



Regular Board of Education Meeting

Monday, December 15, 2025 at 5:30 PM

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

1. Call the Meeting to Order

Speaker(s): Board President or Designee

Rationale:

LEADERSHIP • SERVICE • SUPPORT

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

1.1. Notification of Open Meetings Law

Speaker(s): Board President or Designee

Rationale:

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

1.2. Roll Call

Speaker(s): Board President or Designee

1.3. Absent Board Members

Speaker(s): Board President or Designee

Rationale:

Board Members Beth Kabes, Marni Danhauer and Doug Pauley notified of their absences 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. Virtual Conferencing for December 2025, January 2026, February 2026, and March 2026

Rationale: Nebraska Revised Statute § 84-1411 authorizes virtual meetings for educational service units if the requirements of subdivision (2)(b) are met.

The Board voted to have a virtual conferencing option for the following board meetings: December 2025, January 2026, February 2026 and March 2026.

4. Welcome Visitors

Speaker(s): Board President or Designee

5. Public Comment

Speaker(s): Board President or Designee

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

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

6. Consent Agenda

Speaker(s): Board President or Designee

Rationale:

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

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

Consent Agenda Includes:

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

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

Recommended Motion(s):

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

6.1. Minutes

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6.2. Presentation of Bills #80895 through #81057 totaling \$1,130,887.27

Speaker(s): Board President or Designee

Rationale:

The summary of bills for the current month total: \$1,130,887.27 - Bills #80895 through #81057

General Activity Fund total: No activity this month.

	Amount	Vendor	Description
80899	\$14,998.00	Amergis Healthcare Staffing	Bridges contracted services
80902	\$5,665.73	Applied Connective Technologies	Playground gate readers
80905	\$37,367.00	BD Construction	Playground (will owe \$3,500 in the Spring)
80922	\$28,327.85	Dell Technologies	PowerEdge servers
80925	\$65,432.21	Eakes Office Solutions	Print Shop copiers
80931	\$19,944.40	ESU 16	Zoom licenses for school flow through
80933	\$6,571.20	ESU 8	NRPDHH/Title III Grant contracted services
80934	\$5,037.12	ESU 9	NRPDHH Grant contracted services
80988	\$6,357.40	State of NE DAS State Accounting	Network Service Charges
81052	\$28,135.00	Teaching Strategies	

This is a consent item.

6.3. Excess Lodging

Speaker(s): Board President or Designee

Rationale: Excess Lodging:

- The Title IC Education Department had excess travel to report:
 - 2025 Association for Migrant Educators of Texas Statewide Conference (November 18-20, 2025), Baytown, TX
 - Maria Rodriguez - \$65.28
- The Administration Department had excess travel to report:
 - 2025 State Education Conference (November 19-21, 2025), Omaha, NE
 - Marci Ostmeyer - \$147.00
- The Board of Education had excess travel to report:
 - 2025 State Education Conference (November 19-21, 2025), Omaha, NE
 - Beth Kabes - \$78.00
 - Bob Arp - \$78.00
 - Dawn Lindsley - \$78.00
 - Don Graff - \$78.00
 - Jack Young - \$78.00
 - Joyce Baumert - \$78.00
 - Doug Pauley - \$39.00
 - Marni Danhauer - \$39.00

This is a consent item.

7. Board Spotlight - Psychology

Rationale: School Psychology Coordinator, Jackie Ternus, will present the School Psychology Spotlight.

8. 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.

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

Speaker(s): Board President or Designee

Rationale:

From Attorney Justin Knight: "Recently, the micro-purchase and simplified acquisition thresholds were updated in the Federal Acquisition Regulations. To ensure compliance with federal grant awards and for upcoming NDE (Nebraska Department of Education) federal desk audits, we are required to update these new federal thresholds."

[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:

- A procedure for micro-purchases (Under ~~\$10,000~~ 15,000);
- A procedure for simplified acquisition thresholds (between ~~\$10,000~~ 15,000 to ~~\$250,000~~ 350,000);
- A procedure for sealed bids (over ~~\$250,000~~ 350,000);
- A procedure for competitive proposals (with an explanation for why sealed bids were not accepted if over ~~\$250,000~~ 350,000); and
- A procedure for noncompetitive bids.

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

Cross-Reference: Policies 3130 & 3131

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. New Hire: Natividad Millan Avila, Title 1C Education Program Education Liaison

Rationale: New Hire: Natividad Millan Avila, Title 1C Education Program Education Liaison for 2025-2026 school year

Administrator Recommendation: Discuss, consider, and take any necessary action to approve the contract for Natividad Millan Avila, Title 1C Education Program Education Liaison for 2025-2026 school year as presented.

Recommended Motion(s):

Discuss, consider, and take any necessary action to approve the contract for Natividad Millan Avila, Title 1C Education Program Education Liaison for 2025-2026 school year as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

11. Board Vacancy - District 7

Speaker(s): Board President or designee

Rationale: Applications have not been received for the board vacancy in District 7. NEB. REV. STAT. § Section 32-574 states, "Unless otherwise provided by law, all vacancies shall be filled within forty-five days after the vacancy occurs unless good cause is shown that the requirement imposes an undue burden.

District 7 includes the following school districts, Columbus, David City, Lakeview, Schuyler. The term will expire December 31, 2026.

Administrator Recommendation:

12. Administrator's Report General

Speaker(s): Administrator or Designee

Rationale:

- Board Vacancy & Elections
 - Candidate filing begins **January 5, 2026**
 - Filing deadlines for candidates to appear on the primary election ballot:
Incumbents: **February 17, 2026**
Non-Incumbents: **March 2, 2026**
- ESUCC Update
- Professional Development and Print Shop Report - Director Ericson
- Special Education Report - Director Clay
- Technology Report - Director Ellsworth
- Upcoming Events
- **January Board Meeting**
 - **Tuesday, January 20, 2026**
- Legislative Issues Conference
 - January 25-26, 2025 - Lincoln
 - Registered: Marci Ostmeyer, Beth Ericson
 - Deadline to Register: December 19, 2026
- Board President Retreat (more info to come)
 - February 16-17, 2025 - Kearney
- Budget & Finance Workshops
 - March 10, 2026 - Seward
 - March 24, 2026 - West Point
 - April 7, 2026 - Ogallala
 - (Amplified) April 8, 2026 - Kearney
 - Deadlines to Register: To Be Determined
- NASB (Nebraska Association of School Boards) Member Golf Outing
 - June 10, 2026 - Kearney Country Club
- School Law Seminar (more info to come)
 - June 10-11, 2026 - Kearney

12.1. Goal Update

Speaker(s): Administrator or Designee

Rationale: Goal 1: By July 2026, the ESU 7 board will formalize a process to mentor and onboard new board members.

Goal 2: By July 2026, the ESU 7 board will attend at least two professional/personal learning events annually.

- **Update:** Two have attended one event, four have attended two events, three have attended three events, and two have attended four events.

Goal 3: By July 2026, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.

- Completed:
 - Cross County - October 13, 2025
 - Schuyler - October 13, 2025

- High Plains - November 10, 2025
 - Humphrey - November 10, 2025
 - Lakeview - November 10, 2025
 - Palmer - December 8, 2025
 - Marci Ostmeyer and Amy Blaser
 - Scheduled:
 - David City - January 14, 2026
 - Tami Clay and Dawn Lindsley
 - Howells-Dodge - January 14, 2026
 - Marci Ostmeyer and Beth Kabes
- Goal 4: By July 2026, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district and train board members on the meaning of the data.

12.2. Services Update

Speaker(s): Administrator or Designee

Rationale: Attached Below:

- SMART Information
- 2025-2026 SMART Service Plan with Descriptions
- Perceptual Priorities
- October-December 2025 Quarterly Update

12.3. Facilities Update

Speaker(s): Administrator or Designee

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

12.4. Personnel

Speaker(s): Administrator or designee

Rationale: All Classified/Non Certificated Hires and Resignations under this item. Not an action item.

12.5. Legislative Update

Speaker(s): Administrator or Designee

Rationale: January 7, 2026, starts the second session of the 109th Legislature. This second session will conclude on or near April 17, 2026. Speaker Arch announced his 60-day schedule. Public hearings will begin on January 20, the Tuesday following the Martin Luther King, Jr. Holiday. Full day floor debate will begin on March 3, 2026.

13. Committee Reports

Speaker(s): Committee Chair

13.1. Budget Committee Report

Speaker(s): Budget Committee Chair

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

Committee Recommendation:

13.2. Negotiations Committee Report

Rationale: The Negotiations Committee met on December 8, 2024. The Negotiations Committee recommends a 4.5% total package increase for the 2026-2027 Negotiated Agreement with the ESUEA negotiated staff. The increase includes \$817 on the base, raising it to \$40,409, and increasing the board's portion of health insurance paid from 75% employee/child, which is \$15,985.62 to 80% of employee/child, which is \$17,051.33.

Committee Recommendation: Discuss, consider, and approve a 4.5% total package increase for the 2026-2027 Negotiated Agreement with the ESUEA negotiated staff. This includes \$817 on the base, raising it to \$40,409, and increasing the board's portion of health insurance paid from 75% employee/child which is \$15,985.62 to 80% of employee/child, which is \$17,051.33.

Recommended Motion(s):

Discuss, consider, and approve a 4.5% total package increase for the 2026-2027 Negotiated Agreement with the ESUEA negotiated staff. This includes \$817 on the base, raising it to \$40,409, and increasing the board's portion of health insurance paid from 75% employee/child which is \$15,985.62 to 80% of employee/child, which is \$17,051.33 Passed with a motion by Board Member #1 and a second by Board Member #2.

13.3. Administrator Evaluation Committee Report

Speaker(s): Administrator Evaluation Committee Chair

Rationale: Nine of eleven board members responded to the Chief Administrator evaluation. The Administrator Evaluation Committee met with Administrator Ostmeyer on December 11, 2025, to discuss the results. Administrator Evaluation Committee member Amy Blaser will provide any additional update.

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.

13.4. Administrator Intent to Extend

Speaker(s): Administrator or designee

Rationale: As per the Chief Administrator's contract, the Administrator shall, between Dec 1 and Dec 31 of the contract year, give the President of the Board the "Administrator's Note of intent to extend," which is a written notice that the Administrator intends to extend the contract which allows the Board of Education to renew this contract for a period up to three years and make adjustments on the annual total compensation each year of the contract.

14. Conference Report

Speaker(s): Conference Attendees

Rationale: Conference Attendees will report on their learnings.

State Education Conference:

- Marci Ostmeyer, Joyce Baumert, Beth Kabes, Bob Arp, Dawn Lindsley, Don Graff, Doug Pauley, Marni Danhauer, Jack Young

AESA Annual Conference:

- Marci Ostmeyer, Beth Kabes, Bob Arp, Clark Lehr, Don Graff

15. 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:

- (a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;
- (b) Discussion regarding deployment of security personnel or devices;
- (c) Investigative proceedings regarding allegations of criminal misconduct;
- (d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;
- (e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or
- (f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

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

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

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

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

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

84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; 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:

- (i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;
- (ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;
- (iii) The governing body of a public power district having a chartered territory of more than one county in this state;
- (iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;
- (v) An educational service unit;
- (vi) The Educational Service Unit Coordinating Council;
- (vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;
- (viii) A community college board of governors;
- (ix) The Nebraska Brand Committee;
- (x) A local public health department;
- (xi) A metropolitan utilities district;
- (xii) A regional metropolitan transit authority; and
- (xiii) A natural resources district.

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

(i) Reasonable advance publicized notice is given as provided in 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:

- (a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body;
- (b) No action is taken by the public body at the virtual meeting; and
- (c) The public body complies with subdivisions (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) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;
- (b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;
- (c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an in-state location to members, the public, or the press, if requested twenty-four hours in advance;
- (d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;
- (e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and
- (f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

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

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

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

2657 44th Ave

Columbus, NE 68601-8537

Monday, November 17, 2025 at 5:30 PM

Posted Locations:

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

Posted Date: 11/08/2025

Attendance Taken at 5:36 PM.

Bob Arp: Present

Joyce Baumert: Present

Amy Blaser: Present

Marni Danhauer: Absent

Karen Gomez: Absent

Don Graff: Present

Beth Kabes: Present

Clark Lehr: Present

Dawn Lindsley: Present

Doug Pauley: Present

Richard Stephens: Present

Jack Young: Present

Present: 10, Absent: 2.

1. **Call the Meeting to Order**

LEADERSHIP • SERVICE • SUPPORT

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

Board President Doug Pauley called the meeting to order at 5:35pm.

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

Marni Danhauer notified of her absence prior to the meeting.

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

Discuss, consider and take all necessary action to approve the absences of Marni Danhauer & Karen Gomez Passed with a motion by Amy Blaser and a second by Clark Lehr.

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

Yea: 10, Nay: 0, Absent: 2

Karen Gomez notified of her absence prior to the meeting.

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 the agenda as presented Passed with a motion by Dawn Lindsley and a second by Bob Arp.

Marni Danhauer: Absent

Karen Gomez: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Don Graff: Yea

Beth Kabes: Yea

Clark Lehr: Yea

Dawn Lindsley: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

3. Virtual Conferencing Option

Nebraska Revised Statute § 84-1411 authorizes virtual meetings for educational service units if the requirements of subdivision (2)(b) are met.

Administrator Recommendation: Discuss, consider and take all necessary action to approve a virtual conferencing option for the December 2025, January 2026, February 2026 and March 2026 board meetings.

Discuss, consider and take all necessary action to approve a virtual conferencing option for the December 2025, January 2026, February 2026 and March 2026 board meetings Passed with a motion by Clark Lehr and a second by Jack Young.

Marni Danhauer: Absent

Karen Gomez: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Don Graff: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Dawn Lindsley: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Jack Young: Yea
Yea: 10, Nay: 0, Absent: 2

Months were specifically chosen in preparation for winter conditions. Meetings published as virtual meetings allow board members to vote while attending virtually.

4. Welcome Visitors

5. Public Comment

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

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

6. Board Vacancy - District 7

Board Member Karen Gomez, submitted her resignation on October 20, 2025. NEB. REV. STAT. § Section 32-562 requires the vacancy to be accepted by the rest of the board. Further, Section 32-574 states, "Unless otherwise provided by law, all vacancies shall be filled within 45 days after the vacancy occurs unless good cause is shown that the requirement imposes an undue burden."

District 7 includes the following school districts, Columbus, David City, Lakeview, Schuyler. The term will expire December 31, 2026.

Administrator Recommendation: Discuss, consider and take all action necessary to accept the resignation of District 7 Board Member Karen Gomez, and adopt a procedure for the appointment of a new member to the Educational Service Unit 7 Board of Education to fill the vacancy thereon created by the resignation of Karen Gomez. Discuss, consider and take all action necessary to accept the resignation of District 7 Board Member Karen Gomez, and adopt a procedure for the appointment of a new member to the Educational Service Unit 7 Board of Education to fill the vacancy thereon created by the resignation of Karen Gomez Passed with a motion by Bob Arp and a second by Dawn Lindsley.

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

Don Graff: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Dawn Lindsley: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Jack Young: Yea
Yea: 10, Nay: 0, Absent: 2

Within the 45-day time frame, appointment is expected to happen at the December meeting with the Oath of Office taking place in January.

7. **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 Amy Blaser.

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

Jack Young: Yea
Yea: 10, Nay: 0, Absent: 2

7.1. Minutes

This is a consent item.

7.2. Presentation of Bills #80733 through #80894 totaling \$1,277,137.34

The summary of bills for the current month total: \$1,277,137.34 - Bills #80733 through #80894

General Activity Fund total: \$1,515.00

	Amount	Vendor	Description
80733	\$14,599.17	BD Construction	Playground Payment
80739	\$11,324.00	Amergis Healthcare Staffing	Bridges Contracted Services
80743	\$134,090.95	BD Construction	Playground/Bridges Payment
80761	\$18,779.86	Eakes Office Solutions	Copier Maintenance Agreement
80769	\$19,827.93	ESU 9	NRPDHH Grant Contracted Services
80770	\$16,797.68	ESUCC	Literacy Coaching/MSA
80833	\$19,072.20	State of NE DAS State Accounting	Network Service Charges
80874	\$119,670.00	Lexia Learning Systems	LETRS Training/Materials/Software
80892	\$6,184.50	Torsh Inc.	PRT Grant Software

This is a consent item.

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

This is a consent item.

8. Board Spotlight - Mental Health
Licensed Mental Health Practitioner Department Coordinator, Sonya Sukup, will present the Mental Health Spotlight.
Sonya Sukup provided an overview of the Mental Health team, reviewed the slides, and answered questions.

Questions from the board and Answers:

- How many students are served a year? Around 200.
- What age of children are served? Pre-kindergarten all the way through 12th grade.
- Who are referring the students to receive Mental Health support? The school districts,

mainly counselors and teachers.

- If a teacher/staff member in the school system says they are having issues, does the Mental Health team handle that too? No, schools have not asked to utilize our services in that way. Additionally, there's a professional boundary to consider due to the collaboration that happens between staff members and students receiving services.

- What is the Mental Health Team's short-term psychotherapy definition? It is not a 12-month program. If kids need services, they're provided those services through May. As school approaches the end of the year, the conversation shifts to how services should be provided through the break. Additionally, school-based therapy may not be meeting the needs of the children so there is potential for outsourcing.

- What has helped with parent communication? Personal numbers are not given out due to safety reasons, so the implementation of Zoom phones has been extremely helpful to avoid timing issues since parents are not always available to communicate while they are working and their student is in school. Communication has been more frequent and fluid since texting is now available.

9. 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 Don Graff.

Marni Danhauer: Absent

Karen Gomez: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Don Graff: Yea

Beth Kabes: Yea

Clark Lehr: Yea

Dawn Lindsley: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

10. Excess Lodging

Excess Lodging:

- The Professional Development Department had excess travel to report:
 - National Forum to Advanced Rural Education, October 12-15, 2025

- Ernie Valentine - \$172.18
- National Council of Teachers of Mathematics, October 15-18, 2025
 - Otis Pierce - \$349.86
- Staff Development Affiliate (SDA) Training, November 5-6, 2025
 - Kendra Gustafson - \$87.10
 - Ernie Valentine - \$79.00
 - Amy Richards - \$87.10

Policy Reference:

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

1. 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 expenses 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.

Administrator Recommendation: Discuss, consider and take all necessary action to accept the excess lodging as presented.

Discuss, consider and take all necessary action to accept the excess lodging as presented
Passed with a motion by Clark Lehr and a second by Amy Blaser.

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

Yea: 10, Nay: 0, Absent: 2

Discussion was had regarding changing the policy. The decision was made not to do it at this time.

11. New Hire: Mary Jo Reynolds, Regional Literacy Coach for July 1, 2026-August 31, 2026 and school year 2026-2027

Mary Jo Reynolds, Regional Literacy Coach for July 1, 2026-August 31, 2026 and school year 2026-2027.

Administrator Recommendation: Discuss, consider, and take any necessary action to approve the contract for Mary Jo Reynolds, Regional Literacy Coach for July 1, 2026-August 31, 2026 and school year 2026-2027 as presented.

Discuss, consider, and take any necessary action to approve the contract for Mary Jo Reynolds, Regional Literacy Coach for July 1, 2026-August 31, 2026 and school year 2026-2027 as presented Passed with a motion by Beth Kabes and a second by Don Graff.

Marni Danhauer: Absent

Karen Gomez: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Don Graff: Yea

Beth Kabes: Yea

Clark Lehr: Yea

Dawn Lindsley: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

ESU 7 is required to have this position by state statute. The first year, the position is funded by state funds. After the year ESU's are still required to have this position, with or without funding. Salaries are determined by ESU statewide salary comparability.

What is the ESU 7 staff retention rate? 10-15%

Board member Clark Lehr asked if it was hard to find people to hire. Depends on the position & location. Paraprofessional turnover is greater but we also have incredible longevity. It's not uncommon to have 1 applicant for some positions.

12. **Administrator's Report General**

- ESUCC Update
- Administrator Update - Administrator Ostmeier
- Professional Development and Print Shop Report - Director Ericson (Attached below)

- Special Education Report - Director Clay
- Technology Report - Director Ellsworth
- Upcoming Events
 - 2025 State Education Conference
 - November 19-21, 2025 - Omaha
 - Registered: Marci Ostmeyer, Joyce Baumert, Beth Kabes, Bob Arp, Dawn Lindsley, Don Graff, Doug Pauley, Marni Danhauer, Jack Young
 - New Board Member Workshop
 - December 3, 2025 - Kearney
 - Deadline to Register: November 24, 2025
 - AESA Annual Conference
 - December 3-5, 2025 - Colorado Springs, CO
 - Registered: Marci Ostmeyer, Beth Kabes, Bob Arp, Clark Lehr, Don Graff, Marni Danhauer, Dawn Lindsley
 - [Conference Schedule](#)
 - Legislative Issues Conference
 - January 25-26, 2025 - Lincoln
 - Deadline to Register: January 4, 2026
 - Board President Retreat (more info to come)
 - February 16-17, 2025 - Kearney
- Administrator Leave Report (attached)

Administrator Ostmeyer reviewed the attachments.

12.1. Goal Update

Goal 1: By July 2026, the ESU 7 board will formalize a process to mentor and onboard new board members.

Goal 2: By July 2026, the ESU 7 board will attend at least two professional/personal learning events annually.

- **Update:** 7 Board Members have attended one event and 4 Board Members have attended two events.

Goal 3: By July 2026, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.

- Completed:
 - Cross County - October 13, 2025
 - Schuyler - October 13, 2025
 - High Plains - November 10, 2025
 - Marci Ostmeyer and Don Graff
 - Humphrey - November 10, 2025
 - Tami Clay and Amy Blaser

- Lakeview - November 10, 2025
 - Dan Ellsworth and Clark Lehr
- Scheduled:
 - Palmer - December 8, 2025
 - Marci Ostmeyer and Amy Blaser

Goal 4: By July 2026, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district and train board members on the meaning of the data.

12.2. Services Update

- SMART Update
- 19 out of 19 Fall Superintendent Visits are completed

The Joint Superintendent & Principal Data Dig is scheduled for December 9, 2025 to plan for the services ESU 7 offers to Districts in 2026-20207. Board members are invited to attend.

12.3. Facilities Update

The Administrator will provide a facilities update during this item Administrator Ostmeyer provided an update on all 3 buildings. Rutt's has been in the North Building installing the Emergency Heat system. It should be done by Thanksgiving break or shortly after. The playground is complete and the students and staff are thoroughly enjoying the equipment. Proposals for the Learning Academy humidity issues are being gathered and the dehumidifiers have been removed from the classrooms.

12.4. Personnel

New Hires

- Bryan Hefti - Tier II Helpdesk Technician - First day, October 27, 2025
- Christopher Loescher - Technology Intern - First Day, November 3, 2025
- Brian Jareki - Custodian/Maintenance Technician - First Day, November 24, 2025

12.5. Legislative Update

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

Administrator Ostmeyer provided an update on the school retirement program.

13. **Committee Reports**

13.1. Budget Committee Report

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

Committee Recommendation:

Joint Budget & Negotiations Meeting will be held immediately following the Board Meeting.

13.2. Negotiations Committee Report

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

Committee Recommendation:

Joint Budget & Negotiations Meeting will be held immediately following the Board Meeting. Negotiations must be completed with ESUEA by February 8, 2026. ESUEA has provided a proposal and the Negotiations Committee will meet again.

13.3. Administrator Evaluation Committee Report

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

Evaluation Timeline:

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

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

- **October:** Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to the full Board for completion by the October Board Meeting. The Board will send their completed evaluation tool to the Evaluation Committee prior to the October Board Meeting. The Administrator completes the Evaluation Tool as a self-assessment and sends it to the Evaluation Committee Chair on or before October 31.

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

- **December:** 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:

14. Conference Report

Conference Attendees will report on their learnings.
No conference reports

15. Adjournment

Board President adjourned the meeting at 6:47 pm.

Check Register Summary

Batch Year: 26 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00080895	C	12/20/2025	10060	ADMINISTRATORS IN-SERVICE	1,500.00
10	00080896	C	12/20/2025	14974	ALLO COMMUNICATIONS	184.00
10	00080897	C	12/20/2025	10391	AMAZON CAPITAL SERVICES	28.28
10	00080898	C	12/20/2025	10391	AMAZON CAPITAL SERVICES *	6,334.04
10	00080899	C	12/20/2025	16845	AMERGIS HEALTHCARE STAFFING, INC	14,998.00
10	00080900	C	12/20/2025	16160	AMY BLASER	42.56
10	00080901	C	12/20/2025	10681	APPLE COMPUTER, INC.	2,774.00
10	00080902	C	12/20/2025	388	APPLIED CONNECTIVE TECHNOLOGIES	5,665.73
10	00080903	C	12/20/2025	17620	ARNDT CONSTRUCTION	350.00
10	00080904	C	12/20/2025	10910	AWARDS & ENGRAVING	163.00
10	00080905	C	12/20/2025	10103	B-D CONSTRUCTION	37,367.00
10	00080906	C	12/20/2025	110010	BETH KABES	130.90
10	00080907	C	12/20/2025	20428	BOONE CENTRAL SCHOOLS	540.00
10	00080908	C	12/20/2025	9032	BRENDA SAXE	240.00
10	00080909	C	12/20/2025	17590	BRIANNA WISECUP	662.40
10	00080910	C	12/20/2025	6700	BROOKE KAVAN	33.88
10	00080911	C	12/20/2025	17582	CANDICE ARTEAGA	150.00
10	00080912	C	12/20/2025	1996	CASEY'S MAIL SERVICE LLC	335.74
10	00080913	C	12/20/2025	16683	CENTURY BUSINESS PRODUCTS	42.54
10	00080914	C	12/20/2025	280	CHRISTINA KILGORE	493.50
10	00080915	C	12/20/2025	30550	CITY OF COLUMBUS WATER & SANIT	492.42
10	00080916	C	12/20/2025	31029	COLUMBUS PUBLIC SCHOOLS LUNCH FUND	4,581.50
10	00080917	C	12/20/2025	15792	COLUMN SOFTWARE PBC	18.33
10	00080918	C	12/20/2025	31335	SAGE PUBLISHING	7.95
10	00080919	C	12/20/2025	31462	CROSS COUNTY SCHOOL	360.00
10	00080920	C	12/20/2025	4812	CUBBY'S, INC.	596.96
10	00080921	C	12/20/2025	11711	DAWN LINDSLEY	92.40
10	00080922	C	12/20/2025	14770	DELL TECHNOLOGIES, INC.	28,327.85
10	00080923	C	12/20/2025	16179	DON GRAFF	25.20
10	00080924	C	12/20/2025	4456	DOUG PAULEY	128.80
10	00080925	C	12/20/2025	40725	EAKES OFFICE SOLUTIONS	65,432.21
10	00080926	C	12/20/2025	50060	EAST BUTLER PUBLIC SCHOOL	856.92
10	00080927	C	12/20/2025	50825	ED SERVICE UNIT 7-PAYROLL	795,726.46
10	00080928	C	12/20/2025	14613	ELYSE BELINA	504.70
10	00080929	C	12/20/2025	50640	ESU 1	150.00
10	00080930	C	12/20/2025	50750	ESU 10	26.10
10	00080931	C	12/20/2025	50849	ESU 16	19,944.40
10	00080932	C	12/20/2025	50650	ESU 3	150.00
10	00080933	C	12/20/2025	50734	ESU 8	6,571.20
10	00080934	C	12/20/2025	50735	ESU 9	5,037.12
10	00080935	C	12/20/2025	50652	ESUCC	666.14
10	00080936	C	12/20/2025	7226	FIREGUARD	2,115.90
10	00080937	C	12/20/2025	60056	FNBO	48.51
10	00080938	C	12/20/2025	13684	FLEETCOR TECHNOLOGIES INC	24.45
10	00080939	C	12/20/2025	16438	FNBO - AA	5,009.21
10	00080940	C	12/20/2025	17604	FNBO - ANDRESS	600.00
10	00080941	C	12/20/2025	16411	FNBO - CA	590.87
10	00080942	C	12/20/2025	16489	FNBO - CK	5,607.60
10	00080943	C	12/20/2025	16454	FNBO - CN	53.70
10	00080944	C	12/20/2025	16470	FNBO - CW	1,697.64
10	00080945	C	12/20/2025	16365	FNBO - DE	4,152.57
10	00080946	C	12/20/2025	16357	FNBO - LL	1,325.52
10	00080947	C	12/20/2025	16390	FNBO - MM	213.79
10	00080948	C	12/20/2025	16381	FNBO - MO	388.52
10	00080949	C	12/20/2025	15385	GREGG YOUNG TOYOTA OF COLUMBUS	263.12
10	00080950	C	12/20/2025	80147	HAMPTON INN	197.10
10	00080951	C	12/20/2025	12645	HILTON OMAHA	4,802.00
10	00080952	C	12/20/2025	4944	HOBBY LOBBY	61.99
10	00080953	C	12/20/2025	80500	HOLIDAY INN EXPRESS-HASTINGS	330.00
10	00080954	C	12/20/2025	80860	HUMPHREY PUBLIC SCHOOL	180.00
10	00080955	C	12/20/2025	80880	HY-VEE	401.89
10	00080956	C	12/20/2025	13030	INTERNATIONAL ACADEMY OF SCIENCE ACELLUS	1,896.00

Check Register Summary

Batch Year: 26 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00080957	C	12/20/2025	13552	JEAN ANNE KAMRATH	500.00
10	00080958	C	12/20/2025	30027	JENNIFER CALAHAN	700.00
10	00080959	C	12/20/2025	190486	JENNIFER SNYDER	400.00
10	00080960	C	12/20/2025	6319	JOURNEYED.COM, INC.	4,114.92
10	00080961	C	12/20/2025	4839	KSB SCHOOL LAW	924.00
10	00080962	C	12/20/2025	120129	LAKEVIEW COMMUNITY SCHOOLS	540.00
10	00080963	C	12/20/2025	40545	LISA DURANSKI	448.00
10	00080964	C	12/20/2025	120550	LOUP POWER DISTRICT	4,233.98
10	00080965	C	12/20/2025	130070	MAILBOX, THE	26.72
10	00080966	C	12/20/2025	477	MARZANO RESOURCES, LLC	1,800.00
10	00080967	C	12/20/2025	130378	MENARDS	234.62
10	00080968	C	12/20/2025	10499	MICHELLE RUIPER	600.00
10	00080969	C	12/20/2025	130547	MNJ TECHNOLOGIES	970.65
10	00080970	C	12/20/2025	140066	NE ASSOC OF SCHOOL BOARDS	4,422.00
10	00080971	C	12/20/2025	140351	NCSA	530.00
10	00080972	C	12/20/2025	8893	NEBRASKA DEPARTMENT OF REVENUE	19.20
10	00080973	C	12/20/2025	140570	NEBRASKA TECHNOLOGY & TELECOM.	187.50
10	00080974	C	12/20/2025	16306	OMNIFY BENEFITS	71.25
10	00080975	C	12/20/2025	12122	ONE SOURCE THE BACKGROUND CHECK COMPANY	147.50
10	00080976	C	12/20/2025	160033	PALMER PUBLIC SCHOOL	1,722.23
10	00080977	C	12/20/2025	80130	PEARSON ASSESSMENT	70.20
10	00080978	C	12/20/2025	80130	PEARSON ASSESSMENT	287.50
10	00080979	C	12/20/2025	160450	PIZZA RANCH	109.00
10	00080980	C	12/20/2025	21001	RACHEL BURGESS	65.80
10	00080981	C	12/20/2025	11703	ROBERT ARP	130.20
10	00080982	C	12/20/2025	20250	RUTT'S HEATING & AIR	475.39
10	00080983	C	12/20/2025	9164	RVW INC.	4,595.00
10	00080984	C	12/20/2025	981	SARAH WACHA	517.30
10	00080985	C	12/20/2025	9989	SHAYNE MCGUIRE	600.00
10	00080986	C	12/20/2025	16829	SHIRTS ARE US	916.00
10	00080987	C	12/20/2025	190007	ST EDWARD PUBLIC SCHOOL	180.00
10	00080988	C	12/20/2025	190850	STATE OF NEBRASKA DAS STATE ACCTG.	6,357.40
10	00080989	C	12/20/2025	20010	SUE BAINTER	162.50
10	00080990	C	12/20/2025	191085	SUPER SAVER	705.97
10	00080991	C	12/20/2025	2674	TIRE OUTLET INC	736.00
10	00080992	C	12/20/2025	17515	TREVIPAY (Walmart)	402.08
10	00080993	C	12/20/2025	200606	U & I SANITATION	112.25
10	00080994	C	12/20/2025	11002	VACUUM CENTER	21.40
10	00080995	C	12/20/2025	220010	VALENTINO'S	94.88
10	00080996	C	12/20/2025	14915	VALIDATE ME INC	200.00
10	00080997	C	12/20/2025	10320	VERIZON WIRELESS	1,334.84
10	00080998	A	12/20/2025	16799	ABBAY ANDRESS	129.64
10	00080999	A	12/20/2025	17116	ABBY KAPELS	620.90
10	00081000	A	12/20/2025	130180	AMABA, LLC	1,197.00
10	00081001	A	12/20/2025	120155	AMY J SLAMA	437.10
10	00081002	A	12/20/2025	130366	AMY MELCHER	830.20
10	00081003	A	12/20/2025	1082	ANGEL D STORY	405.30
10	00081004	A	12/20/2025	16667	BETH ERICSON	321.58
10	00081005	A	12/20/2025	990	BRANDY ROSE	336.97
10	00081006	A	12/20/2025	14621	CALVIN FREY	914.20
10	00081007	A	12/20/2025	13528	CARA NEESEN	162.80
10	00081008	A	12/20/2025	9040	CASSANDRA KRINGS	278.60
10	00081009	A	12/20/2025	5967	CASSANDRA RUTH	739.90
10	00081010	A	12/20/2025	13510	CHRISTINA HANCOCK	662.38
10	00081011	A	12/20/2025	50579	DAN ELLSWORTH	8.68
10	00081012	A	12/20/2025	14001	DEVON GRONENTHAL	246.40
10	00081013	A	12/20/2025	7099	HALEY KUNZE	218.40
10	00081014	A	12/20/2025	11460	HAYLEY MURPHY	871.50
10	00081015	A	12/20/2025	140691	HD SUPPLY (FORMERLY HOME DEPOT PRO)	994.55
10	00081016	A	12/20/2025	15970	INGRID RODRIGUEZ	865.20
10	00081017	A	12/20/2025	15709	IRIS MEDINA GONZALEZ	738.50
10	00081018	A	12/20/2025	4294	JACK YOUNG	127.40

Check Register Summary

Batch Year: 26 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00081019	A	12/20/2025	8559	JACLYN TERNUS	499.80
10	00081020	A	12/20/2025	14745	JAEDYN MALASEK	875.56
10	00081021	A	12/20/2025	15954	JENNA MATTOX	220.58
10	00081022	A	12/20/2025	11223	JILL WIELGUS	504.56
10	00081023	A	12/20/2025	8540	JOLYNN KAHLANDT	633.48
10	00081024	A	12/20/2025	11932	JOSH ARIAS	853.30
10	00081025	A	12/20/2025	4600	JOYCE A. BAUMERT	106.40
10	00081026	A	12/20/2025	6459	KAISE RECEK	74.20
10	00081027	A	12/20/2025	14478	KASSANDRA CORNWELL	579.60
10	00081028	A	12/20/2025	100521	KRIS JOHNSON	333.90
10	00081029	A	12/20/2025	13480	LETISHIA KLEINSCHMIT	709.66
10	00081030	A	12/20/2025	15334	LINDSEY JELINEK	140.00
10	00081031	A	12/20/2025	13986	LYNNE WEBSTER	344.40
10	00081032	A	12/20/2025	15601	MARCI HAIGHT	240.86
10	00081033	A	12/20/2025	2267	MARCIA OSTMEYER	210.42
10	00081034	A	12/20/2025	11797	MARIA RODRIGUEZ	1,339.22
10	00081035	A	12/20/2025	14699	MARIAH BELLER	905.80
10	00081036	A	12/20/2025	7501	MARNI DANHAUER	191.10
10	00081037	A	12/20/2025	16802	MEAGAN STIFFLER	102.06
10	00081038	A	12/20/2025	11479	MEGAN WELCH	695.10
10	00081039	A	12/20/2025	14656	MERIDITH RIHA	81.20
10	00081040	A	12/20/2025	12246	MERRIDIE KAUP	637.00
10	00081041	A	12/20/2025	15962	NICOLE CHILES	740.67
10	00081042	A	12/20/2025	17124	OLIVIA BELL	689.15
10	00081043	A	12/20/2025	13498	RACHEL BUETTNER	324.10
10	00081044	A	12/20/2025	30268	SANDY CERNY	1,107.00
10	00081045	A	12/20/2025	130708	SHARON M BROWN	1,031.80
10	00081046	A	12/20/2025	8524	SHAYNA CEPPEL	376.74
10	00081047	A	12/20/2025	10740	SHELLI EICKMEIER	523.60
10	00081048	A	12/20/2025	15725	SONYA SUKUP	383.60
10	00081049	A	12/20/2025	12165	STEPHANIE FOREMAN	374.52
10	00081050	A	12/20/2025	11436	TAMRA CLAY	185.20
10	00081051	A	12/20/2025	11436	TAMRA CLAY	28.98
10	00081052	A	12/20/2025	17574	TEACHING STRATEGIES, LLC	28,135.00
10	00081053	A	12/20/2025	13536	TERI OPFER	767.90
10	00081054	A	12/20/2025	230361	WENDY WOLFE	670.60
10	00081055	A	12/20/2025	10545	YARIBEY RODRIGUEZ	1,320.20
10	00081056	C	12/20/2025	80543	HOMETOWN LEASING	477.45
10	00081057	C	12/20/2025	17515	TREVIPAY (Walmart)	6.47
Total Bank: 10						\$1,130,887.27

Total Computer Checks:	\$1,072,842.81
Total Manual Checks:	\$0.00
Total ACH Checks:	\$58,044.46
Total Other Checks:	\$0.00
Total Electronic Checks:	\$0.00
Total Computer Voids:	\$0.00
Total Manual Voids:	\$0.00
Total ACH Voids:	\$0.00
Total Other Voids:	\$0.00
Total Electronic Voids:	\$0.00
Grand Total:	\$1,130,887.27
Number of Checks:	163

Batch Year	Batch	Amount
26	000118	210,515.66
26	000120	57,916.36
26	000138	66,244.87
26	000143	795,726.46

Check Register Summary

ESU7

Batch Year: 26 Bank: 10 Date Range:

Batch Year	Batch	Amount
26	000145	477.45
26	000146	6.47

School Psychology Department

ESU 7 Board Meeting
December 15, 2025

Jackie Ternus
School Psychology Coordinator, ESU 7



Meet the Team!



Ann Dubas



Jackie Ternus



Calvin Frey



JoLynn Kahlandt



Haley Kunze



Jaedyn Malasek



Hayley Murphy



Brandy Rose

2025-26 Districts Served

- Clarkson
- Columbus Public
- Cross County
- East Butler
- Fullerton
- High Plains
- Howells-Dodge
- Humphrey
- Lakeview
- Leigh
- Osceola
- Palmer
- Shelby-Rising City
- St. Edward
- Twin River



Special Education Evaluation Information

2024-2025
413
2025-2026 YTD
205

Other evaluations:

504 plans

Functional
Behavioral
Assessments (FBA)

Social-Emotional-Behavior Support

Behavior Intervention Plans

Social Stories

Visual supports

Data collection

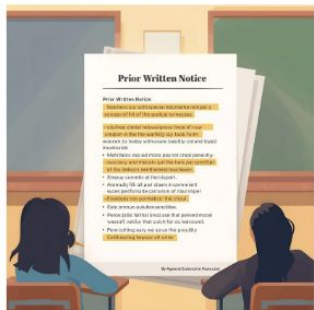
Teacher consultation

Classroom observations

Social Skills Instruction

- Cross County
- High Plains
- Humphrey
- Palmer
- St. Edward

OCTOBER 2025



PRIOR WRITTEN NOTICE - WHAT IS IT?

- **Written** notification of **proposals OR refusals** by a school district to a parent about changes in identification, evaluation, placement of a student, or the provision of FAPE for a student.
- Given to parents **after a decision** is made **but before implementing** the actions or refusals that were decided on
- Part of parental procedural safeguards (informed consent)
- Provides clear record of decisions



WHEN DO WE NEED TO DO A PWN?

- When writing an initial IEP or **revising** part(s) of an IEP
- When making eligibility determinations for special ed
- **Discipline actions**
- **Change in Placement**
 - Graduation
 - Aging out
 - Dismissal from special ed
 - Transition to Level III setting
- **Completing FBAs**
- **Documenting refusals to meet**

Topics

Behavior strategies

Executive Functioning

Absenteeism

Dyslexia

Supporting Autism

Legal Compliance topics

Oct 2025: 113 visitors

Dec 2025: 85 visitors

November '25 Treasurer Report

Beginning Balance NOVEMBER 1, 2025			\$58,438.25		
RECEIPTS					
Property taxes			\$28,913.91		
SPED			\$678,011.30		
General/Flow Through			\$142,881.18		
Grants			\$314,133.44		
TOTAL RECEIPTS			\$1,163,939.83	\$1,163,939.83	
				\$1,222,378.08	
Transfer to Money Market				\$100,000.00	+
Total Funds Available				\$1,322,378.08	
DISBURSEMENTS:					
General Fund			\$421,211.62		
SPED			\$483,073.29		
Receipts as credits			\$0.00		
Grants			\$356,375.98		
Total DISBURSEMENTS Check #80733 thru #80894			\$1,260,660.89	\$1,260,660.89	-
Ending balance, NOVEMBER 30, 2025				\$61,717.19	

Checking balance					\$61,717.19
Money Market Deposit Account at First National Bank					\$4,480,000.00
Money Market Deposit Account at First National Bank					\$100,000.00
Money Market Deposit Account at Bank of Clarks					\$100,000.00
Money Market Deposit Account at Columbus Bank & Trust					\$100,000.00
Certificate of Deposit - Great Western Bank					\$200,000.00
Certificate of Deposit - First National Bank-Columbus					\$100,000.00
Certificate of Deposit - First National Bank-Columbus					\$1,000,000.00
TOTAL CASH ON HAND (includes cash reserve)					\$6,141,717.19
CASH RESERVE	\$1,836,169.70				
Funds that are due to ESU 7					
Grants/SPED				(\$948,685.51)	
Production/Art Media Accounts Receivable			(\$18,650.25)		
Network Support Accounts Receivable			(\$2,274.51)		
Misc. Flow thru Accounts Receivable			(\$19,965.83)		
Outstanding Receivables				(\$40,890.59)	
Total due to ESU 7				(\$989,576.10)	

	2024-25	2025-26	2024-25	2025-26		
	Dollars Spent Per Month	Dollars Spent Per Month	Percentage spent each month	Percentage spent each month		
September	\$259,014.74	\$304,434.09	7.85%	8.29%	Total Budget	\$19,927,205.15
October	\$126,728.31	\$232,467.08	3.84%	6.33%	30% of budget	\$5,978,161.55
November	\$231,711.52	\$233,641.27	7.02%	6.36%	Earmarked set aside	\$4,815,500.00
December	\$212,598.74	\$0.00	5.79%	0.00%	Total budget spent to date	\$3,034,785.72
January	\$218,968.52	\$0.00	6.64%	0.00%		
February	\$209,107.64	\$0.00	6.34%	0.00%		
March	\$227,262.37	\$0.00	6.89%	0.00%		
April	\$208,706.72	\$0.00	6.33%	0.00%		
May	\$221,697.53	\$0.00	6.72%	0.00%		
June	\$212,543.79	\$0.00	6.44%	0.00%		
July	\$202,459.41	\$0.00	6.14%	0.00%		
August	\$411,597.14	\$0.00	12.48%	0.00%		
Approved Total General Budget for Levy \$			\$3,299,168.88	\$3,672,339.40		
Total Spent to date			\$2,742,396.43	\$770,542.44		
Dollars approved from cash reserve				\$0.00		

NOTES

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 \$15,000);
2. A procedure for simplified acquisition thresholds (between \$15,000 to \$350,000);
3. A procedure for sealed bids (over \$350,000);
4. A procedure for competitive proposals (with an explanation for why sealed bids were not accepted if over \$350,000); 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 December 10, 2025
Date(s) of Review:	November 21, 2022 November 20, 2023



PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

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

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

1. Term of Employment. This contract shall commence on the 15th day of December, 2025. This contract shall terminate on the 31st day of August, 2026, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of 170 days of service in any given fiscal year, which is exclusive of holidays.

2. At-Will Nature of Employment; Duties of Employee. The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: Title 1C Education Program Education Liaison. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.

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

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

5. Compensation. The Employee shall be paid an annual salary of \$45,009.20 subject to applicable deductions and federal and state

withholding. The salary shall be paid in nine (9) equal monthly payments of \$5,001.02 in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of January and on the 20th day of each month thereafter.

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

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

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

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

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

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

10. Compensation Upon Termination. The Employee agrees that, upon termination of employment for any reason, any portion of

compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.

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

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

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

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

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

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

Secretary, Board of ESU7

President, Board of ESU7

Executed by the Employee this ¹²_____ day of ⁰⁹_____, 20²⁵_____.

Natividad
Natividad Millán Ávila (Dec 9, 2025 15:31:09 CST)

Employee



2025-2026 Board Information Sheet

District	Board Member	Phone #	Email	Committees	Term
District 8 - President	Doug Pauley	(402) 910-6662	dpauley@esu7.org	Buildings & Grounds	2024-2028
District 5 - Vice President	Jack Young	(402) 276-0836	jyoung@esu7.org	Budget Buildings & Grounds	2022-2026
District 12 - Secretary	Dawn Lindsley	(785) 466-0147	dlindsley@esu7.org	Budget (Chair)	2024-2028
District 1	Richard Stephens	(402) 741-0999	dstephens@esu7.org	Negotiations (Chair)	2022-2026
District 2	Beth Kabes	(402) 276-2640	bethkabes@esu7.org	Handbook Evaluation	2024-2028
District 3	Amy Blaser	(402) 270-1819	ablaser@esu7.org	Evaluation Negotiations	2022-2026
District 4	Clark Lehr	(402) 570-0774	clehr@esu7.org	Budget	2024-2028
District 6	Bob Arp	(402) 750-6115	barp@esu7.org	Handbook Buildings & Grounds (Chair)	2024-2028
District 7	VACANT				2022-2026
District 9	Joyce Baumert	(402) 750-6662	jbaumert@esu7.org	Handbook (Chair) Evaluation Buildings & Grounds	2022-2026
District 10	Marni Danhauer	(402) 604-0233	mdanhauer@esu7.org	Evaluation (Chair)	2024-2028
District 11	Don Graff	(402) 764-0627	dgraff@esu7.org	Negotiations	2022-2026

ESUCC Update- December 2025

ESUCC Update- December 2025

- **Reviewed the audit**
- **Approved a legislative ad-hoc committee**
- **Marci serving on the ESUCC Standards update committee**

ESUCC Update- October 2025

ESUCC Update- October 2025

- **Discussion about changing dates, frequency and purpose of statewide meetings (PDO, SDA, TLT, NOC, ESPD)**
 - **This impacts: Dan, Tami, Beth, the PD Staff and me**
 - **ESUCC Board will vote in November on the changes**
- **ESU Standards (for accreditation) are being considered for revision. More details to come.**
- **Accessibility guidelines for entities with populations greater than 50,000 go into effect April 2026**

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

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

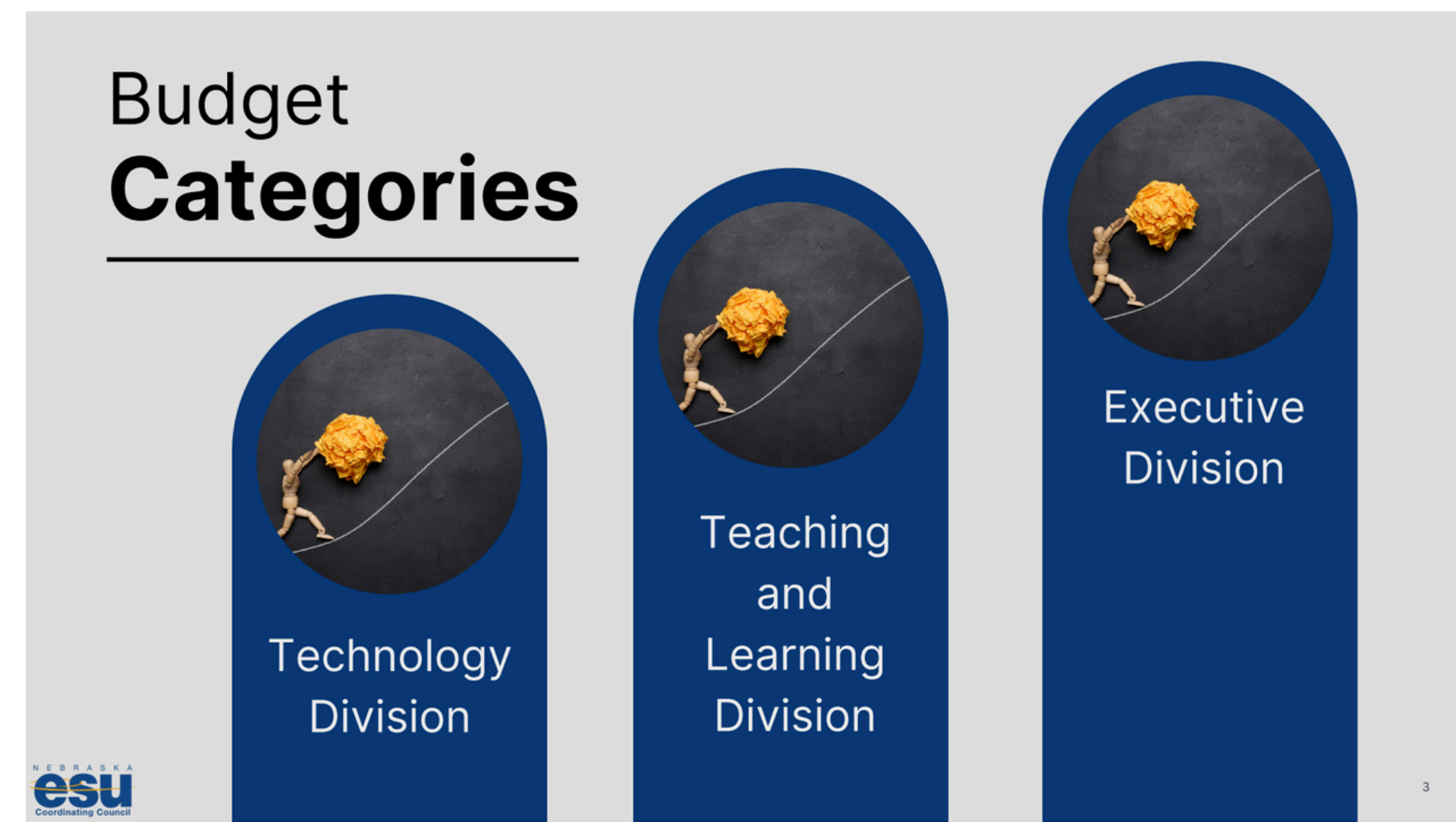
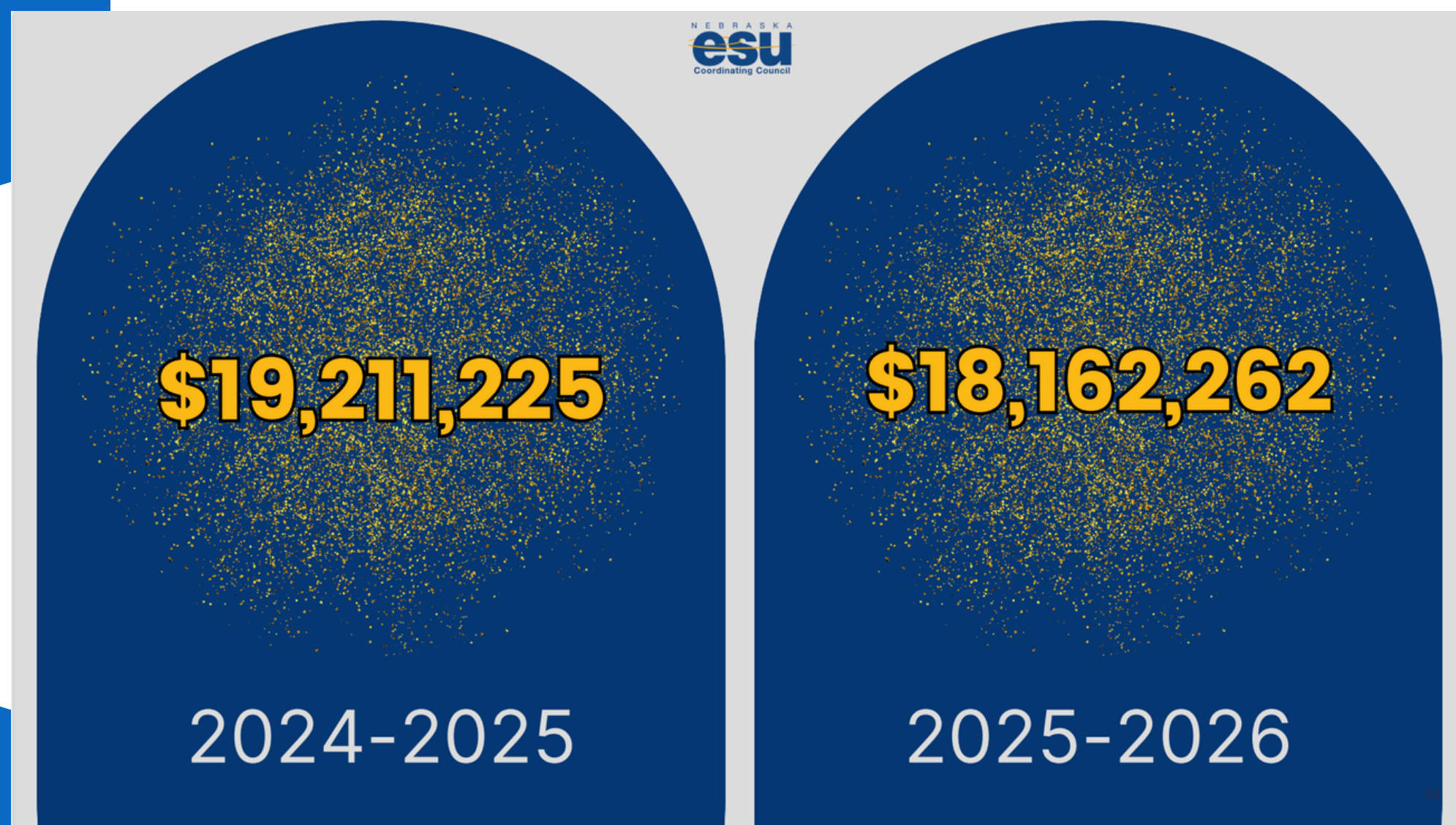
PROJECT PROFILE CALENDAR

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- September 2025

Budget Hearing & ESUCC Meeting Sept 11/12 in Kearney



Decrease due to change in budget authority

ESUCC Update- August 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.

ESUCC Update- August 2025

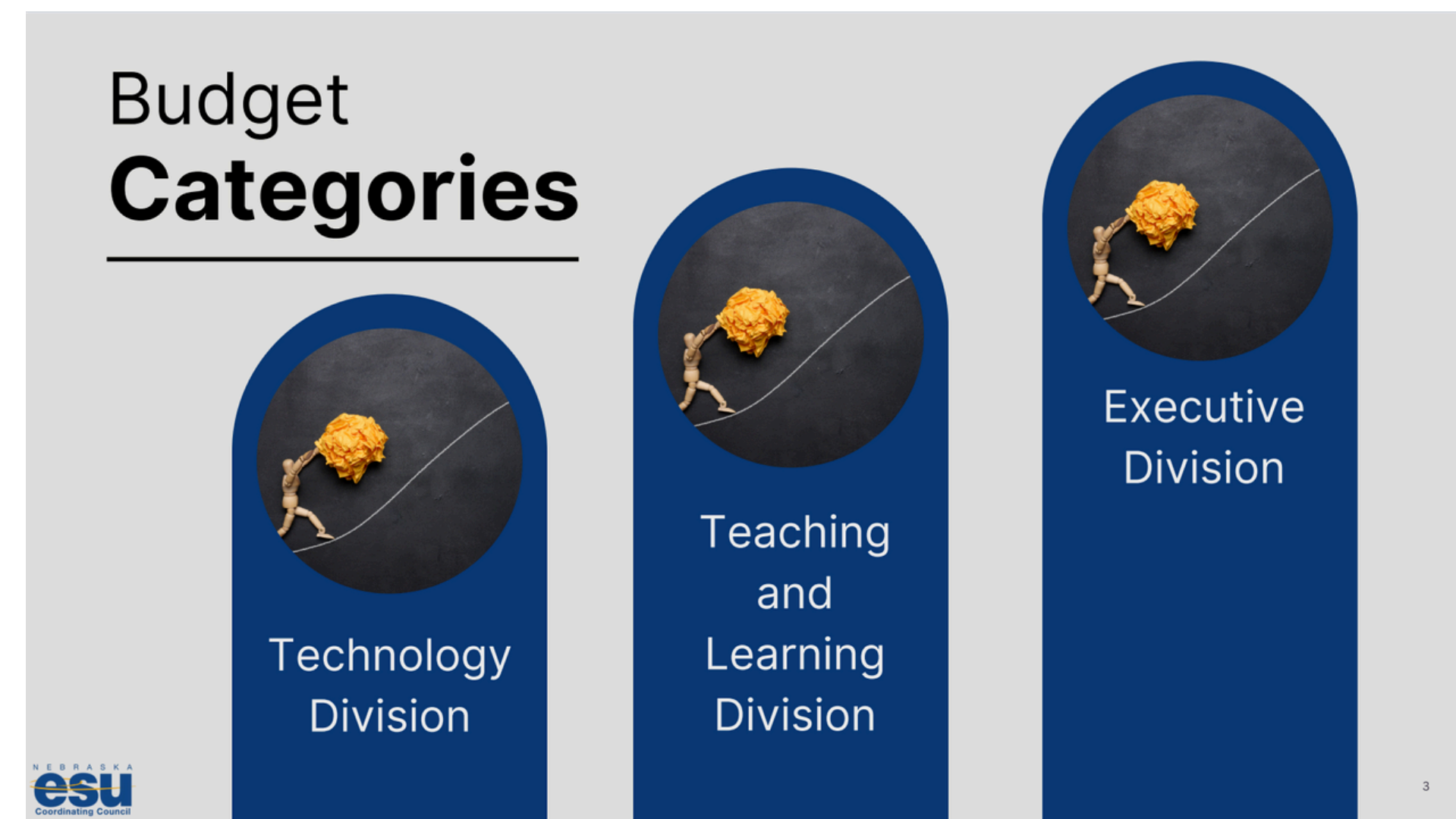
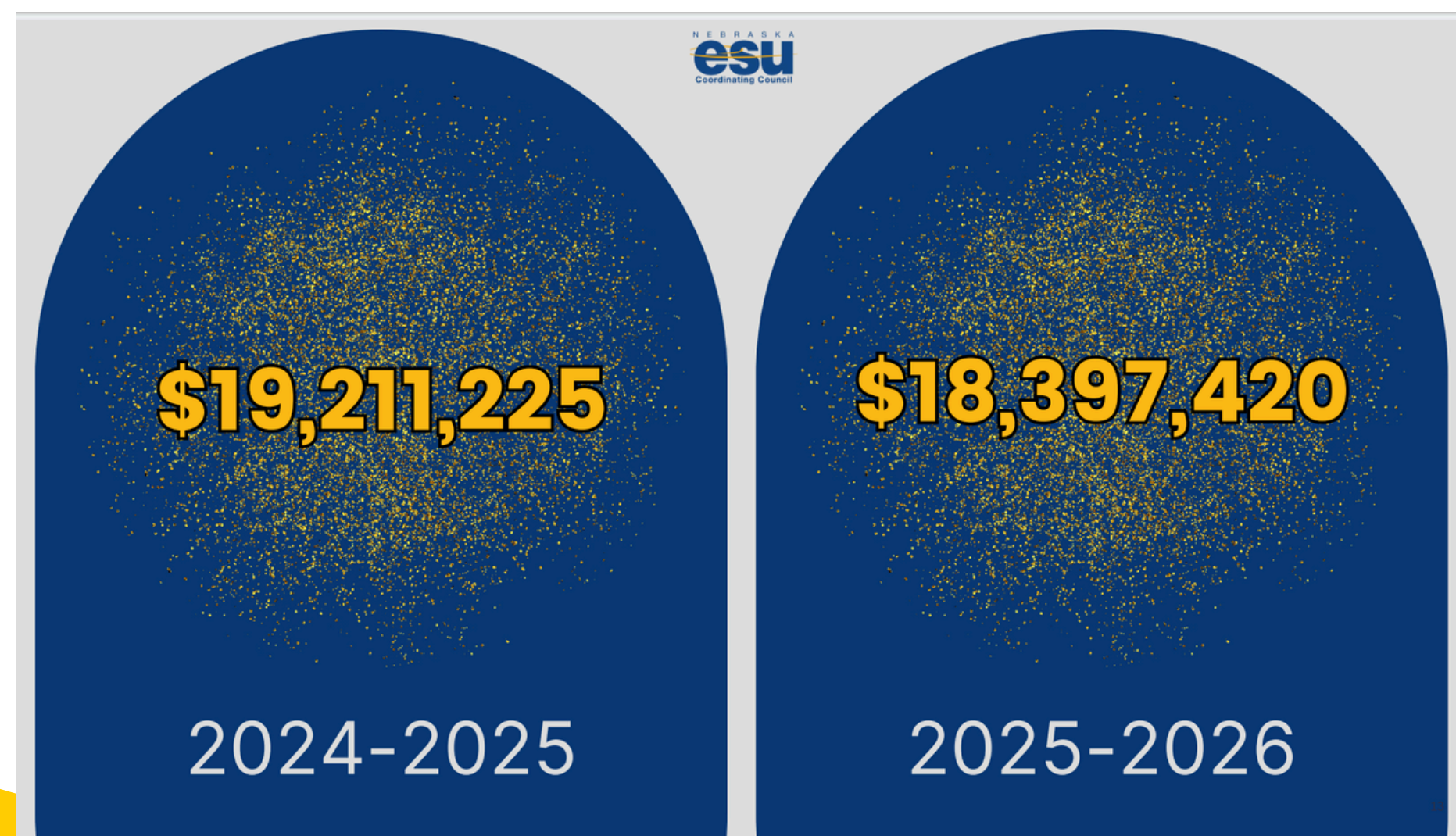
Rule 84- Meeting July 22, 2025 in Kearney

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



Threading A Moving Needle



Legislative Issues Conference

January 25-26, 2026

Cornhusker Marriott Lincoln

Stay Informed

Know The Process

Engage



2026 Legislative Issues Conference

TO REGISTER:

Go to <https://nasb.envisiams.com/> 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. You may also access the NASB Events page with the right QR. \$25 cancellation fee by the registration deadline. No refunds after the deadline.



Registration fees for each event are as follows:

- Sunday dinner and program \$80
- Conference Registration \$120
 - On-Site Registration \$150
- Monday Afternoon 101 Wrap-Up (NEW*) \$20

Registration Deadline - January 19, 2026

TO REST:

To reserve your hotel please call 888-236-2427 to book your room in the NASB block by the January 4, 2026, deadline.

TO REDEEM:

Awards of Achievement Points can be earned by attending these events

- 10 points = Sunday dinner and program
- 15 points = Legislative Issues Conference

SUGGESTED AUDIENCE:

- School Board Members, Superintendents, ESU Administrators



Threading A Moving Needle

SUNDAY, JANUARY 25 - AGENDA

In 2025, the Governor signed legislation creating the School Financing Review Commission. With several meetings behind them, goals set, and a report submitted, hear from the K-12 board members and administrators on the Commission as they update us on the goals, progress, discussion, and reports of their work. This panel will be facilitated by NASB's Colby Coash, and Brian Maher, Commissioner of Education.

- 5:30 PM Registration
6:00 PM Reception, Dinner, and Program: "Threading a Moving Needle: A panel with the K-12 representatives of the School Financing Review Commission" Shavonna Holman - Omaha; Keith Runge - Lakeview; Ann Foster - Brady; Aaron Plas - Bennington; John Schwartz - Millard; Liz Standish - Lincoln



Photo courtesy of Zach Wendling/Nebraska Examiner

MONDAY, JANUARY 26 - AGENDA

Weeks into each year's Legislative Session, key committee chairs, senators, and education leaders are invited to share their respective views throughout the morning. Get a firsthand look at the bills which will have an impact on public education in Nebraska. Close the conference by networking over lunch as a majority of Senators join us to discuss key takeaways from the morning.

- 8:00 AM Registration
8:30 AM Welcome and Introductions - NASB Legislative Committee Chair
Bill Review
Speaker Arch - Session Preview
Senator von Gillern - Revenue Committee Update
Senator Bohn - Judiciary Committee/Juvenile Justice Update
Senator Hughes - School Finance Legislation Update
Senator Lonowski - Education Committee Update
Final Talking Points Prior to Your Lunch with the Senators
12:00 PM Lunch with the Senators
1:30 PM Adjournment

(IN NO PARTICULAR ORDER, SPEAKER LIST SUBJECT TO CHANGE)

1:30 to 3:00 PM - NEW*

"Everything You Wanted To Know About The Legislature, But Never Wanted To Ask"

A 101 level review of bill searches, the legislative process, engagement strategies, and more with plenty of time for Q&A. You will leave ready to advocate!



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





[HOME](#) / [BUDGET & FINANCE WORKSHOPS](#)

BUDGET & FINANCE WORKSHOPS

Spring 2026 ... Starting March 10



WHO ...

(TARGET AUDIENCE)

- Superintendents/ESU Administrators, Business Managers

WHAT ...

- 2026 NASB Budget & Finance Workshops
- Download the Mailer PDF here - Coming Soon

WHEN ...

- Tuesday, March 10 - Seward
- Tuesday, March 24 - West Point
- Tuesday, April 7 - Ogallala
- Wednesday, April 8 - Kearney* (Amplified Budget & Finance Workshop)

WHERE ...

- Seward, West Point, Ogallala & Kearney

WHY ...

- Both new and veteran school board members must have a fundamental understanding of school finance. Superintendents, business managers, and bookkeepers are required to have a deep and comprehensive understanding of finance because taxpayers and citizens are asking districts to provide more detailed information about their finances. The 2025 workshop featured Carl Dietz, Matt Fisher, and Justin Patterson, school finance experts, who structured the presentation around all aspects of the school district finance.
- The Budget & Finance Workshop topics included: Understanding TEEOSA and other forms of state aid; Restrictions placed on school finances; Levy limits; Budget Authority; Revenue Cap; Joint Public Hearing; Importance of cash reserves; Having a long term financial plan and a capital replacement schedule; Discussion of financial information that should be provided to board members and the community, including samples and legal posting requirements for board meeting notices, financial reports and minutes; and the budgeting process is not a 'one and done' activity, rather it's something that needs to be discussed throughout the entire year.
- The Amplified Finance Workshop topics included: Review all of the funds; Understanding TEEOSA, Foundation aid, and other forms of state funding; Impact on equalized and nonequalized districts; Perform a detailed NDE budget for all funds; Prepare a line item budget for all receipts and expenses; How to prepare a five-year projection of receipts, expenses, and cash balance; Payroll preparation; Building a capital replacement schedule; How to build a cost group spending comparability spreadsheet; Impact of financial restrictions such as the Joint Public Hearings, Budget; and Authority, and Revenue Caps.

HOW ...

(REGISTRATION) ... Coming soon!

- Go to the [My Membership](#) tab above 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.
- \$25 cancellation fee by the registration deadline. No refunds after the deadline.
- Budget & Finance - NASB Member TBD
- Amplified - NASB Member TBD
- Non-NASB Member TBD
- Registration Deadlines - TBD



TO REGISTER FOR AN NASB EVENT, CLICK ON THE ' [MY MEMBERSHIP](#) ' LINK ABOVE OR BELOW, THEN NAVIGATE TO THE 'EVENTS' DROPDOWN AND SELECT 'REGISTER'. TO LEARN MORE ABOUT AN EVENT, CLICK THE LINK IN THE MENU ON THE RIGHT.



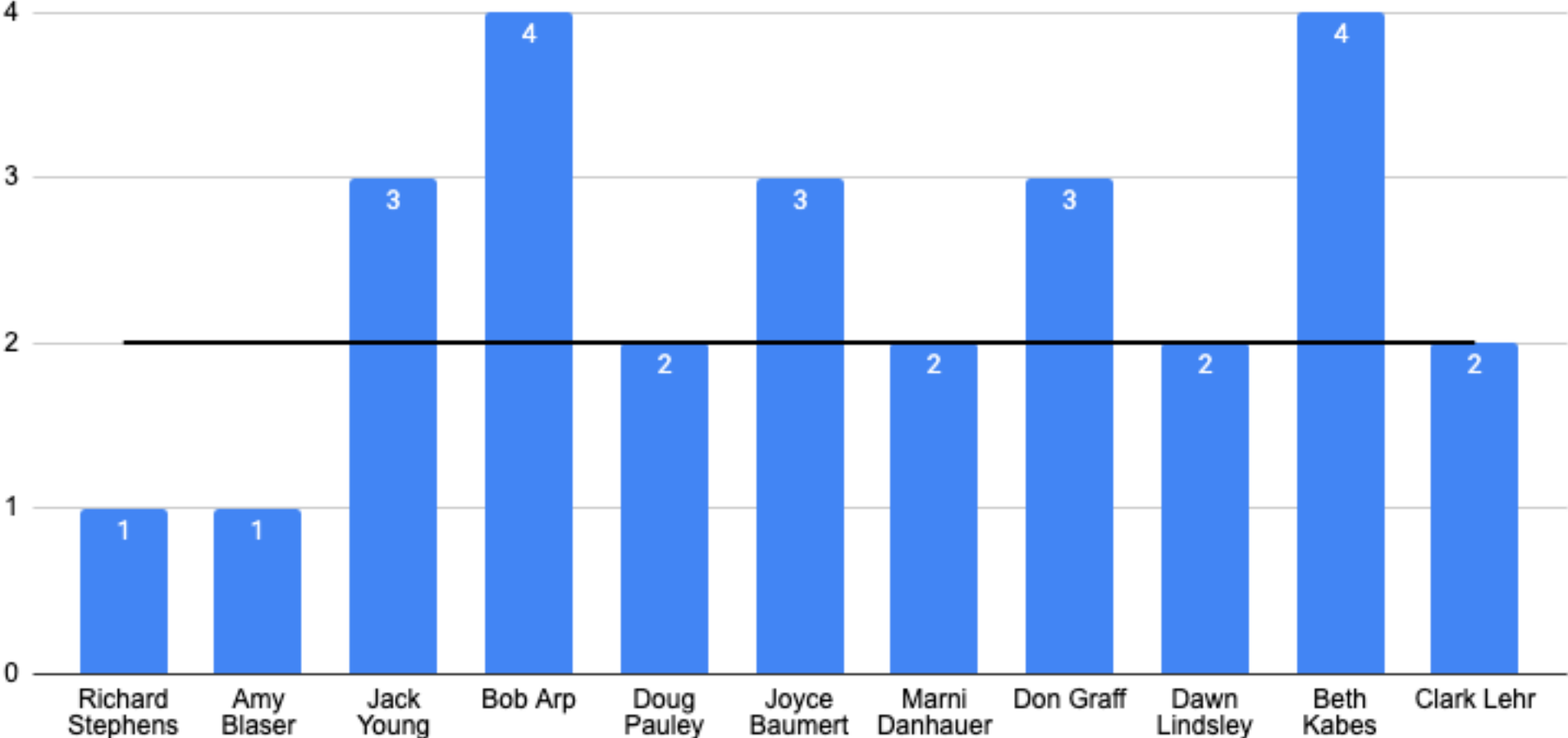
ESU 7 Goals 2025-2026: Board and Administrator

Board of Education

- Goal 1: By July 2026, the ESU 7 board will formalize a process to mentor and onboard new board members.
- Goal 2: By July 2026, the ESU 7 board will attend at least two professional/personal learning events annually.
- Goal 3: By July 2026, 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 2026, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district and train board members on the meaning of the data.

Goal 2 - Professional Events 8/1/25-7/31/26

■ Events — Goal



Board Members

Select Year August 2025 - July 2026

People served by ESU 7 for this many hours



Services Planned
45

40

Services Accessed

Services planned vs. accessed to date



Service Participants
736

210

ESU Hours

Method of Service Delivery

Service Delivery Types

- ESU Hosted
- Hybrid
- School Hosted
- Video Conference



Coop Savings

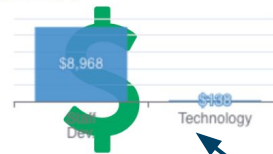


\$45,591

Dollars Saved Through Cooperative Purchasing (2024 - 2025)

Savings on Professional Development and technology support

Dollars Saved by Using ESU Services





Service Management and Reporting Tool

Working Together Towards SMARTer Solutions!

Service Plan Details

ESU 07 [✎ Edit Plan](#) | [🖨 Print](#)

School Name: ESU 07

Service Plan Year: 2025 - 2026

ESU: ESU 07

Show Service Descriptions Show Funding Sources

Staff Development Services (84-002.05A)

1101.00 - Continuous Improvement Process

Workshops, consultation or direct work with school districts to assist with the continuous improvement process 'CIP'. Examples: steering committee meeting, mission/ vision work, data support, data dashboard, comprehensive needs assessment, CIP goal selection, action plans, program evaluation, preparing for the CIP external visit; support for Comprehensive Support and Improvement 'CSI', and Targeted Support and Improvement 'TSI' and Additional Targeted Support and Improvement 'ATSI' student designations.

1101.07 - Strategic Planning

Direct work with the district board, staff and community to define an organization's long-term goals and determine the best approach to achieve them. It involves analyzing the current situation, setting objectives, identifying resources, and developing actionable plans to guide decision-making. The goal is to align the organization's mission and vision with its priorities, ensuring long-term success and adaptability in a changing environment.

1102.00 - Multi-Tiered System of Supports (MTSS/RDA)

Workshops, consultation or direct work with school districts to establish Multi-tiered System of Support processes and practices, including Positive Behavioral Interventions and Supports 'PBIS' and Social Emotional and Behavioral Learning 'SEBL'. Examples: regional meetings, team meeting, data analysis, action plans, creating process/protocols, on-site coaching, Targeted Improvement Plan 'TIP', Results Driven Accountability 'RDA', Performance Enhancement and Knowledge 'PEaK' Project, NeMTSS.

1103.00 - Crisis/School Safety

Training, support and consultation for sustaining, improving and re-establishing school environments that are conducive and supportive of learning. Examples: school safety teams and plans, crisis teams, psychological first aid, standard protocol response training, suicide prevention, staff and student wellness, self care, trauma informed care, school law webinars, Title IX training, de-escalation training (Mandt, Crisis Prevention Institute 'CPI'), equity.

1103.07 - BITS

Behavior Intervention Training Supports.

1104.01 - Principal Development

ESU 7 Principals have the opportunity to meet multiple times each year for opportunities to collaborate. Additionally, principal trainings are scheduled as needs are identified.

1104.02 - Superintendent Development

Superintendent networking meetings on ESU campus throughout the year. Visits by ESU Administrator to school district Superintendents to discuss, plan and problem solve services provided to the districts. KSB training series. Perry Law Firm policy updates. Other topics for superintendents.

1105.01 - Develop, Revise, and Assess Curriculum based on Standards

Assisting schools in developing, revising, and aligning curriculum based on current content standards through a three-phase process. This process includes understanding instructional shifts, unpacking and prioritizing standards, and creating pacing guides. The final phase of this process could include building proficiency scales, program evaluation, and building assessments.

1105.02 - Instructional Materials Adoption

Instructional materials adoption assistance and materials alignment

1106.01 - Instructional Models

Professional development surrounding instructional models (Danielson, Marzano, ITIP, homegrown, etc.), strategies, and planning.

1106.02 - English Language Arts (ELA) Content Training

Training specific to reading, phonemic awareness, phonics, decoding fluency, comprehension, vocabulary, grammar, and writing instruction and strategies.

1106.03 - Math Content Training

Professional learning based on best practices of content and pedagogy in math, PK-12

1106.04 - Science Content Training

Professional learning based on best practices of content and pedagogy in science, PK-12.

1106.11 - Instructional Strategies

Kagan, Differentiation, Vocabulary, BlendED, Direct Instruction

1106.12 - Instruction: Other

Professional learning based on best practices of content and pedagogy PK-12.

1107.01 - NWEA Training/Support

NWEA Certified Facilitators providing on-site consultation, training, and data analysis for administrators, teachers and staff.

1108.00 - Technology Integration

Provides professional development of staff and/or individuals with the integration of technology into the classroom.

1108.02 - Digital Learning including BlendEd

Professional learning and direct support for districts and teachers in digital learning. This includes: remote learning, hybrid learning, blended learning, and the tools and resources used to facilitate digital learning.

1109.01 - Classroom Coaching

Cognitive Coaching for Teachers

1109.03 - Principal Coaching

Cognitive Coaching for Principals

1109.05 - Personalized PD

Assistance/mentoring for teachers (or small groups of teachers) needing assistance with implementing specific strategies.

1110.00 - New Teacher Cohort

Study and implementation of research-based, best practices designed to support beginning teachers. Includes a clear focus on career-long excellence in the classroom and the legacy we create. Topics could include: lesson design, classroom management, student engagement, high yield strategies, technology integration, SPED, parent-teacher conferences

1112.01 - PD for Paraprofessionals

1112.05 - LAN Manager Training

Provide support and training to school LAN Managers.

1112.08 - Special Education PD

Special education trainings offered to school district personnel.

1112.09 - Early Childhood Professional Learning & Support

Workshops, consultation or direct work with individuals who serve children birth to age five.

1112.13 - EL Professional Learning

English Learners Instructional Support--providing guidance, materials, scheduling, placement, and assessment to schools. Not related to Title III grant consortium facilitation services

1112.20 - Career and Technical Education Support

Collaborates closely with school district leadership, counselors, and CTE educators to provide customized support and resources related to Career & Technical Education. Coordination of career and technical education components includes, but is not limited to: strategic planning for CTE growth, facilitating data exploration, program alignment, and work-based learning.

Instructional Materials Services (84-002.05C)

1201.00 - Products and Subscriptions

EdReady, World Book, Other

1202.00 - Media Lending Library

Provides tangible resources for schools. ex: DVDs, Real Care Babies, assessment rentals

Technology (84-002.05B)

1301.00 - Technology Support

General technology and technical support.

1301.01 - Internet and WAN Support

Support of internet and WAN (Wide Area Network) circuits.

1301.05 - Hardware Repair

Computer, Device, A/V, and other equipment repair.

1301.06 - Distance Learning & Videoconferencing Support

Codecs, Virtual Field Trips, Zoom, etc.

1301.07 - Contracted Technology Support

Dedicated FTE assigned directly to school district(s) under a contract for personnel arrangement.

1301.08 - Planning & Consultation

Strategic planning, general consultations, etc.

1301.09 - Electronic Recycling

1302.05 - Server Hosting

Physical or virtual server hosting.

1304.00 - Information Security

Support for Cyber Security related issues.

1306.00 - E-Rate

Universal Service E-Rate filing and consultation.

Student Services

1401.00 - Program Supervision

Compliance, financials, training

1402.00 - Speech Language

Provide diagnostic, therapeutic, and consultative services for students. Provide services for Birth-21 years of age in many areas, including receptive language, expressive language, articulation, voice, fluency, literacy, and social communication. Individual plans and service delivery made for each student to ensure FAPE. Participate on transition teams.

1403.00 - Vision

The ESU7 Vision Team provides resources, services, and support in preparing children/youth, ages birth to 21, who have a visual impairment for success in life through collaboration with schools, families, and community agencies. Vision services are available for students experiencing vision problems. Certified vision personnel provide evaluation, consultation, and intervention for these children. This assistance may include the use of adaptive equipment, assistive technology, instruction in Braille, orientation and mobility, and other skills for accessing the general curriculum, and acquire Adapted Core Curriculum skills specific to individuals with vision impairments.

1404.01 - Part B 619 Early Childhood Special Education

Early Childhood Special Education services includes managing referrals and conducting evaluations of children 3 to 5 years old. If children are in need of special education services; it also includes evidence based service delivery of comprehensive services in homes, childcare and preschool settings that adhere to IDEA Part B (619) rules and regulations. The teams also works to smoothly transition verified children to their elementary schools as they move on to kindergarten.

1404.02 - Part C Early Intervention

Early Childhood Special Education services includes managing referrals and conducting evaluations of children birth to 3 years old. If children are in need of special education services; it also includes evidence based service delivery of comprehensive services in homes, childcare and preschool settings that adhere to IDEA Part C rules and regulations. Schools can utilize coordinators to help manage their Teaching Strategies GOLD requirements.

1405.00 - Psychology

Provide direct and indirect support through general education and special education processes. Provide individual, team, and systems-level supports and services to various problem-solving teams. Academic, social emotional, and behavioral assessment, consultation, collaboration with classroom teachers, special education staff, specialists, parents, administration, and school personnel to develop an effective plan to meet the needs of each individual student.

1406.01 - Learning Academy

The ESU 7 Learning Academy is a specialized educational program committed to unlocking the potential of students aged 5-21. Through collaborative efforts with stakeholders, we meet students at their unique academic, behavioral, and social levels, capitalizing on their strengths to facilitate a successful transition back to their prior educational environment.

1406.02 - Cen7ter

Cen7ter is designed to meet the needs of students ages 14 to 21 with developmental disabilities. Cen7ter's mission is to empower students to use their strengths to assist in preparing each individual to gain employment and independent living skills. Cen7ter program emphasis is placed on life skills academics, social skills, independent living, recreation/leisure, and prevocational opportunities. Cen7ter services are IEP driven and available 1 - 5 days a week.

1406.05 - Bridges

At Bridges, we specialize in providing individualized education and support for students with diverse needs, including low cognitive and academic abilities, as well as challenging behaviors. Our dedicated team of educators and Board Certified Behavior Analysts collaborates closely with families to create an inclusive and nurturing environment where every student can thrive. Through innovative teaching methods, individualized learning plans, and a focus on social-emotional development, we empower our students to reach their full potential. At Bridges, we believe in building not only academic skills but also confidence, independence, and a love for learning.

1407.00 - Resource Coach

The ESU7 Resource Coach focus is working with teachers, other district staff, and families to assist, provide guidance, training, resources, and strategies for working with students by utilizing programming and materials to improve learning through meeting each individual student's needs (ages 0-21). Training Topics: Functions of Behavior and Behavior Strategies, Classroom Management Strategies, Stages of Behavior Escalation, Least Restrictive Environment, Functional Behavior Assessment/Behavior Intervention Plan, Paraprofessional Roles & Responsibilities, Writing Measurable IEP goals, General/Special Education Teacher Responsibilities, Disability Awareness, Social Skills, and Verbal Behavior Available Services: Implement verbal behavior program, IEP development-how to write measurable goals, District IEP meeting facilitation, Direct teaching to assist IEP implementation, Para, Parent & Teacher training-Behavior strategies, role modeling, coaching, & data collection, Model, instruct and collect data for social skills & functional life skills, Develop data collection systems, Direct student services in the home, Differentiate instruction, Provide resources (web sites, trainings, and curriculum materials, evidence based research)

1408.00 - Deaf Education

Provision of supports and services, including technology and self-advocacy, for students who are deaf or hard of hearing. Examples: Regional programs, direct services, consultation, DHH Teacher, DHH Interpreter

1411.00 - Transition

A transition specialists primary focus is preparing students with disabilities to transition from high school to life after graduation. The specialist supports districts through training opportunities, linkages to agencies and specialists, and providing student workshops on transition-related topics.

1414.00 - Behavior & Mental Health Support

Behavior and mental health support includes conducting Functional Behavior Assessments to determine why a behavior is occurring and then develop a Behavior Intervention Plan to address the challenging behaviors. Individuals providing support works closely with school administrators, teachers, paraprofessionals, and school psychologists. Services can be minimal, such as conducting an observation and helping with classroom strategies, or much more extensive. Some students may require intensive behavior interventions, social skills training and/or emotional behavioral health support. Training for districts to discuss the basics of behavior, classroom strategies to help manage challenging behaviors, de-escalation strategies, and various other topics that the school district specifies are also provided.

1414.02 - Board Certified Behavior Analyst

Conducts Functional Behavior Assessments to determine why a behavior is occurring and then develop a Behavior Intervention Plan to address the challenging behaviors. The analyst works closely with school administrators, teachers, paraprofessionals, and school psychologists.

1415.01 - Contracted Interpretation-Translation Support

Facilitates interpretation (oral) and translation (written) communication between schools and Spanish-speaking families.

1501.01 - Autism Spectrum Disorders Grant

The Northeast Regional ASD Network is available to provide Resources and Training to local school districts in the areas of: Assessment and verification of ASD ? Program planning, including identification and implementations of appropriate strategies and interventions for students with ASD The Northeast region has a lending library consisting of books, videos, and other resources that is available to school districts and parents upon request. These may be checked out from the ESU7 Media Department.

1501.02 - Perkins Grant

Provides grant facilitation, management, professional development, and networking for Career and Technical Education teachers through the Carl D Perkins Grant Consortium.

1501.03 - Title 1 Contract

Provide support in coordinating school wide and targeted assistance Title 1 programs. Training and support provided for teachers, administrators, and bookkeepers.

1501.04 - Title IC Education Program

The Title IC Education Program provides supplemental educational and support services to eligible students to assist with their academic success.

1501.05 - Title II-A Consortium

The ESU 7 Title II-A Consortium supports the goal of Title II-A: Increase the academic achievement of all students through strategies such as improving teacher and Principal quality and increasing the number of highly qualified teachers in the classroom and highly qualified Principals and leaders in schools.

1501.06 - Title III - English Learners

Trainings, support and resources to assist schools in meeting the needs of English Learners.

1501.07 - Title IV

Title IV-A Consortium supports the goal of Title IV-A: Well rounded education opportunities, safe and healthy students, and effective use of technology.

1501.09 - Transition Grant

A transition specialists primary focus is preparing students with disabilities to transition from high school to life after graduation. The specialist supports districts through training opportunities, linkages to agencies and specialists, and providing student workshops on transition-related topics.

1501.11 - Planning Region Team

Planning Region 7 is an organized group of parents, advocates and representatives from school districts, agencies, educational service units, Head Start, and other relevant agencies or persons responsible for assisting in the planning and implementation of the Early Intervention Act in each local community or region. PRT also tracks, arranges or provides the required NDE training for PART C providers and is the entity to compliance monitoring of Part C in our 7 counties.

1501.12 - PEaK

PEaK, formerly known as ILCD stands for Improving Learning for Children with Disabilities, a Nebraska Department of Education Initiative designed to enhance program improvement that will result in better outcomes for children with disabilities. The ESU7 PEaK Coordinator assists school districts with their improvement activities for students with disabilities. The Facilitator partners with districts to gather and analyze data in collaboration with the Continuous School Improvement Process and to assist in the development of Targeted Improvement Plans. Each Nebraska school district will develop a Targeted Improvement Plan that will lead to better child and student performance and report annually to NDE on the Plan's progress.

1502.00 - Grant Writing

Coordinates and oversees the grant application by researching, identifying potential new funding sources, developing and responding to public and private grant opportunities for ESU 7 and districts. Responsible for writing proposals and other supporting documents at the federal and state level, and with private funding agencies.

Other Services

1601.00 - Print Shop

The ESU 7 Print Shop provides schools with copy and finishing services, lamination, and poster printing.

1604.00 - Group Purchasing

Volume purchases for various vendor services to optimize purchasing efficiencies for such items as John Baylor, policy updates, etc

Other (not a requirement of SIMPL)

*Information on this site is in beta. Some data may be incomplete. Contact your ESU with any questions.

The **Service Management And Reporting Tool** is a data-driven process to systematically identify the needs of Nebraska's districts and develop services to fill the gaps. The SMART process and SMART online tool allows ESUs to comprehensively assess the programming so as to allow for optimal implementation at the school district level.

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SMART© 2025

Perceptual Priorities 2025

The table below illustrates the highest identified perceptual challenges.

Superintendent Impact Chart Greatest Need on Top

1. Special Education - More facilities or space to support high special needs students and additional staffing.
2. Bilingual Training or Staff available.
3. Science of Reading & LETRS training
 - a. Maintain Fidelity
 - b. Common Assessments

Principal Impact Chart Greatest Need on Top

1. LMHP Services - Title IV Grant
2. Curriculum Supports
3. Distance Learning/Online Platforms
4. ELL
5. AQuESTT, NSCAS & ACT

LAN Manager Impact Chart Greatest Need on Top

1. Locating ethernet drops - can't trace back to network rack
2. Offsite backups, backups in general, need offsite backups
3. ClassLink
4. Papercut
5. Get all switches replaced
6. Linewize - how to see student searches
7. Classwize not working 100%, more like 50% no bueno!
8. Getting Proofpoint set up, just bought

Teachers

1. Not enough time for planning, preparation, or administrative duties
2. Wide range of student abilities (ELL, Special Ed, advanced learners)
3. Increasing behavioral challenges among students
4. Low student motivation and lack of value placed on education
5. Need for stronger communication and collaboration among staff



October 2025 - December 2025

**QUARTERLY
UPDATE**

COMPONENT 1: RELATIONS WITH THE BOARD

- Policies Reviewed:
 - Article I, Section 2, C Chief Administrator Evaluation
 - Article III, Section 3, F Audits
 - Article III, Section 4, F Internal Controls
 - Article V, Section 3, A Special Education
 - Article V, Section 5, A Child Abuse and Neglect
 - Article V, Section 5, B Corporal Punishment



- Administrator Board Report: October, November and December
- ESUCC Updates to Board: October and November
- **Committee Meetings:**
 - Negotiations - October, November and December
 - Budget - October and November
- Email Communication: Facilities updates, Legislative updates, Grant updates, Board packets
- Monthly Meeting with Board President: October, November and December
- Monthly Meeting with Board Vice President: October and November
- State Education Conference - November
- AESA Annual Conference - December

Board members who Utilize Health Insurance: currently no board members

COMPONENT 2: COMMUNITY RELATIONSHIPS

- Met with the Lions Club: September
- Met with representatives from United Way to seek areas of collaboration with ESU 7
- Meeting with Dr. Kathy Fuchser: December
- Attend and Participate in ESUCC/NDE Collaborative Planning Meetings: Ongoing
- Chamber of Commerce Workforce Development Program Advisory Committee: Quarterly
- 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.



COMPONENT 3: STAFF AND PERSONNEL RELATIONSHIPS

- Completed one on one meetings with Agency Team Members
- Convened a Mother's Room Refresh Committee
- Agency Team Meetings: October, November, and December
- Committee Meetings: All-Staff Planning, Administration Team, Digital Marketing
- All-Staff Meeting: December
- Director Meetings: October, November, and December
- 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: October, November, and December
- Superintendent Meeting: October, November, and December
- Meetings with Lakeview and Columbus Public School Leadership: Monthly
- Agency Team Meetings: October, November, and December
- Director Meetings: October, November, and December
- NNNC meetings: Monthly
- ESU Coordinating Council Leadership Meetings: Monthly
- ESU Coordinating Council Educational Resources Committee Meeting: Monthly
- Committee to Review Standards: November and December
- SMART Advisory Committee

COMPONENT 5: BUSINESS AND FINANCE

- Sign/Inspect Monthly Bills
- Budget Maintenance with Agency Team: Monthly
- Accounts Payable work and examination: Monthly
- Revenue flow status work
- Budget Development work with business manager and Directors: Monthly
- 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 Grant Updates with Grant Bookkeeper (Carolyn)
- Monthly Mentoring Meetings with Dr. Barrett ESU 16

COMPONENT 7: PROFESSIONAL GROWTH

- Region 3 Meeting: October
- AESA Annual Conference: December
- State Education Conference: November
- ESUCC Committees and ESUCC/Board Meetings: October and November
- NNNC Discussions: October, November, and December
- NCSA Legislative Preview: December

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
- Cen7ter pest remediation



GOALS AND PROGRESS

Board of Education

- **Goal 1:** By July 2026, the ESU 7 board will formalize a process to mentor and onboard new board members.
 - **Progress:** In progress.
- **Goal 2:** By July 2026, the ESU 7 board will attend at least two professional/personal learning events annually.
 - **Progress:** All board members have completed at least one event. Four members have attended two events, three members have attended three events and two members have attended four events.
 - Goal Percentage: 90%
- **Goal 3:** By July 2026, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
 - **Progress:** Eleven out of nineteen district board meeting visits have been completed.
 - Goal Percentage: 60%
- **Goal 4:** By July 2026, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district and train board members on the meaning of the data.
 - **Progress:** Materials being utilized during board visits.

Administrator

- To demonstrate professional leadership, a commitment to growth, improved services and learning for staff, students, and member districts.
 - **Progress:** Agency Team has a committee looking at the mentoring process. The Directors, and the Admin team, have onboarding as a goal for this year.
- Develop and implement a transparent, program- and student-centered budget planning and management process that aligns financial resources with ESU 7 priorities, supports academic success, and ensures fiscal responsibility.
 - **Progress:** Beginning process via a wants/needs document with staff to gather needs. Will continue to add to this list with monthly maintenance walk throughs. Developing a process to categorize, prioritize and analyze this data.

Directors

- By 2026, ESU 7 will use an established process to measure implementation and impact of targeted services.
 - **Progress:** Teacher survey completed LAN manager completed. Question on Supt/Princ Service Planning Day.

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.
 - **Progress:** Sub Committee has created a new Pre/Post-Hire google sheet in relation to the procedure in the procedures manual. Pre-Hire process with the google sheet will be finalized and tested in January.

• Bridges

- By May of 2026, Bridges staff will be trained on how to implement VB-MAP, PECS, Structured Teach, and Universal Protocol.
 - **Progress:** Staff has had training on VB, 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.
 - **Progress:** On a scale from 0-5 on comfort, with 0 not comfortable at all and 5 being very comfortable. The staff averaged a score of 3.

• 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.
 - **Progress:** All Part C files are organized into folders and home visit forms being scanned. PWN are then utilized to document any family missed vs. school missed services.

• Grants

- By the end of May, the Grants team will collaborate to send out a monthly newsletter featuring grants programs to communicate with agencies, NDE, and stakeholders beginning in September as documented by 9 publications posted on the ESU7 website.
 - **Progress:** Our grants team created the content and sent the first Monthly "Grants at a Glance" infographic to stakeholders across the state.

• 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.
 - **Progress:** 9/30 - 100% feeling comfortable asking for help , 5% using the information, Staff agreed that this goal is no longer the primary goal for the year since displacement is no longer a concern learned from all-staff video.

• Mental Health

- Improve parental engagement and communication by utilizing technology integration and department level processes.
 - **Progress:** Department continues to review at monthly team meetings and discuss progress.

GOALS AND PROGRESS

Departments

- **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.

- **Progress:**

- **Network Operations**

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

- **Progress:** Network Operations has made progress in all areas needing organization.

- **Print Shop**

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

- **Progress:** Held Papercut Training Q and A.

- **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.

- **Progress:** Met in November and had additional NTC conversations, sending a survey to principals.

- **Psychology**

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

- **Progress:** 2nd Psych Bytes of the year distributed.

- **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.

- **Progress:** We have completed the prior written notice section and have identified our next area. Also decided this goal will be a two-year goal.

- **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.

- **Progress:** Two vision conditions handouts have been created.

SCORING

0=Unsatisfactory

1=Basic

2=Proficient

3=Distinguished

STAKEHOLDER SATISFACTION

2.68 out of 3

AGENCY TEAM LEADERSHIP INVENTORY

COMING IN SPRING

SERVICES AVAILABLE



SERVICES ACCESSED



2026 Legislative Session*

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

February						
Sun	Mon	Tues	Wed	Thur	Fri	Sat
1	2	3	4	5	6	7
	DAY 18	DAY 19	DAY 20	DAY 21	DAY 22	
8	9	10	11	12	13	14
	DAY 23	DAY 24	DAY 25	DAY 26	RECESS	
15	16	17	18	19	20	21
	HOLIDAY	DAY 27	DAY 28	DAY 29	DAY 30	
22	23	24	25	26	27	28
	DAY 31	DAY 32	DAY 33	DAY 34	DAY 35	

March						
Sun	Mon	Tues	Wed	Thur	Fri	Sat
1	2	3	4	5	6	7
	RECESS	DAY 36	DAY 37	DAY 38	DAY 39	
8	9	10	11	12	13	14
	DAY 40	DAY 41	DAY 42	DAY 43	RECESS	
15	16	17	18	19	20	21
	RECESS	DAY 44	DAY 45	DAY 46	DAY 47	
22	23	24	25	26	27	28
	DAY 48	DAY 49	DAY 50	DAY 51	RECESS	
29	30	31				
	DAY 52	DAY 53				

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

Federal & State Holidays

January 19 – Martin Luther King Jr. Day
 February 16 – Presidents' Day

Legislative Recess Days

February 13
 March 2, 13, 16, 27
 April 3, 6, 13, 14, 15, 16

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



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.



2657 44th Avenue • Columbus, NE 68601
402.564.5753 • FAX 402.563.1121
Marci Ostmeyer, Administrator

Doug Pauley
2657 44th Avenue
Columbus, NE 68601

December 1, 2025

Dear Mr. Pauley,

As ESU 7 Administrator, I respectfully submit this letter as formal Notice of Intent to Extend my contract. As per the current contract language in *Section 1, Term of Contract, Administrator's Notice of Intent to Extend*, this letter must be given to the ESU 7 Board President between December 1 and December 31.

Thank you for your thoughtful consideration

Sincerely,

A handwritten signature in black ink that reads "Marcia A. Ostmeyer". The signature is written in a cursive style with a large, looped "O" at the end.

Marcia (Marci) Ostmeyer