the 25-26 Budget
- Prepare for the September Budget Hearing

FACILITIES



- Conduct a walkthrough of all facilities to evaluate current conditions, safety standards, and overall utilization
- Meet with Building and Grounds Engineer to review maintenance plans and any known infrastructure needs
- Identify short-term facility improvements that align with budget constraints

BOARD COMMUNICATION



- Schedule a series of meetings with the board to understand board expectations, discuss strategic goals, and review board-specific priorities

Phase III- Next 90 Days August 2025 to October 2025

STAFF



- Create a detailed communications plan for staff, schools, and board
- Engage with staff through our All Staff meetings.
- Unveil the What I Expect... What I need document

SERVICES



- Meet individually with each ESU 7 Superintendent
- Conduct a detailed evaluation of all 24-25 services, including data analysis on performance and stakeholder satisfaction.
- Prepare for the 26-27 Service Planning Process

BUDGET



- August- Make revisions based actual valuation numbers
- August- Focus on grants and make changes to general & SPED budgets
- Ready for September's Budget Hearing, Tax Asking and budget approval by full ESU 7 Board
- Submit budget document to Nebraska Department of Education by September 30th

FACILITIES



- Develop a short-term facilities improvement plan focused on safety, functionality, and accessibility.
- Assess facility usage patterns and consider strategies for optimizing space.
- Engage with facilities management on cost-effective improvements or necessary maintenance projects.

BOARD COMMUNICATION



- Formulate short-term and long-term goals and objectives in alignment with ESU 7's Strategic Plan, mission, vision and board expectations.

ESUCC Update- September 2025

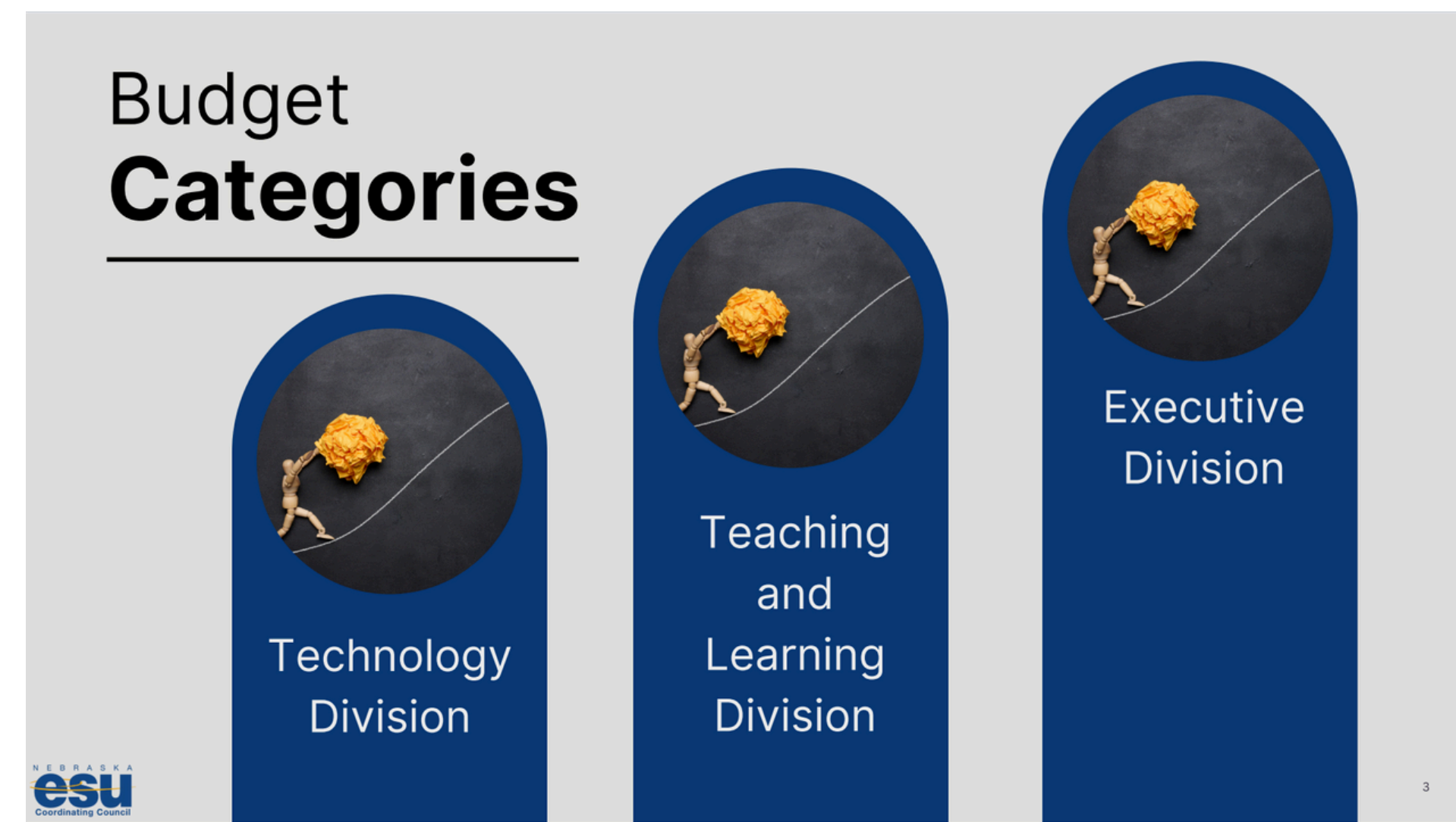
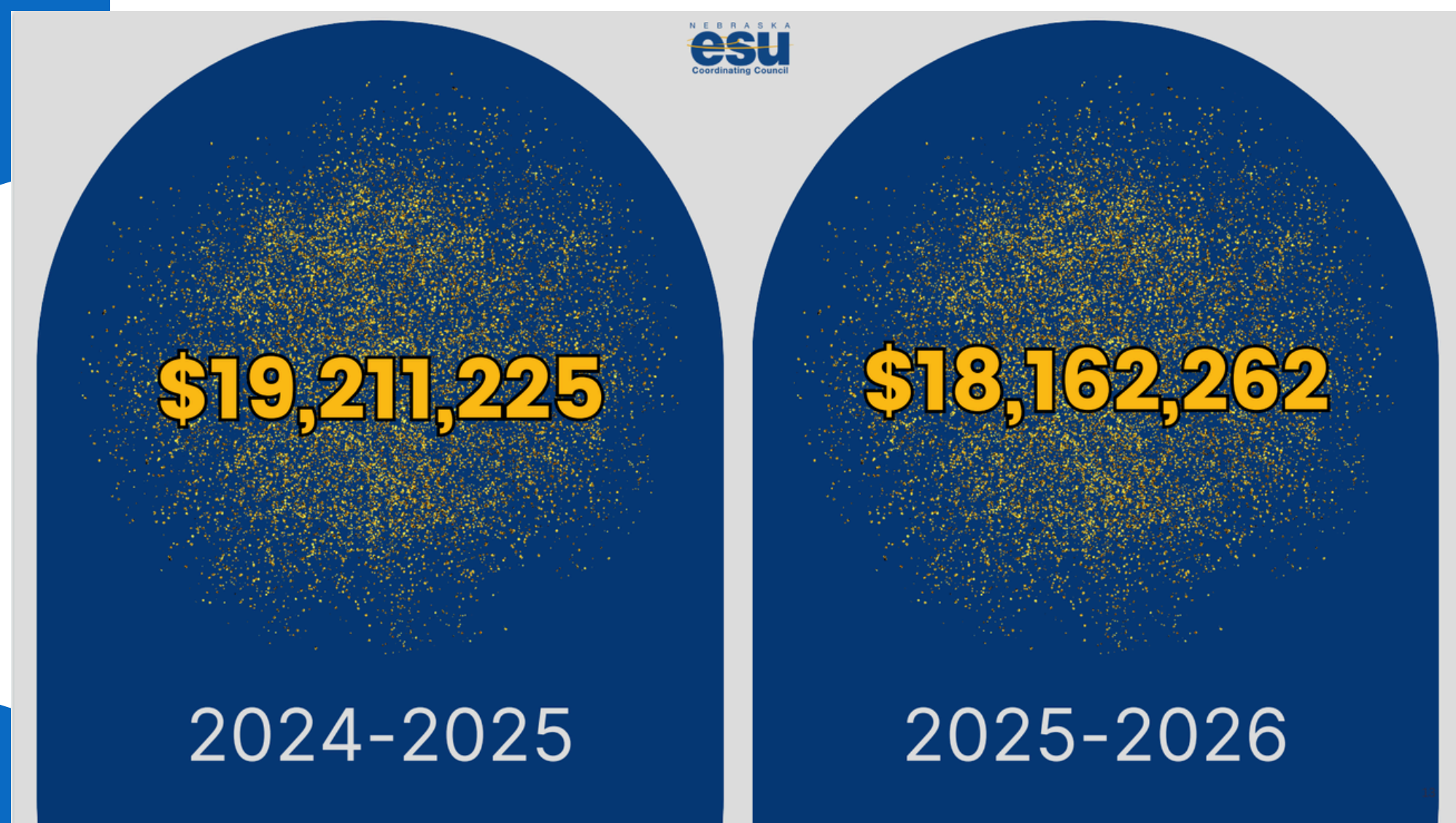
What is ESUCC?

Nebraska's ESU Coordinating Council (ESUCC) is a dynamic organization that works closely with each of Nebraska's seventeen educational service units (ESU). The ESUCC board is made up of an administrator from each unit. Together, the ESUCC provides critical, cost-effective services to Nebraska students, teachers, school leaders and school districts.

It was created in 2007 by state statute, and became active in 2008.

ESUCC Update- September 2025

Budget Hearing & ESUCC Meeting Sept 11/12 in Kearney



Decrease due to change in budget authority

ESUCC Update- September 2025

Educational Resources Committee- Sept 11th

- Updates on Statewide work and the Nebraska Department of Education

Board Meeting- Sept 12th

- Approved the Budget
- Project Profile- BITS
- Discussion about Federal Grants
- Planning for new Accessibility Rules

PROJECT PROFILE CALENDAR

ESUCC Board Meeting: Position Profile
Agenda Item

GROUP	MONTH
Cybersecurity	January
PowerSchool	February
SRS and Project Para	March
Non-Public Textbook Loan	April
Coop	May
No Meeting	June
Budget Meeting - No Profile	July
No Meeting	August
BITS	September
CANVAS	October
PDO	November
No Meeting	December

ESUCC Update- August 2025

What is ESUCC?

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ESUCC Update- August 2025

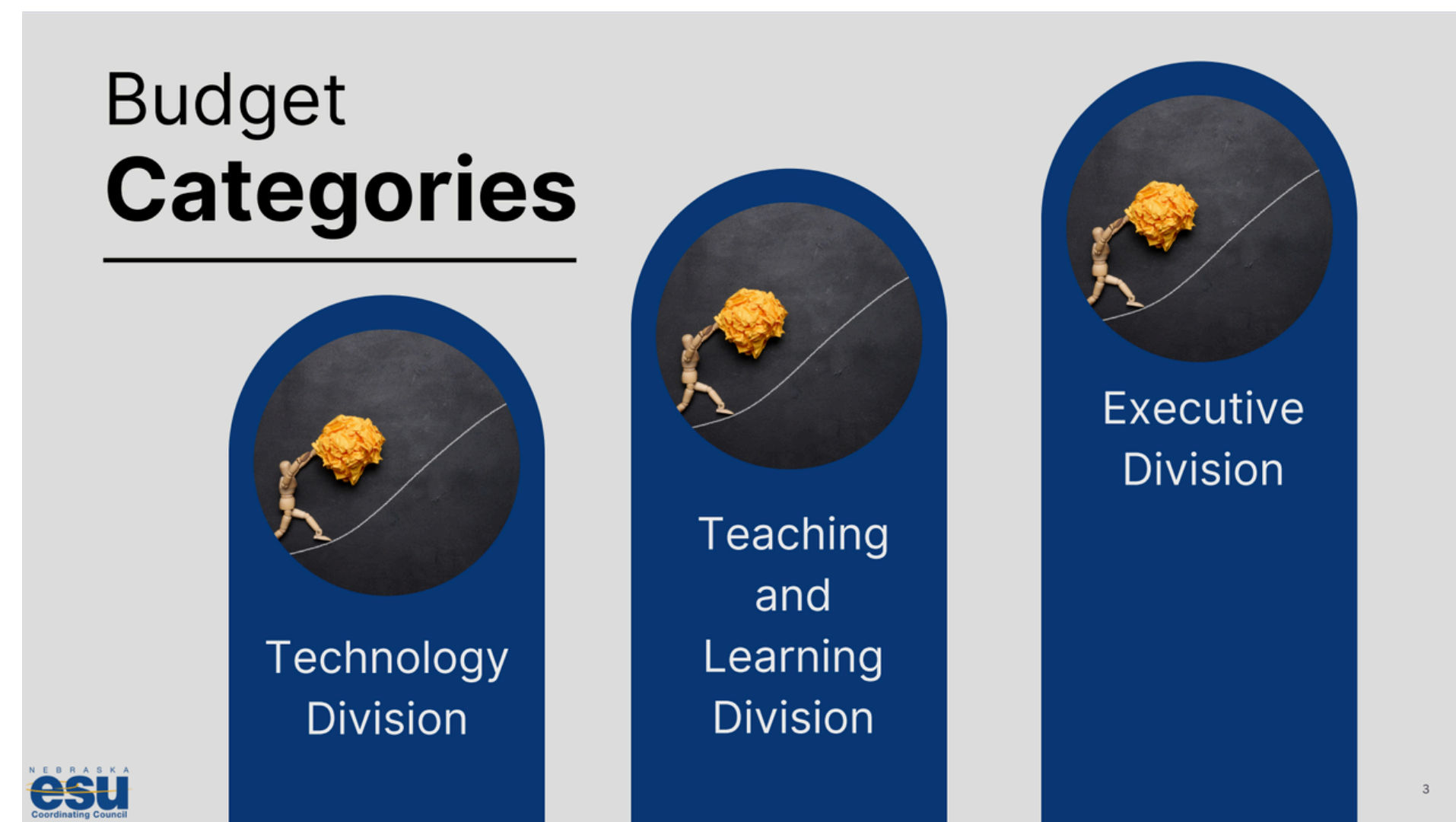
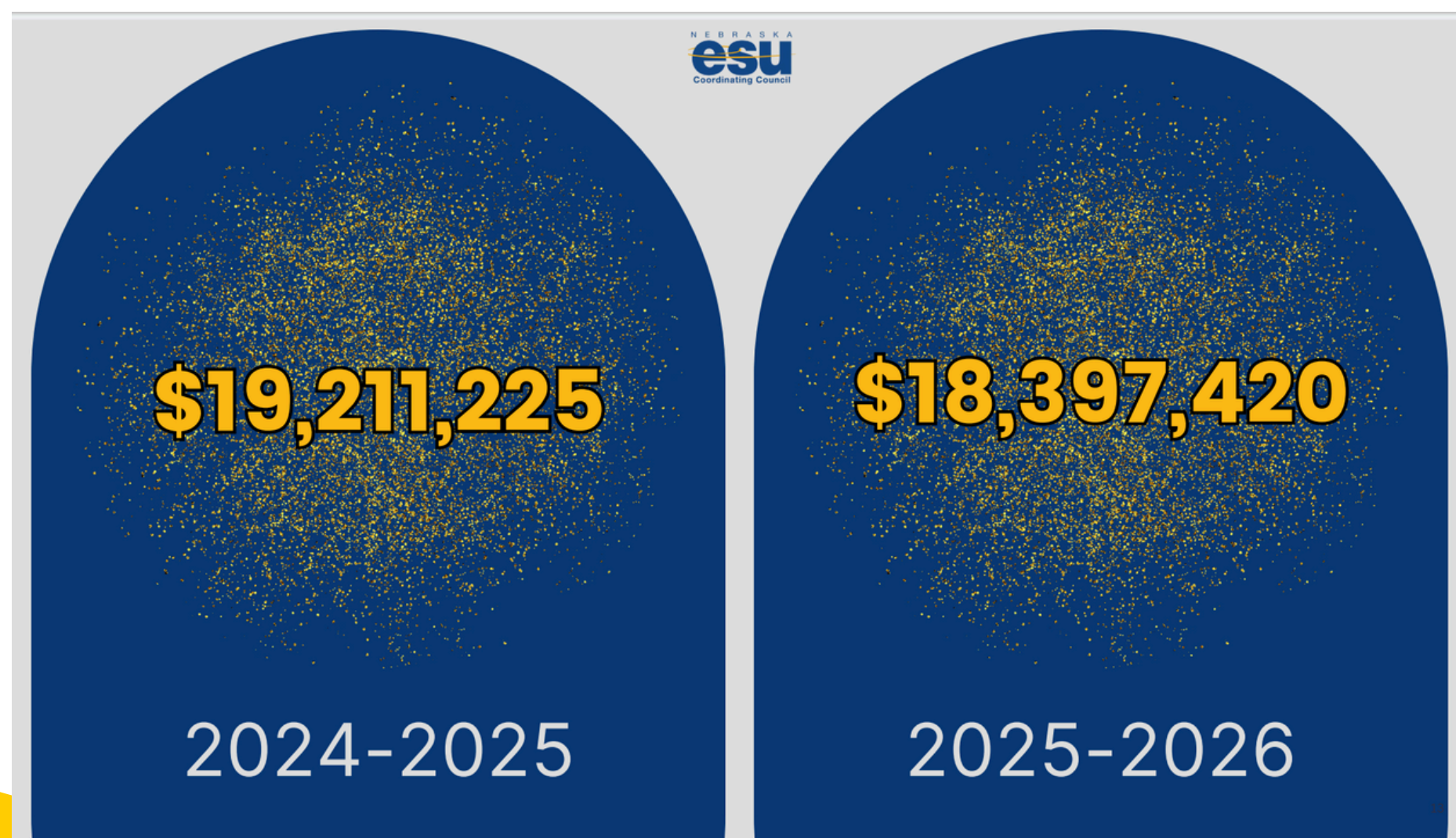
Rule 84- Meeting July 22, 2025 in Kearney

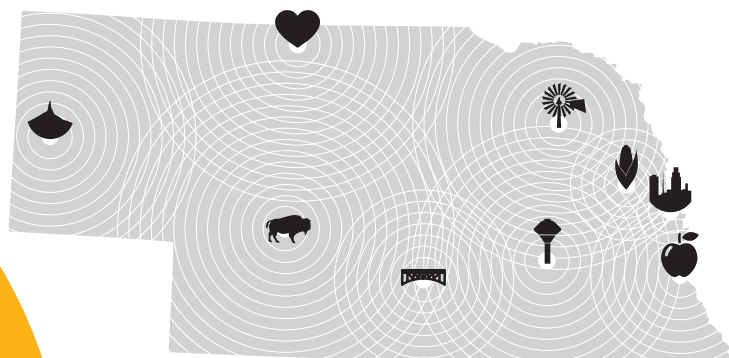
Joint meeting with representatives from ESUs and Nebraska
Department of Education
10 Priority Areas

003.02A1 The ESU administrator or his or her designee shall participate in two jointly established meetings with representatives of the Department and the ESU Coordinating Council annually to establish the *focus and coordination* of necessary core services based on priorities and on needs that are identified through the analysis of data.

ESUCC Update- August 2025

Budget Preview & ESUCC Meeting July 23, 2025 in Kearney





NASB
Nebraska Association of
SCHOOL BOARDS

2025 AREA MEMBERSHIP MEETINGS

Leadership - Training - Recognition - Networking - Vision

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

www.NASBonline.org

2025 REGISTRATION

REGISTER NOW FOR THE MEETING NEAREST YOU

Tuesday, August 19	Valentine	Register by Aug 13
Wednesday, August 20	Gering	Register by Aug 13
Thursday, August 21	Kearney	Register by Aug 13
Tuesday, August 26	York	Register by Aug 21
Wednesday, August 27	Norfolk	Register by Aug 21
Wednesday, September 3	North Platte	Register by Aug 28
Tuesday, September 9	Omaha	Register by Sept 4
Wednesday, September 10	Nebraska City	Register by Sept 4
Wednesday, September 24	Fremont	Register by Sept 18

TO REGISTER

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

Registration fees for each meeting and dinner are as follows:

NASB Member Registration	\$89
Cancellation Fee	\$25

No refunds after the registration deadlines.

2025 AGENDA

- 4:30 PM - REGISTRATION, NETWORKING & EXHIBITORS
- 5:00 PM - OPENING SESSION
- 5:10 PM - LEGISLATIVE UPDATE
- 5:35 PM - BREAK & EXHIBITORS
- 5:50 PM - TRAINING SESSIONS #1
- 6:30 PM - BREAK & EXHIBITORS
- 6:45 PM - TRAINING SESSIONS #2
- 7:25 PM - NETWORKING DINNER & AWARDS/RECOGNITION

15 AWARDS OF ACHIEVEMENT POINTS WILL BE EARNED FOR ATTENDING



2025 SESSION BREAKDOWN

5:00 PM - WELCOME & OPENING SESSION

JOHN SPATZ, NASB EXECUTIVE DIRECTOR AND MEMBERS OF THE NASB BOARD OF DIRECTORS


5:10 PM - LEGISLATIVE UPDATE


WHAT THEY ATE, WHAT GOT COLD, AND WHAT'S STILL ON THE TABLE

COLBY COASH, NASB ASSOCIATE EXECUTIVE DIRECTOR AND DIRECTOR OF GOVERNMENT RELATIONS

5:50 PM - TRAINING SESSIONS 1


BRAIN SCIENCE – FEAR AND ANXIETY VS EXECUTIVE FUNCTION ... The mental health of students and staff has taken center stage in recent years, especially as social media and other external influences increasingly affect brain development. This session will explore the neuroscience behind fear and anxiety and how they interact with executive function – the brain's ability to manage emotions, focus attention, and make decisions. We will discuss how toxic stress impacts brain development and how we can develop more resilient school districts, school buildings, classrooms, and students. - *John Spatz, Executive Director*

 **WHAT'S NEW WITH SPARQ DATA SOLUTIONS?** ... Learn about our newest product, Sparq Online Publishing. We will walk you through the functionality and how this new application will increase visibility, improve your ability to update your policies quickly and efficiently, and streamline how you receive updates from NASB. Additionally, we will walk through changes and updates to our Sparq Negotiations and Meetings platforms. - *Darion Miller & Nicole Kobus, Sparq Data Solutions*

 **IT'S NOT JUST WHAT YOU DO ... IT'S HOW YOU DO IT: STRATEGIES TO TAKE YOUR GOVERNANCE TEAM TO THE NEXT LEVEL ...** Evaluation of the superintendent and board is the first step toward reciprocal accountability and contributes to a high functioning board-superintendent relationship. Explore board responsibilities, with a focus on cultivating a high-performing leadership team. Whether you are a new board member or an experienced leader, you will gain practical insights and resources to help the board lead with purpose and model accountability through evaluation and self-assessment. - *Members from NASB's Board Leadership team*

6:45 PM - TRAINING SESSIONS 2

RUN GOVERNMENT LIKE A BUSINESS ... If the state of Nebraska was a business, what Key Performance Indicators (KPIs) would we evaluate to determine success? This session will evaluate our KPIs and identify our performance. - *John Spatz, Executive Director*

 **WHAT MAKES POOLING UNIQUE AND BENEFICIAL FOR SCHOOLS?** ... If you're new to your district, new to serving on the school board, or your district is new to ALICAP, this session is perfect for you! We will cover how being a member owner of a pool is exceptional, but also fiscally savvy, for your public school. Public entities are allowed to self-insure, and ALICAP is a prime example of that permission. Come listen to how pooling works best for you and how your school can maximize membership. - *Megan Boldt, Associate Executive Director, Director of ALICAP/Insurance*

FROM VISION TO IMPACT: DRIVING STRATEGIC ALIGNMENT THROUGH COMMUNITY ENGAGEMENT ... Strategic planning is a visionary roadmap sustained through community trust. We will explore how the board leads and supports a process that is inclusive, transparent, and aligned with district priorities. Learn how to engage stakeholders to ensure goals, initiatives, and resources are connected, and get the tools and strategies to help align vision with action to drive lasting impact. - *Members from NASB's Board Leadership team*

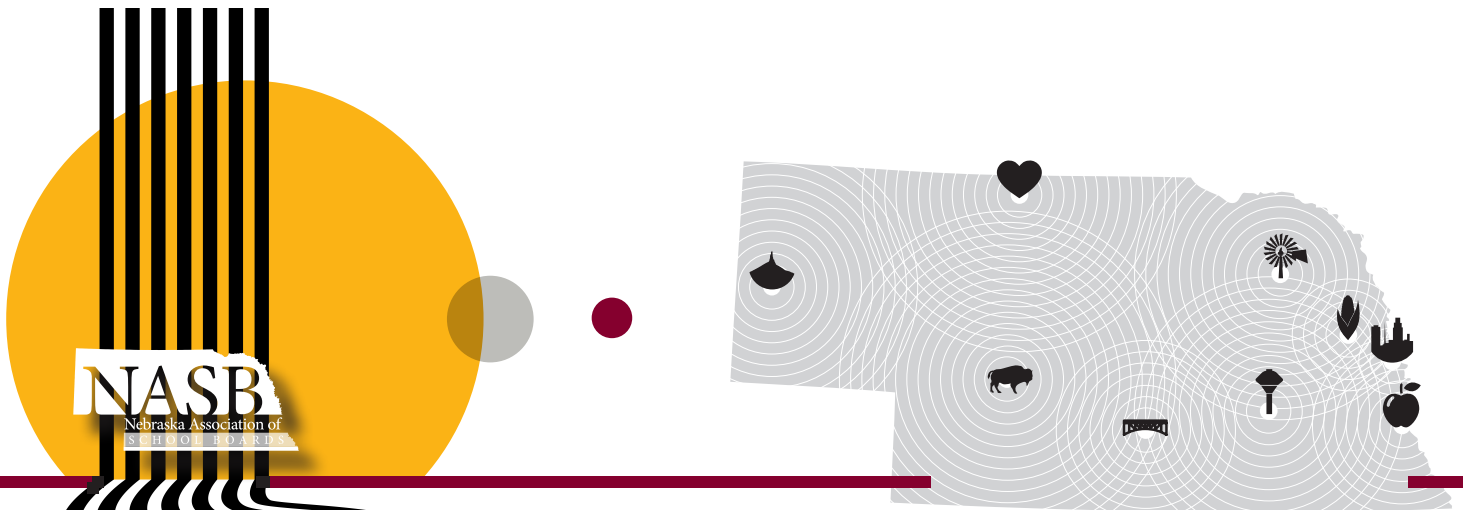
 Perfect for a newer School Board Member





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

RETURN SERVICE REQUESTED



2025 AREA MEMBERSHIP MEETINGS

Leadership - Training - Recognition - Networking - Vision

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



Morgan Morsett <mmorsett@esu7.org>

Re: Awards - AMM

1 message

Marci Ostmeyer <mostmeyer@esu7.org>

Mon, Aug 11, 2025 at 12:54 PM

To: Shari Becker <sbecker@nasbonline.org>, Morgan Morsett <mmorsett@esu7.org>

Thank you, Shari.

On Mon, Aug 11, 2025 at 11:22AM Shari Becker <sbecker@nasbonline.org> wrote:

Hello Marci,

The NASB Area Membership Meetings are coming up soon. At the meetings, we will recognize board members who have moved up a level in our Awards of Achievement program, as well as collective boards earning a board award. Below is a list of the awards and recipients for your ESU. Please consider registering the board members for an Area Membership Meeting so we can recognize and celebrate them.

Additional information on the meetings can be found on our website [Area Membership Meetings \(nasbonline.org\)](https://www.nasbonline.org/area-membership-meetings). Thank you.

Karen Gomez	Point Award - Level I
Beth Kabes	Point Award - Level I
Donald Graff	Point Award - Level I
Amy Blaser	Point Award - Level I
Clark Lehr	Point Award - Level I
Bob Arp	Point Award - Level IV
Marni Danhauer	Point Award - Level V
Dawn Lindsley	Point Award - Level V
Jack Young	Point Award - Level VI

Shari L. Becker
Director of Education Leadership Search Service



1311 Stockwell Street

Lincoln, Nebraska 68502

Direct: 402-817-0114

Toll Free: 800-422-4572

www.NASBonline.org

www.twitter.com/NASBonline

Achiever – Responsibility – Input – Belief – Consistency

The Nebraska Association of School Boards provides programs, services, and advocacy to strengthen public education for all Nebraskans.

LEADERSHIP – INNOVATION – VISION – ENGAGEMENT – #liveNASB

UPCOMING EVENTS FOR 2025

*Learn more and register using the Events tab of
www.NASBonline.org*

-

AREA MEMBERSHIP MEETINGS

Tuesday, August 19 - Valentine

Wednesday, August 20 - Gering

Thursday, August 21 - Kearney

Tuesday, August 26 - York

Wednesday, August 27 - Norfolk

Wednesday, September 3 - North Platte

Tuesday, September 9 - Omaha

Wednesday, September 10 - Nebraska City

Wednesday, September 24 - Fremont

STILL TO COME

Labor Relations Conference, State Education Conference, New Board Member Workshop

All Dates & Locations Tentative & Subject to Change



NCSA

Nebraska Council of School Administrators

- NCSA Executive Board
- Organization and Structure
- NCSA and Affiliate Awards
- Our State and National Partners
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- NCSA Region Map
- Contact Us
- NCSA Team
- Legislative.NCSA.org
- Retirement Announcement



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

Labor Relations

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



NASA and NASB Labor Relations Conference



October 2-3, 2024

Embassy Suites - Lincoln, NE

Pre-registration is now closed. Please stop by the onsite registration to register.

All cancellation requests must be received by Wednesday, September 25, 2024.

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

Wednesday, October 2

12:30 Registration Opens

1:00-4:00 Preconference Workshop: The ABCs of Negotiations with Perry Law Firm

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

Thursday, October 3

7:30 Registration, Continental Breakfast, and Exhibits Open

8:15 Welcome and From Chaos to Clarity: How to be your best when things are at their worst with Marianne Renner

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



In this keynote, learn to:

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

9:30 Exhibit Break

9:45 Concurrent Session I

10:45 Exhibit Break

11:00 Concurrent Session II

12:00	Lunch
1:00	Concurrent Session III
2:00	Exhibit Break
2:15	Concurrent Session IV
3:15	Adjourn

Session Topics Include:

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

Lodging Information

Embassy Suites - Lincoln

Call (402) 473-4719

Mention: Labor Relations

Rate: \$149 + tax

Rooms must be booked by September 11, 2024

Exhibit and Sponsorship Opportunities

Booth space is sold out. There is one sponsorship opportunity still available. Click **HERE** to download additional information and paperwork to participate.

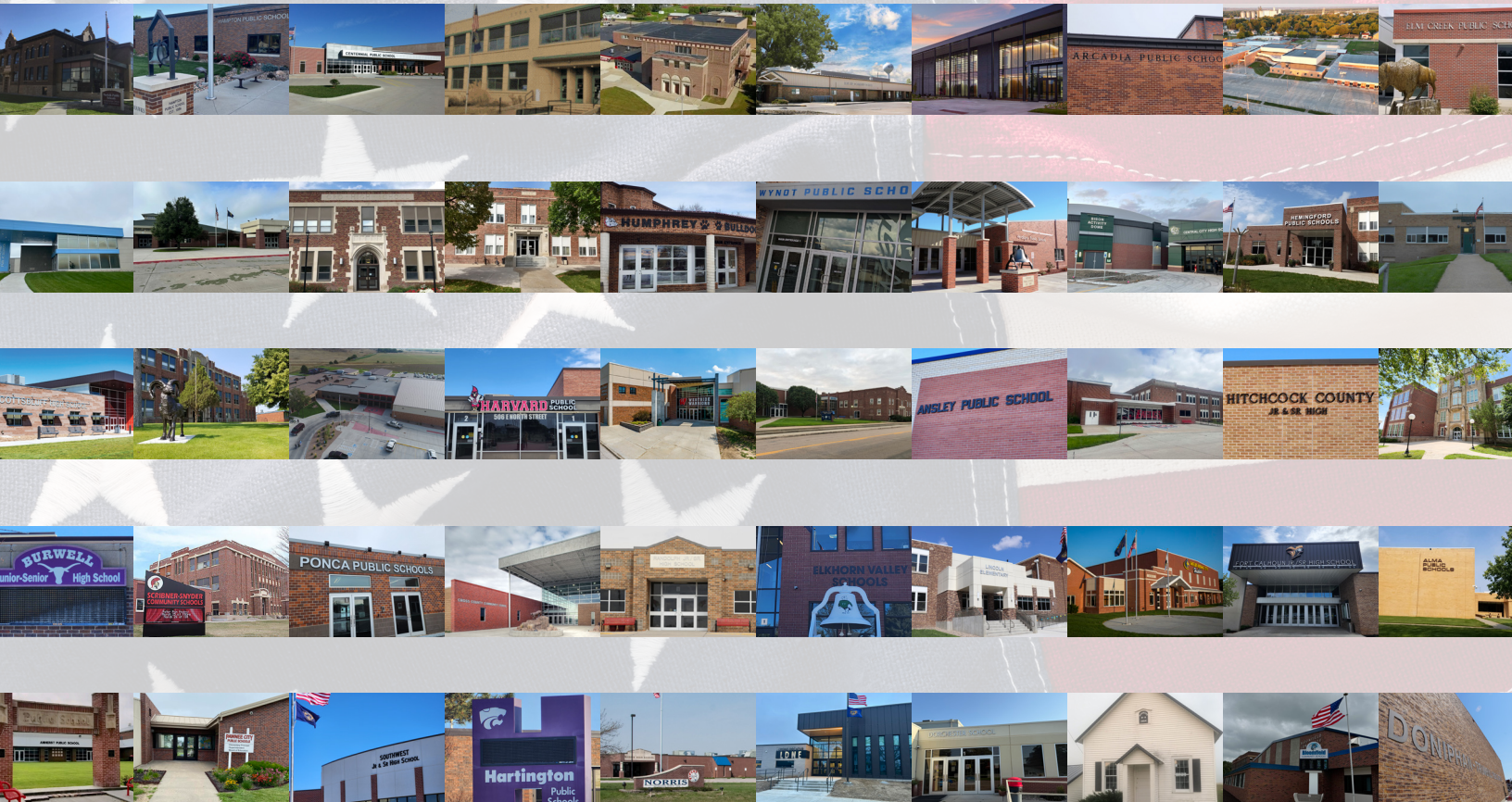
Labor Relations is held annually for around 200 Nebraska School Superintendents and School Board Members. Participation in this event will provide an opportunity to interact with district decision-makers.

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

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

2025 State Education Conference

November 19-21 - CHI Health Center - Downtown Omaha



“Out of the Public Schools
Grows the Greatness of the Nation”
— Mark Twain



REGISTRATION FOR THE 2025 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 10, 2025

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 10 - NOVEMBER 7 \$350
 PRE-CONFERENCE REGISTRATION \$100
 CANCELLATION FEE (PRIOR TO 11/7) \$150
 (No refunds after the registration deadline)

LATE-REGISTRATION NOVEMBER 8 - ON-SITE \$400
 NON-MEMBER \$900
 (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 24, 2025

SUBMIT YOUR CONFERENCE HOTEL ROOM REQUEST WEDNESDAY, SEPTEMBER 24, 2025.

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

Hilton Omaha - 1001 Cass Street
 \$161 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 29, OR UNTIL FULL

Omaha Marriott Downtown - 222 North 10th Street
 \$164 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 28, OR UNTIL FULL

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



WEDNESDAY, NOVEMBER 19

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

Exhibitor Reception
4:00 to 5:30 PM

THURSDAY, NOVEMBER 20

Board Member Boot Camp
7:00 to 8:00 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 21

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

19th

DAY 1

WEDNESDAY, NOVEMBER 19, 2025

NASB LEGISLATION COMMITTEE MEETING

NASA EXECUTIVE BOARD MEETING

PRE-CONFERENCE SESSIONS

EXHIBITOR RECEPTION

NASB BOARD MEETING

20th

DAY 2

THURSDAY, NOVEMBER 20, 2025

BOARD MEMBER BOOT CAMP

OPENING & LUNCHEON KEYNOTE SPEAKERS

SUPERINTENDENT OF THE YEAR RECOGNIZED

BREAKOUT SESSIONS (A, B, C & D)

21st

DAY 3

FRIDAY, NOVEMBER 21, 2025

NASB DELEGATE ASSEMBLY

NASA MEMBERSHIP MEETING

CLASSROOM SHOWCASE

BREAKOUT SESSIONS (E & F)

SCHOOL BOARD MEMBER OF THE YEAR PRESENTED

CLOSING KEYNOTE SPEAKER

ADJOURN



REDEFINE IMPOSSIBLE

JAMES LAWRENCE

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

Known as The Iron Cowboy for the signature cowboy hat he wears while running races so his five kids can see him coming from far away, James Lawrence is an ultra-endurance athlete who has pushed himself beyond what many doctors previously believed to be physiologically possible. In so doing, he has redefined both mental toughness and physical endurance. James spent a decade in the mortgage and finance business before losing it all in the financial crisis of 2008. At rock bottom, his career as the greatest endurance athlete on the planet started quite humbly, struggling to complete a local 4-mile fun run with his wife, Sunny. Inspired by that experience, on that day he learned a lesson that has served him well ever since. "I quickly realized that 'hard' looks different for everyone. Back then, four miles was really difficult for me. But I learned that one of the most important things in life is simply showing up." Today, James is one of the most dynamic, inspiring, larger-than-life keynote speakers in the world, is a best-selling author and the subject of a critically acclaimed feature film. He continues to redefine the impossible in his own life, while teaching audiences around the world to do the same in their own lives.



THRIVING AS A TEAM WITH THE 3 C'S

DR. JERMAINE DAVIS

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

Dr. Jermaine's presentation "Thriving as a Team" will bring a new and fresh perspective to your team. His guidance will help your team focus on keeping "the main thing the main thing." Courageous conversations, cohesive cooperation, and committed collaboration are possible! Applying his practical and down-to-earth Dump Your Slump Model & Research, Dr. Jermaine's leadership expertise is rooted in his professional experience, academic research, and personal journey, giving him a real-world perspective that resonates. Born and raised in the Henry Horner Housing Projects on Chicago's West Side, Dr. Jermaine learned early that resilience wasn't just a skill—it was a necessity to survive and thrive. After losing six family members, including his youngest brother, Lil' Greg, to violence, he made a promise to break the cycle. Through mentorship, education, and determination, he became the first in his family to graduate from college, earning a B.A. in Speech Communication, an M.A. in Speech Communication, and a Doctorate in Organizational Leadership.



INVISIBLE THREADS: PRIVACY IN THE WORLD OF AI

JOE TOSCANO

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

Joe Toscano is an award-winning designer, author of Automating Humanity, and former Google consultant who left the tech industry over concerns about data misuse. Now based in Omaha, he works globally to promote ethical innovation, support privacy legislation, and raise awareness about the dark side of big tech. You may recognize Joe from Netflix's The Social Dilemma, his TEDx Talk "Want to work for Google? You already do," or his appearances on major news outlets. In "Invisible Threads," Joe explores the critical intersection of privacy and AI. He reveals how modern data flows impact our lives, highlights the ethical challenges of AI, and offers forward-thinking solutions to protect privacy in a connected world. This talk is essential for anyone shaping or navigating the digital future.

"Out of the Public Schools Grows the Greatness of the Nation"

Pre

PRE-CONFERENCE SESSIONS WEDNESDAY, NOVEMBER 19 - 1:00 TO 4:00 PM

YOUR DEPARTMENT OF EDUCATION: UNWRAPPED

Understanding the roles of the Nebraska Department of Education and the U.S. Department of Education as they relate to local schools can be confusing. During this pre-session opportunity, staff members of the Nebraska Department of Education will engage participants with knowledge and information sharing on the balance of federal, state, and local education policymaking. We will discuss the key roles the Nebraska Department of Education plays, share priority areas from a new strategic planning process, and discuss how changes at the federal level could impact Nebraska schools and students. Topics will include state and federal finance policy, state and federal requirements for assessment and accountability, accreditation and teacher certification, and much more.

PRESENTERS: Nebraska Department of Education staff

UTILIZING EFFECTIVE SUPERINTENDENT EVALUATION AND BOARD SELF-ASSESSMENT TO SUPPORT STUDENT SUCCESS

Designed for both boards and superintendents, this session will strengthen governance through effective superintendent evaluation, meaningful board self-assessment, intentional relationship-building, and building a district-wide foundation based on common values. Learn how to design an evaluation process that fosters professional goals, clarifies board expectations, and builds trust and cohesion. Explore "trust accelerators" to enhance collaboration, improve decision-making, and provide constructive feedback that supports growth and shared commitment to student success. Leave equipped with practical strategies and resources to enhance board-superintendent collaboration and sustain long-term student outcomes.

PRESENTERS: Troy Loeffelholz - NCSA; Stacie Higgins - NASB



JOIN US!!! EXHIBITOR RECEPTION WEDNESDAY, NOVEMBER 19 - 4:00 TO 5:30 PM



Register now at www.NASBonline.org



SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE THURSDAY LUNCHEON

Previous Winners Include:

- | | | |
|--|---------------------------------------|--|
| 2025 - MELISSA POLONCIC, DC WEST | 2012 - BILL MOWINKEL, GRAND ISLAND NW | 1999 - KENNETH ANDERSON, HASTINGS |
| 2024 - ANDY RIKLI, PAPIILLION 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 | |



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

Previous Winners Include:

- | | | |
|--|------------------------------------|---------------------------------------|
| 2024 - BRAD WILKINS, AINSWORTH | 2017 - BONNIE HINKLE, GRAND ISLAND | 2010 - KIM FASSE, ELKHORN |
| 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 KRIVOHOLVEK, 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 |



BOARDSMANSHIP



CAREER & COLLEGE READINESS



COMMUNITY ENGAGEMENT



CURRICULUM



ESU



FACILITIES



LEGAL & POLICY



LEGISLATIVE & ADVOCACY



MANAGEMENT/ADMINISTRATION



NEW BOARD MEMBER/NEW SUPERINTENDENT



SAFETY



STUDENTS/EARLY CHILDHOOD



TECHNOLOGY



WELLNESS & RETENTION

“Out of the Public Schools Grows the Greatness of the Nation”

THURSDAY

- A1** LEGISLATIVE UPDATE
- A2** DUAL CREDIT AND WORKFORCE PREPARATION
- A3** PUBLIC COMMENT UNDER THE OPEN MEETINGS ACT
- A4** LEADERSHIP, CULTURE AND COMMON LANGUAGE
- A5** BOARD MEMBER PERSONAL LIABILITY
- A6** HONORS COURSE ENROLLMENT AND SUCCESS
- A7** ENHANCE COMMUNICATION W NON-ENGLISH FAMILIES
- A8** ELEVATING BOARD LEADERSHIP
- A9** PARTNERSHIPS TO COMBAT THE TEACHER STORAGE
- A10** SCHOOL SAFETY DOESN'T HAPPEN BY ACCIDENT
- A11** THE ROLE OF THE ATHLETIC ADMINISTRATOR

- B1** Q & A WITH NSAA
- B2** SUPERINTENDENT PANEL - "A DAY IN THE LIFE"
- B3** HANDLING CLOSED SESSION CORRECTLY
- B4** COMMUNITY PARTNERSHIPS WITH A PURPOSE
- B5** PAIN IN THE APP, V. 11.0
- B6** DEVELOPING NEBRASKA'S FUTURE EDUCATORS
- B7** DESIGN, CONSTRUCTION, FINANCE, AND MORE
- B8** STRENGTHENING BOARD & SUPERINTENDENT LEADERSHIP
- B9** EMPOWERING STUDENTS THROUGH SUMMER LEARNING
- B10** CELL PHONES OFF
- B11** TRANSFORMING SCHOOL CULTURE

- C1** STUDENT VOICES
- C2** THINGS YOU NEED TO KNOW AS AN ESU BOARD MEMBER
- C3** NEGOTIATIONS FOR BOARD MEMBERS
- C4** WHY YOUR SCHOOL STORY MATTERS!
- C5** BARGAINING & CONTRACT CONSIDERATIONS
- C6** A BOARD-LED INITIATIVE FOR DIGITAL CITIZENSHIP
- C7** SCHOOL FINANCE REVIEW COMMISSION UPDATE
- C8** COMMUNITY-CENTERED STRATEGIC PLANNING
- C9** EMPOWERING STUDENTS IN SCHOOL MEDIA
- C10** AN EVOLVING TECHNOLOGICAL LANDSCAPE
- C11** ACCESSIBLE PATHWAYS TO CAREERS IN EDUCATION

- D1** LISTENING SESSION W/ MEMBERS OF THE STATE BOARD
- D2** EHA BENEFITS UPDATE
- D3** GLOBAL INSIGHTS
- D4** TEACHER APPRENTICESHIP
- D5** HOT TOPICS WITH KAREN & JIM
- D6** NCSA 3-YEAR MENTORING PROGRAM
- D7** UNDERSTANDING HUMAN TRAFFICKING
- D8** HOW FOUNDATIONS UNITE TO SUPPORT

FRIDAY

- E1** POSITIVITY PROJECT: THE '80S MIX TAPE VERSION
- E2** BIRTH-GRADE 3 APPROACH FOR NEBRASKA SCHOOLS
- E3** TEACHER SHORTAGE: RECRUITING, AND ONBOARDING
- E4** CREATING A CULTURE OF ATTENDANCE
- E5** TRENDS IN DISABILITY LAWS
- E6** ADDRESSING THE TEACHER SHORTAGE
- E7** INCORPORATING AI RESOURCES WITHIN SCHOOLS
- E8** USING DATA TO DRIVE ACCOUNTABILITY & SUCCESS
- E9** RENEWED 'TUDE (RESILIENT EDUCATORS)

- F1** SUPERINTENDENT SHORTAGES & INCREASED INTERIMS
- F2** RULE 10: REQUIREMENTS, REGULATIONS, REPORTS, ETC
- F3** GENERATIVE AI IN PUBLIC SCHOOLS
- F4** FILLING THE ED PIPELINE
- F5** CONSTRUCTION DELIVERY METHODS
- F6** CULTIVATING A CULTURE OF COLLABORATION
- F7** CO-TEACHING: CHATGPT & ME
- F8** STRENGTHENING BOARD LEADERSHIP FOR STUDENT SUCCESS

BOARD MEMBER BOOT CAMP

THURSDAY, NOVEMBER 20 - 7:00 TO 8:00 AM

ROLES, RESPONSIBILITIES, AND CHARACTERISTICS OF EFFECTIVE GOVERNANCE

Start your day with a continental breakfast and an interactive Bootcamp for all board members and superintendents too! Move through the eight engaging stations, each highlighting a key characteristic of an effective board from governance vs. management to fostering accountability and actionable tools to take back to your district. This session serves as a warmup for Breakout Session A8: Elevating Board Leadership: Effective Board Governance = Student Success where we move from the "what" of board work to the "how" of focusing on measured student success. Register for the Bootcamp through the QR Code:



A

A - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 9:45 TO 10:45 AM



A1 LEGISLATIVE UPDATE - 2025 LEGISLATIVE RECAP AND LOOK TO 2026

Join Colby and Mike for a dive into what the Legislature accomplished in 2025 and a look at what is in store for 2026. New policy mandates, option enrollment discussion, retirement and benefit changes, and direction of school finance will all be discussed.

PRESENTERS: Colby Coash - NASB; Mike Dulaney - NCSA



A2 DUAL CREDIT AND WORKFORCE PREPARATION: THE TRANSFORMATIVE POWER OF THE CAREER ACADEMY

The Career Academy is a joint venture between Lincoln Public Schools and Southeast Community College. TCA provides academic and real-world experiences to high school juniors and seniors through high school and dual credit courses. We'll share innovative models that integrate high school academics with industry-relevant skills, creating pathways to immediate employment and higher education; and showcase data-driven outcomes that highlight strategic partnerships between schools and businesses that address critical workforce gaps. This presentation will empower attendees to implement and expand dual credit initiatives, ensuring students graduate with the skills demanded by today's job market.

PRESENTERS: Annie Mumgaard, Josh Jones & John Skretta - Lincoln Public Schools



A3 PUBLIC COMMENT AND LEGAL CONSIDERATIONS UNDER THE OPEN MEETINGS ACT

In this session, we will walk through public comment as prescribed by the Open Meetings Act. Then, we will walk through real-world examples and how boards should handle both simple and complicated scenarios under the Open Meetings Act.

PRESENTERS: Justin Knight - Perry Law Firm



A4 CONTROL THE CONTROLLABLES THROUGH LEADERSHIP FOCUSED ON CULTURE AND COMMON LANGUAGE

Attendees will hear how Westside Community Schools is focused on controlling what we can control through leadership, collaboration, and an emphasis on district culture. We will share ideas on how to create common language and a mindset about being focused on our classrooms while all kinds of things go on around us that we can't control. We will also share various "culture game plans" and an emphasis on E+R=O leadership.

PRESENTER: Mike Lucas - Westside Community Schools




A5 DOLLARS AND SENSE: BOARD MEMBER PERSONAL LIABILITY AND RELATED CONCERNS

It's already an unpaid volunteer job, and now you're telling me I could be personally liable?! Sometimes, maybe, possibly, yes. This presentation will focus on those situations where school board members (and superintendents) could face allegations leading to personal liability (i.e., money out of your own pocket), criminal sanctions, and even removal related to service on the school board. Don't fret too much--it doesn't happen often, but it's worth knowing when those situations could arise and how to navigate them!

PRESENTERS: Bobby Truhe & Steve Williams - KSB School Law


"Out of the Public Schools Grows the Greatness of the Nation"

A6 OPPORTUNITY & ACCESS: BREAKING DOWN BARRIERS TO HONORS COURSE ENROLLMENT AND SUCCESS

 Discover how one school district in Nebraska implemented system-wide changes to increase access and opportunity for honors courses for all students, with a particular emphasis on how the action steps were operationalized within social studies honors courses. Explore a step-by-step process and consider how similar impactful actions could be adopted in your own context!


PRESENTERS: Jaclyn Kellison & Takako Olson - Lincoln Public Schools

A7 INTEGRATING RESOURCES TO ENHANCE COMMUNICATION WITH NON-ENGLISH SPEAKING FAMILIES

 Columbus Public Schools will share the available resources that can be integrated into your regular communication strategies to create seamless access for your non-English speaking families.

PRESENTERS: Nicole Anderson & Chip Kay - Columbus Public Schools

A8 ELEVATING BOARD LEADERSHIP: EFFECTIVE BOARD GOVERNANCE = STUDENT SUCCESS

 Building on the Board Member Boot Camp warmup, this breakout takes you beyond the “what” of board roles and responsibilities into the “how” of using those roles to drive student success. Through scenarios, discussion, and practical resources, learn how to connect governance leadership to student outcomes, align board work with district improvement goals, and foster a culture of continuous growth. Leave equipped to move from understanding your role to leveraging it for maximum impact on student success.

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

A9 CREATING PARTNERSHIPS TO COMBAT THE TEACHER SHORTAGE

 Learn how UNK and Kearney Public Schools have partnered to form the Kearney Education Collaborative aimed at improving educational opportunities and partnerships for recruiting teachers. Specifically, they will discuss “Teachmates,” a program where selected UNK and KPS students form a mentee-mentor relationship. The speakers will discuss the “Kearney Teachers Tomorrow” scholarship program which created a Kearney High School to UNK to KPS pipeline for selected students/teachers. This session will highlight how other districts can consider similar options for their districts, both large and small.

PRESENTERS: Jason Mundorf - Kearney Public Schools; Mark Reid - UNK

A10 SCHOOL SAFETY DOESN'T HAPPEN BY ACCIDENT

Children who feel SAFE will take risks, ask questions, make mistakes, learn to trust, share their feelings, and grow! The Nebraska Department of Education (NDE) School Safety Team has built guidance and resource tools for schools in the safety and security requirements and best practices. The NDE Safety Team operates under the four pillars of prevention, preparedness, response, and recovery while using acronyms like EOP, SRP, SRM, PFA-S, and TA. Additionally, State Statutes implemented or introduced must also be adhered to. Schools who learn the acronyms, state statutes, and how to apply these concepts, toolkits, presentations, videos, and trainings are those recognized by NDE & their community to place school safety first. Join the NDE School Safety Director to make sure your school community is earning their Badge in safety and security.

PRESENTER: Jay Martin - NDE

A11 THE ROLE OF THE ATHLETIC ADMINISTRATOR

This session will help school district administrators and members of boards of education understand the multiple roles and responsibilities of the athletic administrator. Attendees will gain a better understanding of how to support and retain their athletic administrator, including the mentoring and professional growth opportunities available through both the National Interscholastic Athletic Administrators Association and the Nebraska State Interscholastic Athletic Administrators Association.

PRESENTERS: Nate Larsen - O'Neill Public Schools; Mark Armstrong - NSIAAA; Steve Throne - Millard Public Schools

B

B - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 11:15 AM TO 12:15 PM



B1 Q & A WITH NSAA

This session will explore topics affecting NSAA member schools. Bring your questions as we discuss emerging trends and their impact on NSAA sanctioned activities.

PRESENTERS: NSAA Staff



B2 SUPERINTENDENT PANEL - "A DAY IN THE LIFE"

Practicing Superintendents present, discuss, and answer questions regarding their efforts in developing positive and personal work relationships with their board of education.

PRESENTERS: Troy Loeffelholz & Kevin Wingard - NCSA; Chris Prosocki - Hastings Public Schools; Chip Kay - Columbus Public Schools; Mitch Kubicek - Milford



B3 HANDLING CLOSED SESSION CORRECTLY: LEGAL REMINDERS AND REMEDIES

Closed session can be a very complicated area of the law. In this session, we will walk through the legal requirements and case studies involving entering into closed session, discussions during closed session, "leaks" from closed session, and other legal issues that may arise in closed session.

PRESENTER: Justin Knight - Perry Law Firm



B4 COMMUNITY PARTNERSHIPS WITH A PURPOSE

Located on the Omaha Reservation in Macy, Nebraska, the UmónHon Nation "Against the Current" Career Academy is a model for small school districts seeking to create opportunities for local students and strong partnerships. Designed by BVH Architecture and built by Boyd Jones in close collaboration with the district, the Academy equips students with hands-on skills in automotive, construction, culinary, early childhood, entrepreneurship, and healthcare - offering direct career pathways within the community. This project demonstrates the power of team collaboration and local partnerships to develop resources, bringing meaningful workforce pipelines to life and reinvesting in their communities.

PRESENTERS: Kari Bappe, Cleveland Reeves, Stacie Hardy & Mark Pfister - Boyd Jones Construction



B5 PAIN IN THE APP, V. 11.0

This presentation is already in middle school, at 11 years and going strong. Come join the KSB attorneys for the latest and greatest in legal and practical developments around social media, technology, cell phones, and other key topics for administrators and board members.

PRESENTERS: Sara Rogers & Amanda Dabney - KSB School Law





B6 GROW YOUR OWN: DEVELOPING NEBRASKA'S FUTURE EDUCATORS

The Grow Your Own Education and Training Program of Study is a statewide, open-resource curriculum to help Nebraska schools develop future educators. This four-course program aligns with Nebraska state standards, embeds Universal Design for Learning, integrates Educators Rising, and meets dual-credit requirements. Attendees will learn how to implement the curriculum, access teacher training, and engage students in career exploration. Discover how this program can help build a sustainable educator pipeline for your district and invest in Nebraska's future teachers.

PRESENTERS: Lynne Herr - ESU 6; Katie Soto - ESU 9



 **B7 PROJECT PLANNING 101: INSIGHTS FROM PARTNERS IN DESIGN, CONSTRUCTION, FINANCE, AND MORE**

 Navigating a school construction project is no small task. This panel of experts will guide school leaders through three critical steps: identifying key partners, selecting the right delivery method, and understanding financing options; lease-purchase agreements, bonds, and building fund dollars. Attendees will gain actionable strategies and valuable perspectives from industry leaders, leaving equipped to navigate the complexities of construction planning with confidence and clarity. Whether planning a new project or refining your approach, this session will provide the essential knowledge to move your district forward successfully.


PRESENTERS: Aaron Plas - Bennington Public Schools; Steve Thiele - Hausmann Construction, Inc.; Tobin Buchanan - Northland Securities; Bob Soukup - Carlson West Povondra Architects

 **B8 STRENGTHENING BOARD AND SUPERINTENDENT LEADERSHIP: UTILIZING A BOARD HANDBOOK FOR EFFECTIVE GOVERNANCE**

Effective governance is the foundation of a successful school district, and a well-structured Board of Education Handbook serves as a vital tool for aligning leadership, clarifying roles, and fostering strong superintendent-board relationships. This session will explore the process of implementing a BOE Handbook to enhance communication, decision-making, and governance efficiency. Participants will learn strategies for creating and utilizing a handbook that sets clear expectations, promotes collaboration, and strengthens the leadership capacity of both board members and superintendents. Practical examples and best practices will provide attendees with actionable steps to enhance their district's governance framework.


PRESENTERS: Sean Molloy, Derrick Joel & Gary Kubicek - Norris School District 160; Marcia Herring - NASB

 **B9 TAKING LEARNING BEYOND 175: EMPOWERING STUDENTS THROUGH SUMMER LEARNING**


 "Taking Learning Beyond 175" is a dynamic session designed to showcase the innovative summer school program aimed at expanding educational opportunities for all students beyond the regular 175 school days. Building on the foundation of whole-student excellence, this innovative "summer school" program goes beyond traditional boundaries by offering creative, hands-on learning experiences that foster growth, imagination, and resilience. Explore how this program has helped us enhance skills and empower students to reach their full potential. We'll discuss the program's impact on student activities and teacher satisfaction, at limited to no expense to the school district.

PRESENTERS: Susan Lindblad, Libby Lollman & Shawn Scott - Adams Central Public Schools

 **B10 CELL PHONES OFF**

 Grand Island Senior High School implemented a comprehensive effort to strictly enforce a no cell phone throughout the school day policy in January of 2024. GISH administrators, staff, and students will discuss the reasons behind the action, how students and parents were prepared for the implementation, what worked and didn't work, and where they are after living this change for almost two years.

PRESENTERS: Matt Fisher, Calvin Hubbard, GIPS teachers & students - Grand Island Public Schools

 **B11 BUILDING BRIDGES, NOT WALLS: TRANSFORMING SCHOOL CULTURE THROUGH RESTORATIVE PRACTICES**

At Brady Public Schools, we've been reshaping our school culture by embracing restorative practices, which have become a cornerstone of how we connect, work, and grow together. These practices have strengthened relationships, fostered mutual respect, and created a true sense of community among students, staff, administrators, and the school board. Through collaboration and open communication, restorative practices have fostered a positive, supportive environment across our entire school ecosystem. In this presentation, we'll highlight how restorative practices have embedded our core values, helping repair harm, prevent conflict, and ensure everyone feels valued—building a community, not just a school.

PRESENTERS: Sara Gentry & Ann Foster - Brady Public Schools



C - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 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 YOU ARE AN ESU BOARD MEMBER - 17 THINGS YOU NEED TO KNOW

As ESU Board Members, you will learn up to date information about the services in ESUs, the work of the ESUCC, the MOU with the NDE, legislative priorities, and more! Come ready to learn, share, and problem solve together.

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



C3 NEGOTIATIONS FOR BOARD MEMBERS

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. This session will walk through the statutory requirements for negotiations. We will also give boards an update on negotiations "hot topics" and ideas for your upcoming negotiations season.

PRESENTER: Justin Knight - Perry Law Firm



C4 BUCKLE UP: JOURNEYING THE STATE AND WHY YOUR SCHOOL STORY MATTERS!

Why do Nebraska schools rank high nationally? Why are Nebraska students sought after by employers everywhere? We'll take you to school districts across our great state in a quest to find the answers. The NCSA Ambassador Program and Nebraska Public School Advantage advocate for public education one remarkable story at a time. Since 2016, we have gathered nearly 500 stories of public school success. These stories, from the Metro to The Panhandle, are examples of the student first, Nebraska way. Buckle up!

PRESENTERS: Kevin Wingard & Tyler Dahlgren - NCSA



C5 LET'S DEAL! BARGAINING & CONTRACT CONSIDERATIONS FOR TOUGH POSITIONS & SHORTAGES

Every year, we're all getting more creative to address staffing issues. Those range from bargaining things like retention or hiring bonuses to salary schedule placement gamesmanship. The contract renewal process is becoming an arms race, with more schools incentivising staff to recommit or resign sooner. Plus there are always unique contract considerations for those unique positions and hybrid roles as staffing shortages continue. This presentation will go through all your options, pros and cons, and leave board members and administrators feeling ready to tackle these questions at your district.

PRESENTERS: Steve Williams & Sara Rogers - KSB School Law



C6 A BOARD-LED INITIATIVE FOR DIGITAL CITIZENSHIP

In today's digital world, teaching students to navigate online spaces responsibly is just as important as traditional academics. That's why the Hershey Board of Education made digital citizenship a formal priority for the 24-25 school year with the board goal to "Provide instruction on acceptable use of technology to better prepare students for responsible digital citizenship." To support this goal, we partnered with A.Plum Creative to develop engaging, fact-checked content that promotes responsible digital habits. Our initiative includes weekly social media posts, digital signage across campus, and ongoing resources for families and staff to help build a culture of integrity and safety in digital spaces, and we're already seeing results. Conversations around digital safety are increasing across classrooms and homes, showing the power of this effort.

PRESENTERS: Jane Davis & Steve Koch - Hershey Public Schools

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C7 SCHOOL FINANCE REVIEW COMMISSION UPDATE

Join members of the recently created School Finance Commission for a panel presentation, Q & A, and update on the work of the commission.

PRESENTERS: Ann Foster - Brady Public Schools; Jason Dolliver - Pender Public Schools; Aaron Plas - Bennington Public Schools; Liz Standish - Lincoln Public Schools; John Schwartz - Millard Public Schools; Shavonna Holman - Omaha Public Schools; Keith Runge - Lakeview Community Schools



C8 LISTENING, LEARNING, LEADING: COMMUNITY-CENTERED STRATEGIC PLANNING

Engaging stakeholders for graduate success and long-term district planning. In partnership, the board and superintendent lead efforts to connect with the community, parents, staff, students, and local partners to define what every graduate must know and be able to do. This work begins with strategies for effective community engagement drawing from research linking public involvement to improved student outcomes and continues through ongoing stakeholder conversations that shape a shared vision for student success.

PRESENTERS: Caden Frank, Ben Anderjaska & Avary Pansing Brooks - NASB



C9 EMPOWERING STUDENTS IN SCHOOL MEDIA: CONTENT CREATION & MANAGEMENT

This session will showcase how students take an active role in managing and producing school media content. From publishing sports, extracurricular, and academic achievements on social media to creating engaging visuals for two video boards, students gain hands-on experience in digital media. By taking ownership of projects, they develop critical skills in communication, design, and media production. This presentation is ideal for school leaders seeking innovative ways to enhance media presence while providing students with real-world skills in communication, design, and project management.

PRESENTERS: Crystal Hassenstab & Shawn Scott - Adams Central Public Schools



C10 AN EVOLVING TECHNOLOGICAL LANDSCAPE: UPDATES TO SPARQ MEETINGS, NEGOTIATIONS, AND ONLINE PUBLISHING

Join us to learn about how Sparq Meetings and Negotiations have adapted to the ever-changing landscape of board governance. In this session, we will discuss updates to these applications and review tips and tricks to help you become more efficient and proficient. In addition, we will give an overview of Sparq Online Publishing and how it integrates with Sparq Meetings and your board governance.

PRESENTERS: Darion Miller & Nicole Kobus - Sparq Data Solutions



C11 REDEFINING ROUTES: ACCESSIBLE PATHWAYS TO CAREERS IN EDUCATION

Learn how Central Community College collaborates with institutions like Kearney Public Schools to establish accessible pathways to education careers. CCC's statewide, cost-effective offerings have already demonstrated significant impact in alleviating staffing challenges across K-12 institutions. This session will equip administrators and board members with practical knowledge to consider, potentially transforming their approach to recruitment and professional development. Join us to explore how these innovative programs are not only addressing immediate staffing shortages but also cultivating a sustainable pipeline of qualified educators for the future.

PRESENTERS: Megan Schmidt - Kearney Public Schools; Taylor Brase & Amy Mancini - Central Community College





D - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 3:30 TO 4:30 PM



D1 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: Elizabeth Tegtmeier - State Board of Education; Ryan Foor - NDE



D2 EHA BENEFITS UPDATE

Come learn more about the changes to the Medical and Dental plan effective September 1, 2026!

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



D3 GLOBAL INSIGHTS, LOCAL IMPACT: LESSONS FROM SINGAPORE AND SOUTH KOREA

Larriane Polk and Dan Schnoes had the privilege of participating in an international leadership academy in Singapore and South Korea, gaining invaluable insights into global leadership practices, innovative educational strategies, and cultural exchange. By observing how these countries tackle educational challenges and foster growth, we gained a deeper understanding of their approaches to teaching and learning. We hope you take away a desire to explore similar opportunities for yourself or your leadership personnel, as these global experiences not only enrich leadership development but also bring fresh, transformative perspectives that can benefit our entire educational ecosystem.

PRESENTERS: Larriane Polk - ESUCC; Dan Schnoes - ESU 3



D4 TEACHER APPRENTICESHIP - EXPERIENCES FROM THE FIELD

This session highlights the collaborative efforts of the Nebraska State Department of Education, Westside Community Schools, and Midland University in developing a successful apprenticeship program aimed at diversifying and strengthening Nebraska's teaching workforce. The session underscores the program's core purpose: to create sustainable pipelines of educators who are deeply grounded in their communities. The discussion covers the program's benefits - such as increased on-the-job training, community familiarity, and addressing critical staffing shortages - as well as lessons learned through ongoing stakeholder feedback, comprehensive support, and celebrating milestones. Future plans focus on expanding apprentice graduation rates, ensuring program sustainability through continued funding, and forging partnerships to meet high-need areas across Nebraska. Attendees will gain insights into the program's impact, lessons learned, and strategies for scaling these innovative pathways into teaching careers.

PRESENTERS: Nancy Christensen, Johanna Barnes, & Cammy Romanuck Murphy - Midland University; Andrea Haynes - Westside Community Schools; Kelly Baehr - NDE



D5 HOT TOPICS WITH KAREN & JIM

Join veteran school attorneys Jim from Perry Law and Karen from KSB for an insightful and entertaining session on the latest "Hot Topics" in school law. This dynamic duo will break down key legal issues that Nebraska school board members need to understand, whether they're already on your radar or just around the corner. Expect valuable takeaways... and a bit of lively banter between Jim and Karen along the way!

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



D6 NCSA 3-YEAR MENTORING PROGRAM

Research shows that the retainment of school administrators is more successful if they are engaged in a strong multi-year mentoring program that supports the school administrator beyond a one year mentor program.

PRESENTERS: Troy Loeffelholz - NCSA; Mike Sieh - Wayne State College; Mike Teahon - UNK; Tami Williams - UNO



D7 UNDERSTANDING HUMAN TRAFFICKING AND EMPOWERING SCHOOLS TO TAKE ACTION

This session will offer a thorough overview of human trafficking, aiming to debunk common myths and highlight the harsh realities of this critical issue. Participants will explore how trafficking affects communities, recognizing warning signs and vulnerabilities that make students susceptible. The presentation will also introduce ESU 2's Human Trafficking Youth Prevention Education (HTYPE) program, which supports school districts in implementing prevention strategies. Attendees will learn how ESU 2 can collaborate with schools to provide tailored training for staff, students, and caregivers, equipping them with the knowledge to identify and prevent trafficking in their communities.

PRESENTER: Megan Reese - ESU 2



D8 STRENGTH IN PARTNERSHIPS: HOW FOUNDATIONS, DISTRICTS, AND COMMUNITIES UNITE TO SUPPORT TEACHERS AND STUDENTS

Education foundations play a unique and essential role in bridging the gap between district needs and community resources. This session will explore how one rural and one metro foundation have successfully partnered with their district and local community to create impactful programs that directly benefit teachers and students. Attendees will learn how collaborative initiatives such as teacher grants, student scholarships, technology enhancements and community-driven fundraising have strengthened public education and fostered engagement. Through real-life examples and practical takeaways, this session will highlight strategies for building meaningful partnerships, securing sustainable funding, and aligning efforts with district goals.

PRESENTERS: Toba Cohen-Dunning - Omaha Public Schools Foundation; Terri Burchell - North Platte Public Schools




E




E - BREAKOUT SESSIONS

FRIDAY, NOVEMBER 21 - 9:15 TO 10:15 AM





 **E1 POSITIVITY PROJECT: THE '80S MIX TAPE VERSION**
 With a fun and nostalgic '80s mixed tape anthem, this session will spotlight our district's PK-12 SEBL curriculum implementation of the Positivity Project. We will make connections to our CIP, the MTSS framework, PBIS, and our efforts to transform school culture by living out our district's mission to educate, embrace, and empower the whole child. We will share schoolwide activities we have implemented, our tiered approach to supporting student mental health and behavior learning, and resources we have found beneficial. Walk in with your best air guitar, walk out with power ballads and rad ideas on how Positivity Project could impact your school culture!


PRESENTERS: Allie Holcomb, Angela Zach & Brittany Vinchattle - Wakefield Community School

 **E2 BUILDING STRONG FOUNDATIONS: THE SCHOOL AS HUB BIRTH-GRADE 3 APPROACH FOR NEBRASKA SCHOOLS**

 The first eight years are crucial for a child's success, with schools playing a key role. The School as Hub Birth-Grade 3 Approach is built on an evidence-based framework designed to close opportunity gaps by strengthening early learning, family-school partnerships, and instruction. This session explores strategies for integrating early childhood with elementary education, building leadership, and engaging families and communities. Join us to learn actionable steps for transforming schools into hubs of support, ensuring all children and families have access to opportunities for lifelong learning and success from birth through age eight.

PRESENTERS: Cris Lopez Anderson - Buffet Early Childhood Institute; Itzeni Nayeli Lopez - University of Nebraska

 **E3 PRACTICAL STRATEGIES AND LESSONS LEARNED IN THE TEACHER SHORTAGE: RECRUITING, ONBOARDING, AND TRANSITIONING FOREIGN-TRAINED TEACHER CONTRACTS**
 As schools across Nebraska continue to grapple with teacher shortages, districts are exploring innovative and ethical strategies to recruit and retain high-quality educators. We will share and discuss practical strategies, along with lessons learned in recruitment, certification, and onboarding, as well as legal and ethical considerations when transitioning or ending contracts with international teachers.

PRESENTERS: Daniel Oldenburg, Katelyn Larsen & Jeremy Christiansen - Laurel-Concord-Coleridge School; Justin Knight - Perry Law Firm

 **E4 CREATING A CULTURE OF ATTENDANCE: STRATEGIES FOR REDUCING CHRONIC ABSENTEEISM IN HIGH-POVERTY RURAL SCHOOLS**
 Chronic absenteeism is a major issue in elementary schools, especially in high-poverty rural areas. This session will explore strategies for reducing absenteeism by improving school culture, implementing targeted interventions, and enhancing family support. Drawing from our experience, where we reduced absenteeism from 39% to 9% in three years, we'll share practices like building a positive school environment, early identification, and personalized support for at-risk students. Participants will gain actionable strategies to foster consistent attendance.

PRESENTER: Charla Brant - Hastings Public Schools

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E5 MMMMM...SMELLS LIKE MEDICAL MARIJUANA AND MONEY DAMAGES: WHAT YOU NEED TO KNOW ABOUT TRENDS IN DISABILITY LAWS

Disability laws (IDEA, 504, ADA, etc.) can be tricky, because superintendents and board members usually aren't directly involved but certainly cut the checks and get the phone calls. This presentation will cover the emerging trends in special education that you have to know about in 2025 in a school leadership role, including policy implications and other legal considerations.

PRESENTERS: Bobby Truhe, Jordon Johnson & Amanda Dabney - KSB School Law



E6 MOVING TO THE HEAD OF THE CLASS: HOW ONE DISTRICT IS ADDRESSING TEACHER SHORTAGE

To combat teacher shortages, Lincoln Public Schools is implementing innovative "Grow Your Own" (GYO) programs to develop future educators from within its community. Participants will explore helpful strategies for creating and sustaining successful GYO programs, from identifying potential future teachers in local high schools to supporting paraprofessionals and career changers on their path to certification. Learn about the pilot Para Pathway to Teaching (PPT) program, Educators Rising Career, and Technical Student Organization opportunities. Learn practical ideas to build homegrown talent pipelines that reflect the richness and strengths of your student population, ultimately fostering a teaching workforce invested in its community.

PRESENTERS: John Skretta, Vann Price & Annie Mumgaard - Lincoln Public Schools



E7 INCORPORATING AI RESOURCES & GUIDELINES WITHIN NEBRASKA SCHOOLS

Attendees will hear from Westside Community Schools as they outline the process they have recently gone through to further study Artificial Intelligence and determine how to best embrace it and provide efficient and ethical guidelines for students, staff, parents, and community.

PRESENTERS: Mike Lucas, Andrea Haynes, Mark Weichel - Westside Community Schools



E8 ASKING THE RIGHT QUESTIONS: USING DATA TO DRIVE ACCOUNTABILITY & STUDENT SUCCESS

Accountability and student success begin with the questions board members bring to the table. This interactive session will help boards understand how to use data effectively to guide decision making, understand realistic expectations for improvement, and support district priorities. Learn how a Data Assessment Framework strengthens governance and why ongoing professional development matters. Explore the board's role in advancing system interventions to ensure a positive impact on student learning. Leave with practical questions and strategies to ensure your board is driving improved student outcomes through informed, accountable leadership.

PRESENTERS: Stacie Higgins & Stephanie Summers - NASB



E9 RENEWED 'TUDE (RESILIENT EDUCATORS)

Life moves at breakneck speed, and the pace in today's classrooms is no different. How can teachers keep up with the demands of the ever-changing curriculum, school meetings, and the never-ending tasks of running a classroom while still having fuel for life and their families? How can we best prioritize the human element of teaching so we can thrive both at work and at home? This deep dive into the Science of Happiness, Psychology, and the latest findings from Neuroscience will provide teachers with personally relevant strategies and tools to thrive in their professional and personal lives!

PRESENTER: Christopher Knoell - UNK



F

F - BREAKOUT SESSIONS

FRIDAY, NOVEMBER 21 - 10:30 TO 11:30 AM



F1 HELLO! THERE ARE SUPERINTENDENT SHORTAGES & INCREASED INTERIM POSITIONS. WHY? Shortages in the teacher ranks are not the only shortages in education. What does the current landscape look like to replace school superintendents and administrators across the state.

PRESENTERS: Troy Loeffelholz - NCSA; Mike Sieh - Wayne State College; Mike Teahon - UNK; Tami Williams - UNO



F2 RULE 10: REQUIREMENTS, REGULATIONS, REPORTS, AND COMPLIANCE VISITS. HOW BOARD MEMBERS CAN SUPPORT SUPERINTENDENTS

Rule 10 has several sections, numerous statutes, and over 200 regulations. This 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.

PRESENTERS: Decua Jean-Baptiste, Todd Wolverton & Sandra Suiter - NDE



F3 GENERATIVE AI IN PUBLIC SCHOOLS SEEMS LIKE THE "WILD, WILD WEST" - HOW SCHOOL BOARDS AND ADMINISTRATORS NEED TO UNDERSTAND AND MIGHT ADDRESS CORRALLING IT!

Jim and Derek will address the current status of AI, how many schools are or are not using it and what's in the future!

PRESENTERS: Jim Gessford & Derek Aldrege - Perry Law Firm



F4 LEVERAGING CAREER & TECHNICAL STUDENT ORGANIZATIONS TO FILL THE ED PIPELINE

Nebraska FCCLA is reaching nearly 3,000 Nebraska students with over 30 competitive events and programming opportunities that develop career skills in education and childcare. FCCLA's members are preparing for careers in some of the state's most concerning shortage areas. Join us to learn how your continued support of Family and Consumer Sciences and FCCLA can continue to enable your students and communities to thrive.

PRESENTERS: Nebraska FCCLA State Officers, Nebraska FCCLA Board of Directors



F5 CONSTRUCTION DELIVERY METHODS: THE PROS, THE CONS, AND THE RISKS

Choosing the right construction delivery method is critical for the success of your school project. This session will break down the details of common delivery methods, including hard bid, construction manager as advisor, construction manager at risk, and design-build. Learn how each method impacts cost, schedule, and collaboration - and which one aligns best with your goals. Through real-world examples, we'll discuss lessons learned, potential pitfalls, and key factors in making an informed decision. Whether you're planning a renovation or a new build, this session will help you confidently navigate the construction process.

PRESENTERS: Steve Thiele - Hausmann Construction, Inc.; Coady Pruett - KSB School Law



F6 STRATEGIC LEADERSHIP: CULTIVATING A CULTURE OF COLLABORATION

Delve into the essential elements that foster a culture of collaboration within education organizations. Gain insights into the underlying purpose, leadership approaches, and structural frameworks that propel collaborative efforts forward with an emphasis on the importance of leading with intentionality and focus. Attendees will explore four key levers, along with associated strategies and actions, that shape and nurture collaboration as well as have opportunities to make connections to deepen understanding throughout the session. The content, strategies, and resources are designed to accommodate various levels of implementation and stages of collaborative culture development.

PRESENTERS: Bill Pulte, Scott Blum & Cecilia Wilken - ESU 3

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F7 CO-TEACHING: CHATGPT & ME

In this forward-leaning exploration, we will consider questions about Artificial Intelligence, ranging from its definition and potential applications/use cases to more fundamental issues such as ethical considerations and implications for classrooms and students. Our discussion will be both upbeat and honest, and you will leave with valuable insights for navigating the future that skipped our doorstep and is already in our classrooms.

PRESENTER: Christopher Knoell - UNK



F8 POLICY TO PRACTICE: STRENGTHENING BOARD LEADERSHIP FOR STUDENT SUCCESS

Strong school board leadership is essential for student success. This session will explore the NASB Board Governance Standards and their role in promoting effective governance, strategic decision-making, accountability, and policy leadership. Participants will gain insights into how policy serves as the foundation for board work, guiding district operations and aligning decisions with student-focused priorities. Whether you are a new or experienced board member, this session will provide valuable guidance on fostering a high-functioning, policy-driven board that supports improved student outcomes.

PRESENTERS: Marcia Herring, Caden Frank & Becky Erdkamp - NASB

Registering for the Conference

REGISTRATION FOR THE 2025 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 10, 2025
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 19.

IF YOU HAVE SPECIAL DIETARY NEEDS DUE TO A MEDICAL CONDITION, CONTACT TAIDA GRANTSKI AT
TGRANTSKI@NASBONLINE.ORG TO ARRANGE ALTERNATIVE MENUS.



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and the Nebraska Association of School Administrators



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Join us at the 2025 Annual Conference and Expo at the Broadmoor in Colorado Springs! This premier event features inspiring keynote speakers, engaging sessions, and excellent networking opportunities. Set against the luxurious backdrop of the Broadmoor, you'll enjoy world-class amenities and breathtaking views. Don't miss out on this chance to elevate your professional growth and inspire change!

REGISTRATION OPEN!

AESA Member Rate	Non-Member Rate
Early Bird \$890	Early Bird \$1,220
Standard Rate \$990	Standard Rate \$1,320

Early Bird ends October 17, 2025

Registration fees include full access to all sessions and the Expo, plus meals and events including the Wednesday Welcome Reception, Thursday breakfast, lunch, and Member Reception, and Friday's Networking Breakfast.

SCAN ME



Scan the QR code left or visit the AESA website to register today!

www.aesa.us/annual-conference



Storytelling



Well-Being



Governance



Accountability

WEDNESDAY, DECEMBER 3, 2025

Registration Desk Opens.....10:00 am
 Breakout Sessions.....1:00 pm
 Opening General Session.....3:00 pm
 Expo Opens.....4:30 pm
 Welcome Reception.....4:30 pm

OPENING GENERAL SESSION KEYNOTE



Ben Rudrud
The RIPL Message

Ben Rudrud is a nationally recognized, award-winning speaker who has inspired over 500,000 students, educators, and leaders with powerful stories about purpose, positivity, and the *Power of One*—delivered with humor, heart, and energy.

THURSDAY, DECEMBER 4, 2025

Registration Desk Opens.....7:00 am
 Breakfast & Expo Open.....7:30 am
 Breakout Sessions.....8:30 am
 General Session.....10:30 am
 Lunch in the Expo Hall.....11:30 am
 Expo Reopens.....12:30 pm
 Afternoon Breakout Sessions.....1:20 pm
 Member Reception.....4:00 pm
 Silent Auction Closes.....4:15 pm
 Live Auction Begins.....4:45 pm

THURSDAY GENERAL SESSION KEYNOTE



Kim Bearden
Ron Clark Academy

Kim Bearden is the co-founder of the Ron Clark Academy, a bestselling author, and National Teachers Hall of Fame inductee who's inspired over 150,000 educators with her award-winning approach to student engagement and school culture.

FRIDAY, DECEMBER 5, 2025

Registration Desk Opens.....7:00 am
 Networking Breakfast.....7:30 am
 Breakout Sessions.....8:45 am
 Closing General Session.....9:45 am

CLOSING GENERAL SESSION PRESENTATION



Global Panel
Worldwide Partners

AESA is going global with partners from China, Hungary, Portugal, and Singapore, along with an invitation to South Korea. Join our global panel, hosted by Jason Hiruo, Director of ACES International, to explore how global thinking builds competence for educators and students.

2025 ANNUAL CONFERENCE & EXPO

BLAZING TRAILS TO NEW HEIGHTS

Illuminating the Path to Educational Excellence with Stories that Inspire



2025-2026

Public & Non-Public Schools

Updated 9.3.2025

Public

Boone Central Public School
 Central City Public Schools
 Clarkson Public School
 Columbus Public Schools
 Cross County Community Schools
 David City Public Schools
 East Butler Public Schools
 Fullerton Public Schools
 High Plains Community Schools
 Howells-Dodge Consolidated Schools
 Humphrey Public Schools
 Lakeview Community Schools
 Leigh Community Schools
 Osceola Public School
 Palmer Public School
 Schuyler Community Schools
 Shelby-Rising City Public Schools
 St. Edward Public Schools
 Twin River Public School

School

Aquinas Middle/High School
 Archangles High School
 Christ Lutheran Elementary School
 Columbus Christian School
 Holy Family School
 Howells Community Catholic School
 Immanuel Lutheran School
 Immanuel Lutheran Elementary (Polk)
 Lindsay Academy
 Nebraska Christian School
 Scotus Central Catholic
 St. Anthony Elementary School
 St. Bonaventure Elementary School
 St. Francis Catholic School
 St. Isidore Elementary School
 St. John Lutheran
 St. John Lutheran
 St. John Neumann Elementary
 St. Mary's Elementary School
 St. Michael's Elementary School
 St. Wenceslaus Elementary

ESU 7 Board Report 9.15.25
Beth Ericson
Professional Development Director

- Literacy continues to be an important focus. 18/19 districts will participate in the CLSD grant. We received money to support science of reading training for preschool, elementary, and secondary teachers.
- We are in the process of narrowing down the details of the literacy coach that is expected to be in place by the end of June 2026. This is grant funded for 2 years of a total of approximately \$180,000.
- I am presenting today (9.15.25) to the Boone Central Board of Education on Strategic Planning.
- Brooke Kavan and I attended Leadership Learning Rounds training. We are beginning our triads, where groups of 3 principals take turns visiting other schools and Brooke or myself coach the principal hosting and support the on-site visit.
- Attended my first PDO and SDA meetings in Kearney last week to learn about the organizational structures of ESUs as well as the Staff Development Association.

Technology Update - Dan Ellsworth

9.15.25

During the All-Staff meeting, the technology department determined our annual goal should center around organization. Below are some bullet points of our progress.

Physical - We purchased and installed new cabinets suited to store small cables and supplies. Every cabinet has doors allowing us to improve the aesthetics of the department. From a functional standpoint, we have moved most of our spare parts and computer repair service out of the data center and into the cabinets. This will improve the security of our datacenter and minimize dirt and debris going into the data center.

Filemaker Pro to ODIE - We have switched our CRM software from FMP to ODIE. Our department has been busy migrating data from the old system to the new system. We have also created a procedure and assigned sections to staff to keep up to date. The new system is much more efficient for our staff to use.

Past Students - The team worked on a procedure to purge old students from school systems. Doing so improves cyber security for the school while making their systems more efficient.

Technology Gantt Chart - The team will be working on a Gantt chart to help inventory and communicate school technology purchases. This chart minimizes "surprise" purchases and allows the school to shift purchases from one year to the next to stabilize expenses.

Special Education Director Report - Tami Clay

9.15.25

- Learning Academy Move
- Supported schools with reporting Indicator 11 reports (There were changes in the reporting this year)
- Indicator 13 Training and work day is 9/16
- Special Education Resource Day is 9/24
- Participated in Deaf and Hard of Hearing stakeholders group
- Participated in ASD work group for ESU's who hold ASD Grant
- Participated in NASES fall conference
- Participated in a portion of the MTSS stakeholders group (had a conflicting meeting with my staff)
- Answered NDE, SPED law, and general sped questions from Superintendents, Principals, and Teacher in our ESU 7 schools
- Worked with Grants team on a Grants at a Glance dashboard in order to provide stakeholders with implementation, impact and accountability data for each grant the Special Education Department holds.
- Consulted with the Brain Injury Alliance of Nebraska on a possible partnership
- Partnering with ESU 9 to bring more professional development to Special Education Directors and Coordinators quarterly
- Started work on Special Education Final Financial Reports for 17 schools today.
- Need Determinations for Special Education programs results were sent to schools. I will help schools make improvement plans and complete a
- root cause analysis for any areas in high risk



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.



July 2025 - September 2025

**QUARTERLY
UPDATE**

COMPONENT 1: RELATIONS WITH THE BOARD

- Policies Reviewed:
 - Article I, Section 5, E Negotiations
 - Article III, Section 4, F Internal Controls
 - Article IV, Section 10, G Professional Evaluations
 - Article IV, Section 10, I Reduction in Force
 - Article IV, Section 10, J Request for Release
 - Article IV, Section 11, A Classified and non-Certificated Employees Defined
 - Article IV, Section 11, B "At Will" Status
 - Article IV, Section 11, C Hiring, Assignment and Dismissal
 - Article IV, Section 11, D Standards of Ethical and Professional Performance for Classified Staff
 - Article IV, Section 11, E Classified Evaluations
 - Article V, Section 1, A Policy of Non-Discrimination
 - Article V, Section 2, A Section 504 Compliance



- Administrator Board Report: August and September
- ESUCC Updates to Board: August and September
- **Committee Meetings:**
 - Buildings & Grounds - July
 - Negotiations Lunch (With committee chair & ESUEA Rep) - July
 - Budget - August, September
- Email Communication: Facilities updates, Legislative updates, Grant updates, Board packets
- Monthly Meeting with Board President: August and September
- Monthly Meeting with Board Vice President: August and September
- Sips and Conversation meetings with each board member: July and August
- NASB Area Membership Meeting - York

Board members who Utilize Health Insurance: currently no board members

COMPONENT 2: COMMUNITY RELATIONSHIPS

- Attend and Participate in ESUCC/NDE Collaborative Planning Meetings: Ongoing
- Partnership Opportunities Since July 1:
 - ESU Coordinating Council Leadership Meetings - 1x/month
 - Directors Meetings - 2x/month
 - Agency Team Meetings - 1x/month
- Working on the construction projects with Rutt's, BD Construction, and RVW.
- Ongoing meetings with Mike Kennedy regarding ESU 7 construction projects.

Directors Goal: By 2026, ESU 7 will use an established process to measure implementation and impact of targeted services.

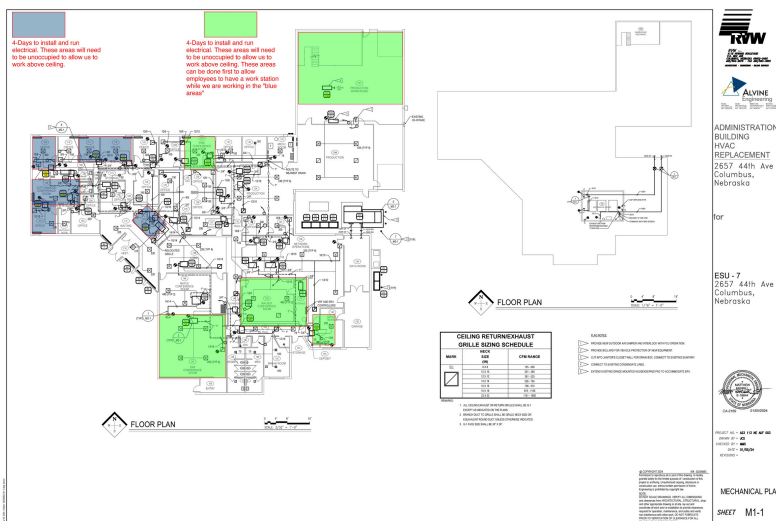
Administration Goal: Review and revise the Pre-hire, Post-hire, and Onboarding process through a broad scope and align duties and roles.

Mental Health Goal: To improve parental engagement and communication by utilizing technology integration and department level processes.

Title IC Goal: By May 2026, Title IC will develop and implement a sustainability plan that prepares families, schools, and community partners to maintain essential services by providing communication, trainings, community resource guides, and participate in cross-agency support networks, ensuring all stakeholders have clear strategies and connections for ongoing support.

Vision Goal: By May 2026, the Vision Department will gather information on various vision conditions and publish it on the department's website to support awareness and education.

Psychology Goal: The Psychology Department will increase the readership of Psych Bytes by including input from the people it is sent to.



R.W. ENGINEERING
2537 44th Ave
Columbus, Nebraska

ALVINE ENGINEERING
2537 44th Ave
Columbus, Nebraska

ESU-7
2537 44th Ave
Columbus, Nebraska

MECHANICAL PLAN
SHEET M1-1

COMPONENT 3: STAFF AND PERSONNEL RELATIONSHIPS

- Agency Team Meetings: August and September
- Committee Meetings: All-Staff Planning, Administration Team
- All-Staff Meeting: August
- Director Meetings: July, August, September
- Ongoing Staff Evaluation and Goal Setting
- Monthly emails regarding updates and construction progress
- Legislative Communication/Visibility

Directors Goal: By 2026, ESU 7 will use an established process to measure implementation and impact of targeted services.

Administration Goal: Review and revise the Pre-hire, Post-hire, and Onboarding process through a broad scope and align duties and roles.

Bridges Goal: By May of 2026, Bridges staff will be trained on how to implement VB-MAP, PECS, Structured Teach, and Universal Protocol.

Cen7ter Goal: By the end of 25-26 school year, the Cen7ter staff will complete monthly training opportunities, in order to collect consistent and reliable data for individual student IEP goals with implementing the new data system.

Early Childhood Goal: By May 2026, the ECSE department will create and utilize google files on 90% of Part C students that contains required Part C paperwork used for file review and continuity across agency.

Learning Academy Goal: Using the HOPE rating scale, Learning Academy's team average will be above a 3.5 at all check-ins during Learning Academy's time of displacement.

Print Shop: During the 2025-2026 school year, the Print shop will improve understanding and use of PaperCut.

Professional Development: The Professional Development Team will review and establish clear and efficient structures for support and professional development through clarified roles and improve planning processes.

Speech Language Pathologist Goal: By May 2026, ESU 7 SLPs will develop and IEP Best-Practice Recommendation Guide designed to increase accuracy, enhance efficiency, and ensure compliance with state and federal guidelines across all districts served.



COMPONENT 4: EDUCATIONAL LEADERSHIP

- Executive Committee Meeting: July
- Superintendent Meeting: September
- Meetings with Lakeview and Columbus Public School Leadership: Monthly
- Agency Team Meetings: July, August, September
- Director Meetings: July, August, September
- NNNC meetings: Monthly
- ESU Coordinating Council Leadership Meetings: Monthly
- ESUCC Educational Resources Committee Meeting: Monthly

COMPONENT 5: BUSINESS AND FINANCE

- Built & Prepared the 2025-2026 Budget
 - Tax Asking
 - Budget Hearing
- Sign/Inspect Monthly Bills
- Budget Maintenance with Agency Team: Monthly
- Accounts Payable work and examination: Monthly
- Revenue flow status work
- Budget Development work with business manager and Directors: Monthly
- Grant Monitoring and Meetings: Monthly
- Monthly Facilities Walkthrough and Prioritization of projects



COMPONENT 6: PROFESSIONAL/PERSONAL QUALITIES

- Interactions with ESU staff, school staff, school leadership, and Board
- Daily Executive Secretary Meetings
- Monthly Meetings with Coordinators/Directors (Beth, Tami, Dan, Cynthia)
- Monthly Meetings with Support Staff (Linda, Jan Marie, Morgan, Carolyn, Larry)
- Monthly Meeting with Grant Writer (Michelle)
- Monthly Grant Updates with Grant Bookkeeper (Carolyn)

COMPONENT 7: PROFESSIONAL GROWTH

- AESA Leadership Conference: July
- Administrator Days: July
- Psychological First Aid Training: July
- Student Legal Issues Workshop: August
- Digital Accessibility Training with NDE & WebAIM: August
- ESUCC Committees and ESUCC/Board Meetings: July and September
- NNCC Discussions: July, August, September

Bridges Goal: By May of 2026, all Bridges staff will be trained on how to implement the VB-MAPP, PECS, PEAK, and Structured Teach.

Cen7ter Goal: By the end of 25-26 school year, the Cen7ter staff will complete monthly training opportunities, in order to collect consistent and reliable data for individual student IEP goals with implementing the new data system.

Network Operations: During the 2025-2026 school year, the technology department will improve organization.

SIGNIFICANT AGENCY INITIATIVES

Significant improvements, additions, initiatives in the current Agency Improvement Cycle (since July 2025)

- Pupil transportation and vehicle expansion
- Learning Academy mold remediation and long term solution planning
- Bridges Classrooms Construction in South Building
- Playground Construction



VISION, MISSION, BELIEFS

Our Mission

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

Our Beliefs

We believe in...

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

Our Vision

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

People: To be a family centered place to work where people are inspired to continue to grow.

Services: Provide innovative services for school districts to meet current and anticipate future needs.

Efficiency: Maximize our services by scaling them up to prioritize outcomes.

GOALS AND PROGRESS

Board of Education

- To be developed at NASB Board Retreat

Administrator

- To be developed at NASB Board Retreat

Directors

- By 2026, ESU 7 will use an established process to measure implementation and impact of targeted services.

Agency Team

- By May 2026, Agency Team will examine the evidence collected for each of the 4 target areas and determine proficiency indicators for each. Based upon proficiency indicators, each strategic plan goal area will be measured to determine met or not met.

GOALS AND PROGRESS

Departments

- **Administration**

- Review and revise the Pre-hire, Post-hire, and Onboarding process through a broad scope and align duties and roles.

- **Bridges**

- By May of 2026, Bridges staff will be trained on how to implement VB-MAP, PECS, Structured Teach, and Universal Protocol.

- **Cen7ter**

- By the end of 25-26 school year, the Cen7ter staff will complete monthly training opportunities, in order to collect consistent and reliable data for individual student IEP goals with implementing the new data system.

- **Early Childhood**

- By May 2026, the ECSE department will create and utilize google files on 90% of Part C students that contains required Part C paperwork used for file review and continuity across agency.

- **Learning Academy**

- Using the HOPE rating scale, Learning academy's team average will be above a 3.5 all check-ins during Learning Academy's time of displacement.

- **Mental Health**

- Improve parental engagement and communication by utilizing technology integration and department level processes.

- **Title IC**

- By May 2026, Title IC will develop and implement a sustainability plan that prepares families, schools, and community partners to maintain essential services by providing communication, trainings, community resource guides, and participate in cross-agency support networks, ensuring all stakeholders have clear strategies and connections for ongoing support.

- **Network Operations**

- During the 2025-2026 school year, the technology department will improve organization.

- **Print Shop**

- During the 2025-2026 school year, the Print Shop will improve understanding and use of PaperCut.

- **Professional Development**

- The Professional Development Team will review and establish clear and efficient structures for support and professional development through clarified roles and improve planning processes.

- **Psychology**

- The psychology department will increase the readership of their "Psych Bytes" by including input from the people that it is sent out to.

- **Speech**

- By May 2026, ESU 7 SLPs will develop an IEP Best-Practice Recommendation Guide designed to increase accuracy, enhance efficiency, and ensure compliance with state and federal guidelines across all districts served.

- **Vision**

- By May 2026, the Vision Department will gather information on various vision conditions and publish it on the department's website to support awareness and education.

SCORING

0=Unsatisfactory

1=Basic

2=Proficient

3=Distinguished

STAKEHOLDER SATISFACTION

2.69 out of 3

AGENCY TEAM LEADERSHIP INVENTORY

COMING IN SPRING

SERVICES AVAILABLE



SERVICES ACCESSED



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2657 44th Ave.
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September 15, 2025

Educational Service Unit 7 Board

Dear Negotiations Committee:

The ESU 7 Education Association requests that the Board representing the Educational Service Unit 7 take action to recognize ESU 7 Education Association as exclusive bargaining agent for the non-supervisory certificated staff for the 2027-2028 contract year.

Please direct your response to the undersigned.

Sincerely,

Brandy Rose

Brandy Rose
Educational Service Unit 7 Education Association



Administrator Evaluation

PURPOSE

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

PREFACE

The purpose of the following evaluation is to provide a written commentary of the performance of the Administrator of Educational Service Unit 7, as perceived by the Educational Service Unit 7 Board of Directors. The Board is committed to the confidentiality of all statements, but believes the Administrator is free to share any comments with any individual or group that he/she deems appropriate.

RESOURCES FOR THE BOARD'S REVIEW

- Evaluation Policy
- Administrator's contract
- Administrator job description
- Administrator goal(s)
- Evaluation tool

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

- August Evaluation Committee and Administrator review Evaluation Tool and Evaluation Policy/Procedures.
- September Full Board is provided a paper copy of the evaluation.
Quarterly Report
- October Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to full Board for completion by October Board Meeting. Administrator completes Evaluation Tool as self-assessment and sends to Evaluation Committee on or before October 31.
- November Committee Chair will send the completed Administrator self-assessment to full Board after November 1. Evaluation Committee compiles results of full Board completed evaluations prior to the November Board Meeting.



- December Evaluation Committee meets prior to December Board Meeting to review with Administrator the results of evaluation. Report to full Board in December Board Meeting following Closed Session requirements with Administrator present.
Quarterly Report
- January Confirm Evaluation Committee members. Administrator provides Evaluation Committee with goals and shares with Board at January Board Meeting.
- March *Quarterly Report*
- June *Quarterly Report*

LEVELS DEFINED:

- Unsatisfactory Does not meet component expectations of job description, does not follow through.
- Basic Meets component expectations with little or no growth.
- Proficient Component is implemented consistently with strong leadership.
- Distinguished Component's expectations are exceeded. New strategies are created. Expertise is demonstrated. Knowledge is wide and deep. Work is innovative.
- Not Observed Standard not scored



QUESTIONS ON THE ELECTRONIC EVALUATION:

I. RELATIONS WITH THE BOARD				
Component 1. Communicates with the Board regarding current/new trends in education, programs, procedures, policies, budget, labor relations, staff, and statewide issues.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
II. COMMUNITY RELATIONSHIPS				
Component 2. Maintains two-way interactions with member districts, business partners, stakeholders, media, and legislators.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
III. STAFF AND PERSONNEL RELATIONSHIPS				
Component 3. Provides direction to Leadership Team, resulting in high quality work.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IV. EDUCATIONAL LEADERSHIP				
Component 4. Provides the vision and leadership supporting schools in their efforts to meet the educational needs of all students.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
V. BUSINESS AND FINANCE				
Component 5. Maintains budgetary controls; monitors activities, initiates timely and effective correcting actions, stays within budget, makes budgetary recommendations and develops facilities management plans and procedures.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
VI. PROFESSIONAL/PERSONAL QUALITIES				
Component 6. Models accepted moral and ethical standards in all professional and personal dealings including multi-cultural and ethnic understanding and sensitivity.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
VII. PROFESSIONAL GROWTH				
Component 7. Takes part in on-going professional development activities both organized and individual.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SUMMARY/ADDITIONAL COMMENTS:				

*Herring, M. R. (Ed.). (2015). Leading the board to success: Guidance for the board president (2nd ed.). Lincoln, NE: Nebraska Association of School Boards.