



Regular Board of Education Meeting

Monday, April 20, 2026 at 4:00 PM

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

1. Call the Meeting to Order

Speaker(s): Board President or Designee

Rationale:

LEADERSHIP • SERVICE • SUPPORT

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

1.1. Notification of Open Meetings Law

Speaker(s): Board President or Designee

Rationale:

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

1.2. Roll Call

Speaker(s): Board President or Designee

1.3. Absent Board Members

Speaker(s): Board President or Designee

Rationale:

Administrator Recommendation: Discuss, consider and take all necessary action to approve Board member absences. Amy Blaser and Marni Danhauer- absent as notified.

Recommended Motion(s):

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

1.4. Pledge of Allegiance

Speaker(s): Board President or Designee

2. Approval of Agenda

Speaker(s): Board President or Designee

Rationale:

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

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

Recommended Motion(s):

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

3. Welcome Visitors

Speaker(s): Board President or Designee

4. Public Comment

Speaker(s): Board President or Designee

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

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

5. Consent Agenda

Speaker(s): Board President or Designee

Rationale:

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

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

Consent Agenda Includes:

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

- Other routine agenda items

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

Recommended Motion(s):

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

5.1. Minutes

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

5.2. Presentation of Bills #81515 through #81680 totaling \$1,045,346.52

Speaker(s): Board President or Designee

Rationale:

The summary of bills for the current month totals: \$1,045,346.52- Bills #81515 through #81680

General Activity Fund total: \$ 0.00

	Amount	Vendor	Description
81544	\$29,350.00	Dell Technologies	School Technology flow through (server)
81549	\$17,633.86	ESU 2	NNNC semester billing
81550	\$8,000.00	ESU 3	Early Learning Connection PD training
81595	\$7,665.52	Madden Therapy LLC	Special Education contracted services
81614	\$5,527.36	Southwest Binding & Laminating	Print Shop supplies
81615	\$6,357.40	State of NE DAS State Accounting	Network Service Charges
81617	\$7,900.00	The Leadership Center	NRPDHH Grant event registrations
81670	\$6,250.00	Red River Press Inc.	Title III ELLII teacher licenses (software)

This is a consent item.

5.3. Reading of Article II, Section 3, A Annual Organizational Meeting

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

5.4. Reading of Article II, Section 4, A Special Meetings

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

5.5. Reading of Article II, Section 5, A Emergency Meetings

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

5.6. Reading of Article II, Section 6, A Notice to Public

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

5.7. Reading of Article II, Section 6, C Yearly Activities

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

5.8. Resignations - Ingrid Rodriguez

Speaker(s): Board President or designee

Rationale: Ingrid Rodriguez - Provisional Licensed Mental Health Practitioner. Last day will be May 20, 2026.

This is a consent item.

5.9. Excess Lodging & Meals

Speaker(s): Board President or Designee

Rationale: Excess Lodging:

- The Professional Development Department had excess travel to report:
 - Plain Talk about Literacy and Learning Training - March 11-13, 2026
 - Mary Jo Reynolds - \$464.84
- The Special Education Department had excess travel to report:
 - NASES SPED Legislative Conference -Lincoln, NE - February 18-19, 2026 Lincoln Marriott Cornhusker
 - Tami Clay - \$22.00
 - Susan Olmer - \$62.62
 - NASP National Association of School Psychologists - Chicago, IL- February 24-27, 2026 Hyatt Regency
 - Jaedyn Malasek - \$507.28
 - Calvin Frey - \$507.28
 - Midwest Symposium for Leadership in Behavior Disorder - Kansas City, MO - March 5-7, 2026 Sheraton Kansas City at Crown Center
 - Brooke Hemmer - \$284.52
 - Jenna Mattox- \$284.52
 - Brandy Rose - \$284.52
 - Celebrating Women in Leadership - Kearney, NE - March 25-26, 2026 - Holiday Inn
 - Tami Clay \$89.90

This is a consent item.

6. Treasurer's Report

Speaker(s): Board President or Designee

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

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

Recommended Motion(s):

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

7. Reading of Article III, Section 5, D Construction Projects

Speaker(s): Board President or Designee

Rationale:

From Attorney Justin Knight, "Recent changes to state and federal procurement standards require several mid-year policy updates. Additional revisions may be necessary after the Nebraska Legislature adjourns next month...Neb. Rev Stat. § 73-106 requires the State Board of Education to adjust the bidding threshold once every five years. The State Board adjusted this amount to \$136,000. Neb. Rev. Stat. § 81-3445 requires the State Board of Engineers and Architects to adjust the threshold for architects or engineers on construction projects. The Board adjusted this amount to \$144,000."

The ESU shall bid every project for the construction, remodeling, or repair of any building or for site improvements when the contemplated expenditures for the project is in excess of \$ ~~409136~~ ,000.00, or such sum as adjusted pursuant to §73-106.

6. Retention of an Architect or Engineer. The ESU shall not engage in the construction of any public works involving architecture or engineering unless the plans, specifications, and estimates have been prepared and the construction has been observed by an architect, a professional engineer, or those under the direct supervision of an architect or professional engineer; provided that such requirement shall not apply to any public work in which the contemplated expenditure for the complete project does not exceed One Hundred and ~~Eighteen Forty Four~~ Thousand Dollars (~~\$118144,000~~), as adjusted from time to time by § 81-3445 or other applicable law.

Administrator Recommendation: Discuss, consider and take all necessary action to approve Article III, Section 5, D as presented.

Recommended Motion(s):

Discuss, consider and take all necessary action to approve Article III, Section 5, D as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

8. 2026-2027 Contract for Cassandra Ruth, Early Childhood Speech Language Pathologist

Rationale: 2026-2027 Contract for Cassandra Ruth, Early Childhood Speech Language Pathologist

Recommended Motion(s):

Discuss, consider and take all necessary action to approve the 2026-2027 Early Childhood Speech Language Pathologist Contract for Cassandra Ruth

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

9. 2026-2027 Contract for Ann Dubas, Psychologist

Rationale: 2026-2027 Contract for Ann Dubas, Psychologist

Recommended Motion(s):

Discuss, consider and take all necessary action to approve the 2026-2027 Psychologist Contract for Ann Dubas as presented. Passed with a motion by Board Member #1 and a second by Board Member #2.

10. 2026-2027 Contract for Christina Hancock, Speech Language Pathologist

Rationale: 2026-2027 Contract for Christina Hancock, Speech Language Pathologist

Recommended Motion(s):

Discuss, consider and take all necessary action to approve the 2026-2027 Speech Language Pathologist Contract for Christina Hancock as presented. Passed with a motion by Board Member #1 and a second by Board Member #2.

11. Retirement Resolution- Larry Shefcyk- Custodian/Maintenance Technician

Rationale:

BOARD RESOLUTION OF ESU 7 IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY LARRY SHEFCYK

WHEREAS, Larry has always been mindful of the interests of Educational Service Unit 7 and has worked tirelessly to advance ESU 7; WHEREAS, Larry has provided outstanding support and guidance to ESU 7; and

WHEREAS, Larry has faithfully and with honor, integrity and great distinction served as Custodian/Maintenance Technician for ESU 7;

RESOLVED, that the ESU 7 Board of Directors formally acknowledges and extends its profound appreciation to Larry for nearly seven years of service to ESU 7 and his cause of impact on education. As a token of appreciation, ESU 7 will provide Larry with a gift recognizing his retirement;

RESOLVED FURTHER, that the Board Members of ESU 7 are hereby authorized and directed to take such action as may be necessary, appropriate or advisable to implement this resolution; and

We, the undersigned, hereby certify that the ESU 7 Board is comprised of 12 members, of whom __, constituting a quorum, were present at a meeting duly and regularly called, noticed, convened and held this 20th day of April, 2026, and that the foregoing Resolution was duly adopted at said meeting by the affirmative vote of __ members, and opposed by __ members, and said Resolution has been duly recorded in the Minutes and is in full force and effect.

Recommended Motion(s):

Discuss, consider and take any necessary action to approve the Retirement Resolution as presented for Larry Shefcyk. Passed with a motion by Board Member #1 and a second by Board Member #2.

12. Accessibility of attachments (public facing)

Rationale:

For Public Facing Content

Legal & Compliance

- Americans with Disabilities Act (ADA) Title II Final Rule (April 2024).
- Web Content Accessibility Guidelines (WCAG) 2.1 Level AA required.
- Compliance deadlines:
 - April 24, 2026 → for schools/ESUs serving 50,000+ population.
 - April 26, 2027 → for schools/ESUs serving under 50,000.

*Note: For ESUs, population = total area served.

Accessibility Basics:

Alt Text:

- Alternative text (often called alt text) is a brief written description that conveys the purpose or meaning of non-text content (for example, images, icons, and graphs). It helps students who use assistive technologies, supports low-bandwidth situations when images don't load, and improves search and reusability of instructional materials.

Captions

- Captions are on-screen text synchronized with video that conveys spoken dialogue and other meaningful audio (speaker names, sound effects, and music cues). High-quality captions make instructional media accessible and usable for all learners across classrooms, devices, bandwidth, and learning contexts.

Color Use:

- Thoughtful color use helps students notice patterns and understand information. Accessible color choices ensure that meaning is not lost for learners who can't perceive certain colors, are viewing on a projector/low-contrast screen, or are using assistive technologies.

Headings:

- Headings are the signposts of a page or slide. They provide structure, help all readers scan quickly, and let assistive technologies (like screen readers) jump between sections. Using true heading styles—not just bold or bigger text—creates a clear, logical outline for your materials.

Links:

- Links connect learners to instructions, resources, assignments, and support. Clear, descriptive link text and predictable behavior help all readers—including those using screen readers or keyboard navigation—find what they need quickly.

Tables:

- Tables are for organizing related data into rows and columns so readers can compare information quickly. Accessible tables use clear headers, simple structure, and (when needed) short explanations so students, families, and assistive technologies can understand the data.

Text Contrast:

- Text contrast is the difference in luminance between text (or icons/lines) and its background. Strong contrast makes content readable on any device or projector and for learners with low vision or color-vision differences. It's a cornerstone of accessible design across slides, documents, LMS pages, and district websites.

13. District 8 Board Vacancy

Rationale:

Applications have not been received for the board vacancy in District 8. 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 8 includes the following school districts, Clarkson, Columbus, David City, Lakeview, Schuyler. The term will expire December 31, 2028.

14. Educational Service Unit Coordinating Council 2026-2027 Master Services Agreement

Speaker(s): Board President or designee

Rationale: This agreement outlines the ESUCC statewide offerings that ESUs elect to participate in each year.

Recommended Motion(s):

Discuss, consider and take all necessary action to approve the 2026-2027 Master Service Agreement with ESUCC as presented. Passed with a motion by Board Member #1 and a second by Board Member #2.

15. Administrator's Report General

Speaker(s): Administrator or Designee

Rationale:

- May Meeting
- Accessibility Requirements- April 24, 2026
 - Website work (Jan Marie, Otis, Rich, Kaise, Marci) <https://www.esu7.org/>
- ESUCC Update
- Professional Development and Print Shop Report - Director Ericson
- Special Education Report - Director Clay
- Technology Report - Director Ellsworth
- Upcoming Events

15.1. Updated ESU 7 District 1 Map

Rationale: Due to the change in the Humphrey Public School district map, a change was made to ESU 7's District 1 Map. The new description is as follows:

Educational Service Unit Seven

District One

Educational Service Units exterior boundaries are set by the legislature. When stated a precinct partially (i.e., part) covers any pieces or size it is referring only to those facets the legislature approves. Following is a list of areas where each subdistrict is recognized: Antelope County - Part of Oakdale Precinct, and Part of Elgin Precinct. Boone County - Part of Beaver Precinct, Part of Boone Precinct, Part of Ceder Precinct, Part of Southwest Manchester Precinct, Part of Dublin-Bonanza Precinct, Part of North Branch-Shell Creek Precinct, Part of North Manchester Precinct, Part of Oakland Precinct, and Part of Southeast Manchester Precinct. Madison County - Part of S-E-SC-NG-K Precinct (which is Humphrey Public School district #67), Platte County - Part of St. Bernard/Joliet Precinct (excluding Newman Grove School District), Part of Walker/Woodville Precinct (excluding Newman Grove School District) and Part of Granville/Humphrey Precinct (excluding Madison School District) which is also divided into two sections - West and East along 280th Ave - The West portion is District One. For clarity add parcels 710170922 and 710171328.

15.2. Goal Update

Speaker(s): Administrator or Designee

Rationale: Goals - Attached for your Review

15.3. Services Update

Speaker(s): Administrator or Designee

Rationale:

- SMART Update

Items inside this item include visit updates, director reports, etc.

15.4. Facilities Update

Speaker(s): Administrator or Designee

Rationale:

LA HVAC Progress

Playground grass

Outdoor Spaces Committee

Summer work scheduled

15.5. Personnel

Speaker(s): Administrator or designee

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

15.6. Administrator's Legislative Update

Speaker(s): Administrator or Designee

Rationale: View Ostmeyer's April Legislative Update

16. Board Announcements

Rationale:

17. 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, March 16, 2026 at 5:30 PM

Posted Locations:

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

Posted Date: MM/DD/YYYY

Attendance Taken at 5:27 PM.

Bob Arp: Present

Joyce Baumert: Present

Amy Blaser: Present

Marni Danhauer: Present

April Emeigh: Present

Don Graff: Present

Beth Kabes: Present

Clark Lehr: Present

Dawn Lindsley: Absent

Richard Stephens: Absent

Jack Young: Present

Present: 9, Absent: 2.

Attendance Update Taken at 6:25 PM.

Dawn Lindsley: Present

Present: 10, Absent: 1.

1. Call the Meeting to Order

LEADERSHIP • SERVICE • SUPPORT

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

Vice President, Beth Kabes called the meeting to order at 5:30 p.m.

1.1. Notification of Open Meetings Law

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

1.2. Roll Call

1.3. Absent Board Members

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

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

Dawn Lindsley: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
April Emeigh: Yea
Don Graff: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Jack Young: Yea
Yea: 9, Nay: 0, Absent: 2

Board Members, Richard Stephens will be absent and Dawn Lindsley will be late. They notified 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 Bob Arp and a second by Clark Lehr.

Dawn Lindsley: Absent

Richard Stephens: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Marni Danhauer: Yea

April Emeigh: Yea

Don Graff: Yea

Beth Kabes: Yea

Clark Lehr: Yea

Jack Young: Yea

Yea: 9, Nay: 0, Absent: 2

3. Virtual Conferencing for December 2025-March 2026

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

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. **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 Marni Danhauer and a second by Jack Young.

Dawn Lindsley: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
April Emeigh: Yea
Don Graff: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Jack Young: Yea
Yea: 9, Nay: 0, Absent: 2

6.1. Minutes

This is a consent item.

6.2. Presentation of Bills #81346 through #81514 totaling \$1,023,844.89

The summary of bills for the current month total: \$1,023,844.89 - Bills #81346 through #81514

General Activity Fund total: \$15.00

	Amount	Vendor	Description
81352	\$20,099.20	Amergis Healthcare Staffing	Bridges contracte
81373	\$12,966.44	Eakes Office Solutions	Office remodel/co
81377	\$12,800.00	EMS Linq	Accounting softwa
81399	\$15,000.00	Guardian Spray Foam	Learning Academ
81406	\$6,500.00	Humanex Ventures	PD Leadership tra
81430	\$14,364.68	Madden Therapy LLC	Special Education
81442	\$8,500.00	Roman, Wiemer & Associates	2024-25 Audit
81448	\$6,357.40	State of NE DAS State Accounting	Network Service (

6.3. Reading of Article I, Section 2, A Board's Name and Role

This is a consent item.

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

This is a consent item.

6.5. Reading of Article I, Section 7, A Consultants

This is a consent item.

6.6. Reading of Article I, Section 7, B Legal Counsel

This is a consent item.

6.7. Reading of Article I, Section 8, A Membership in Association

This is a consent item.

6.8. Reading of Article II, Section 1, A Location of Meetings

This is a consent item.

6.9. Reading of Article II, Section 2, A Regular Meetings

This is a consent item.

6.1 Resignations

0. Olivia Bell - Speech Language Pathologist. Last day will be May 20, 2026.

This is a consent item.

7. Board Spotlight - Learning Academy (LA)
Level III Programs Principal, Cara Neesen, will present the Learning Academy Spotlight. Cara Neesen gave a presentation on the Learning Academy. She noted that we do get visitors from other agencies to come and observe what we do. Districts get live data on the students' progress. Twelve students over a seven-year period have graduated from their program and transitioned back to their districts. Nine students obtained their high school diploma. The playground is very much loved by all students. The partnership with Central Community College to obtain Paraprofessionals has been a success.

What is the average length of a student in the Learning Academy? Varies depending on the student.

How do you help the student transition back to their home district? We invite the home district to the Learning Academy to learn about their schedule and the ways we help the students.

What is the capacity of students? Each classroom stays at a certain rubric percentage. Facility capacity is 40 students.

8. Treasurer's Report
Review the breakdown of the Treasurer's Report.

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

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

Dawn Lindsley: Absent

Richard Stephens: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Marni Danhauer: Yea

April Emeigh: Yea

Don Graff: Yea

Beth Kabes: Yea

Clark Lehr: Yea

Jack Young: Yea

Yea: 9, Nay: 0, Absent: 2

9. Facilities Update
The Administrator will provide a facilities update during this item
Administrator Ostmeyer gave a report on the facilities. Learning Academy installed some insulation in February. Three possible solutions to the Learning Academy high humidity issues were presented. Director Ellsworth talked through the differences of each proposal. A recommendation from our ALICAP insurance adjuster was discussed.

1 HVAC Learning Academy

0. After a review from an independent engineer (Engineered Technologies), 2 proposals have

been received from Tim Warren and Engineered Controls. This is in addition to an earlier proposal from Rutt's, which was based on their engineer's (Strategic Design) assessment. Discuss, consider, and take all action necessary to approve the proposal from Beringer Heating & Air in the amount of \$138,970. Passed with a motion by Clark Lehr and a second by Don Graff.

Dawn Lindsley: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
April Emeigh: Yea
Don Graff: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Jack Young: Yea
Yea: 9, Nay: 0, Absent: 2

1 New Hire: Tracie Chochon, School Psychologist for 2026-2027 school year

1.

Tracie Chochon, School Psychologist for 2026-2027 school year.

Administrator Recommendation: Discuss, consider, and take any necessary action to approve the contract for Tracie Chochon, School Psychologist for 2026-2027 school year as presented.

Discuss, consider, and take any necessary action to approve the contract for Tracie Chochon, School Psychologist for 2026-2027 school year as presented Passed with a motion by Marni Danhauer and a second by Joyce Baumert.

Dawn Lindsley: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
April Emeigh: Yea
Don Graff: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Jack Young: Yea
Yea: 9, Nay: 0, Absent: 2

Board member asked where she is currently working. She is currently at Norfolk Public Schools.

1 Article I, Section 3, C Role of Individual Board Members

2.

Based on discussion during the February board meeting, and following consultation with ESU 7 Board Attorney, Justin Knight, the following sentence from this policy is being moved to Article I, Section 2, B Duties and Function of the Board

The Board of ESU 7 functions only when it takes official action at a duly called meeting of the Board.

Discuss, consider and take all necessary action to approve Article I, Section 3, C Role of Individual Board Members as presented. Passed with a motion by April Emeigh and a second by Clark Lehr.

Dawn Lindsley: Absent

Richard Stephens: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Marni Danhauer: Yea

April Emeigh: Yea

Don Graff: Yea

Beth Kabes: Yea

Clark Lehr: Yea

Jack Young: Yea

Yea: 9, Nay: 0, Absent: 2

1 Article I, Section 2, B Duties and Function of the Board

3.

Based on discussion during the February board meeting, and following consultation with ESU 7 Board Attorney, Justin Knight, the following sentence from this policy is being moved from this policy to [Article I, Section 3, C Role of Individual Board Members](#)

The Board of ESU 7 functions only when it takes official action at a duly called meeting of the Board.

Discuss, consider and take all necessary action to approve Article I, Section 2, B Duties and Function of the Board as presented. Passed with a motion by Clark Lehr and a second by Bob Arp.

Dawn Lindsley: Absent

Richard Stephens: Absent

Bob Arp: Yea

Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
April Emeigh: Yea
Don Graff: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Jack Young: Yea
Yea: 9, Nay: 0, Absent: 2

1 Reading of Article I, Section 6, D Line of Responsibility
4.

On Matters Involving Special Education (non-~~Cen7ter~~/~~Learning Academy Level III Programs~~):

1. Special Education Coordinator
2. Special Education Director
3. Administrator
4. Board of Education

On Matters Involving ~~Cen7ter~~ Level III Programs:

1. Teacher
2. Student Services Principal
3. Special Education Director
4. Administrator
5. Board of Education

~~On Matters Involving Learning Academy:~~

- ~~1. Teacher~~
- ~~2. Student Services Principal~~
- ~~3. Special Education Director~~
- ~~4. Administrator~~
- ~~5. Board of Education~~

On Matters Involving ~~Production~~ Print Shop:

1. Professional Development Director
2. Administrator
3. Board of Education

Administrator Recommendation: Discuss, consider and take all necessary action to approve Article 1, Section 6, D as presented.

Discuss, consider and take all necessary action to approve Article 1, Section 6, D as presented Passed with a motion by Joyce Baumert and a second by Marni Danhauer.

Dawn Lindsley: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
April Emeigh: Yea
Don Graff: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Jack Young: Yea
Yea: 9, Nay: 0, Absent: 2

1 ESU 7 Administrator Contract Amendment

5.

The Board Negotiations Committee has proposed the salary amount for the ESU 7 Administrator for the 2026-2028 term as detailed in the attached contract.

The Negotiations Committee Recommends a 4.9% total package increase.

Committee Recommendation: Discuss, consider and take all necessary action to approve the amended ESU 7 Administrator Contract as presented.

Discuss, consider and take all necessary action to approve the amended ESU 7 Administrator Contract as presented Passed with a motion by April Emeigh and a second by Jack Young.

Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
April Emeigh: Yea
Don Graff: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Dawn Lindsley: Yea
Jack Young: Yea
Yea: 10, Nay: 0, Absent: 1

Negotiations Chair, Don Graff shared the process.

- 1 Board Vacancy - District 8
6. Applications have not been received for the board vacancy in District 8. 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 8 includes the following school districts, Clarkson, Columbus, David City, Lakeview, Schuyler. The term will expire December 31, 2028.

Administrator Ostmeyer shared what she has done thus far in trying to find a person to fill this vacancy.

1 Administrator's Report General

7.

- Spotlight Funding Revisit
- ESUCC Update
- Quarterly Report
- Professional Development and Print Shop Report - Director Ericson
- Special Education Report - Director Clay
- Technology Report - Director Ellsworth
- Upcoming Events
 - ESU 7 Board Recognition Dinner
 - **Monday, April 20, 2026 at The Oak Room of Columbus**
 - Board Meeting 4:00-5:00
 - Dinner 5:30-8:30
 - [RSVP](#) by April 6, 2026
 - 2026 Elections
 - Filing Deadlines
 - Incumbents: **July 15, 2026**
 - Non-Incumbents: **August 3, 2026**
 - These are the districts up for election in 2026
 - Richard Stephens - District 1 (Richard has chosen not to run again)
 - Amy Blaser - District 3
 - Jack Young - District 5 (Jack has chosen not to run again)
 - April Emeigh - District 7
 - Joyce Baumert - District 9 (Joyce has chosen not to run again)
 - Don Graff - District 11

Learning Academy is funded by our school districts who participate. There was no ESUCC update. Administrator Ostmeyer continues to work on her goals.

Director Ericson shared that her department has finished up our district's annual consultations. She also shared a Strategic Roadmap generated by AI. This roadmap shows

what our school districts' needs are.

Director Ericson shared that we are getting ready to pilot our new drop-off system process in our Print shop.

Director Clay shared the school's maintenance of effort process. Special Education is continuing to assess IEP's for school districts. We are waiting to hear if our special education grants will be funded for next year.

Director Ellsworth gave a report on server reconstruction. Director Ellsworth developed a server infrastructure plan to offer schools which includes maintenance and updates.

Administrator Ostmeyer reminded the Board about the Board Recognition Dinner after April's board meeting and the change in start time to 4:00 p.m.

17.1. Goal Update

Goals - Attached for your Review

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

- Attached Below

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
 - David City - January 14, 2026
 - Howells-Dodge - January 14, 2026
 - Shelby-Rising City - January 19, 2026
 - Leigh - February 11, 2026
 - Columbus Public Schools - February 16, 2026
 - Twin River Public Schools - February 16, 2026
 - Central City - February 16, 2026
 - St. Edward - March 9, 2026

17.2. Services Update

- SMART Update

Current Matrix of planned/accessed services attached
Administrator Ostmeyer gave a SMART Update and explained how to read the graphs.

17.3. Legislative Update

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

[Link to Legislative Update](#)

Administrator Ostmeyer gave a legislative session update.

Administrator Ostmeyer explained how LB1219 would affect ESU's.

1 Conference Report

8. Conference Attendees will report on their learnings.

Administrator Ostmeyer and Board member, Clark Lehr, shared with the Board what they learned from the NASB's School finance and budget workshop they attended.

Board President, Dawn Lindsley and Administrator Ostmeyer attended the NRCSA Legislative conference. Board President Dawn Lindsley reminded the Board that they can reach out to our area Senators regarding legislative issues anytime.

1 Board Announcements

9.

Board Member, Bob Arp shared his experience with students on his recent trip to Africa. Board President, Dawn Lindsley noted the Board NASB standards are attached.

2 Adjournment

0. Vice President, Beth Kabes adjourned the meeting at 7:04 p.m.

Check Register Summary

Batch Year: 26 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00081515	C	04/20/2026	60053	5TH SEASON LAWN SERVICE	77.95
10	00081516	C	04/20/2026	10013	ACE HARDWARE	794.42
10	00081517	C	04/20/2026	10080	AESA REGISTRATION	625.00
10	00081518	C	04/20/2026	14974	ALLO COMMUNICATIONS	197.00
10	00081519	C	04/20/2026	10391	AMAZON CAPITAL SERVICES	14,636.65
10	00081520	C	04/20/2026	17949	AMY J. KORT	406.00
10	00081521	C	04/20/2026	17906	ANNETTE DUBAS	68.15
10	00081522	C	04/20/2026	10681	APPLE COMPUTER, INC.	3,990.75
10	00081523	C	04/20/2026	388	APPLIED CONNECTIVE TECHNOLOGIES	335.00
10	00081524	C	04/20/2026	17396	ASTRID CAROLINA IBARRA NIELSEN	80.00
10	00081525	C	04/20/2026	17981	AUSTIN KOELLER	120.00
10	00081526	C	04/20/2026	10910	AWARDS & ENGRAVING	272.00
10	00081527	C	04/20/2026	10103	B-D CONSTRUCTION	3,500.00
10	00081528	C	04/20/2026	20142	BARNES AND NOBLE, INC.	755.40
10	00081529	C	04/20/2026	17213	BEN SPARKS	330.00
10	00081530	C	04/20/2026	9032	BRENDA SAXE	840.00
10	00081531	C	04/20/2026	6700	BROOKE KAVAN	33.64
10	00081532	C	04/20/2026	1996	CASEY'S MAIL SERVICE LLC	393.30
10	00081533	C	04/20/2026	30260	CENTRAL COMMUNITY COLLEGE	180.00
10	00081534	C	04/20/2026	16683	CENTURY BUSINESS PRODUCTS	24.15
10	00081535	C	04/20/2026	40702	CHERYL DROZD	750.00
10	00081536	C	04/20/2026	280	CHRISTINA KILGORE	461.63
10	00081537	C	04/20/2026	30550	CITY OF COLUMBUS WATER & SANIT	405.33
10	00081538	C	04/20/2026	17191	CLARK LEHR	78.74
10	00081539	C	04/20/2026	31029	COLUMBUS PUBLIC SCHOOLS LUNCH FUND	3,158.00
10	00081540	C	04/20/2026	31335	SAGE PUBLISHING	3,296.25
10	00081541	C	04/20/2026	17990	COURTYARD BY MARRIOTT OMAHA BELLEVUE	660.00
10	00081542	C	04/20/2026	12769	CROWNE PLAZA (JM HOSPITALITY)	434.85
10	00081543	C	04/20/2026	4812	CUBBY'S, INC.	616.97
10	00081544	C	04/20/2026	14770	DELL TECHNOLOGIES, INC.	29,350.00
10	00081545	C	04/20/2026	40725	EAKES OFFICE SOLUTIONS	4,854.81
10	00081546	C	04/20/2026	50825	ED SERVICE UNIT 7-PAYROLL	801,995.52
10	00081547	C	04/20/2026	14613	ELYSE BELINA	558.25
10	00081548	C	04/20/2026	50750	ESU 10	80.00
10	00081549	C	04/20/2026	50645	ESU 2	17,633.86
10	00081550	C	04/20/2026	50650	ESU 3	8,000.00
10	00081551	C	04/20/2026	50735	ESU 9	340.00
10	00081552	C	04/20/2026	50652	ESUCC	100.00
10	00081553	C	04/20/2026	60056	FNBO	46.45
10	00081554	C	04/20/2026	13684	FLEETCOR TECHNOLOGIES INC	50.53
10	00081555	C	04/20/2026	16438	FNBO - AA	6,533.01
10	00081556	C	04/20/2026	17604	FNBO - ANDRESS	251.84
10	00081557	C	04/20/2026	16446	FNBO - AS	936.72
10	00081558	C	04/20/2026	16411	FNBO - CA	345.24
10	00081559	C	04/20/2026	16489	FNBO - CK	10,470.11
10	00081560	C	04/20/2026	16470	FNBO - CW	1,463.60
10	00081561	C	04/20/2026	16365	FNBO - DE	9,539.79
10	00081562	C	04/20/2026	16357	FNBO - LL	4,280.05
10	00081563	C	04/20/2026	16381	FNBO - MO	1,139.10
10	00081564	C	04/20/2026	16462	FNBO - MV	119.88
10	00081565	C	04/20/2026	17841	FNBO - YR	32.96
10	00081566	C	04/20/2026	16110	GENNAVEVE FAULKNER	400.00
10	00081567	C	04/20/2026	70375	GODFATHER'S PIZZA	400.88
10	00081568	C	04/20/2026	15342	GREGG YOUNG CHEVROLET GMC OF COLUMBUS	508.42
10	00081569	C	04/20/2026	80147	HAMPTON INN	593.02
10	00081570	C	04/20/2026	12440	HAMPTON INN BY HILTON COLUMBUS	110.00
10	00081571	C	04/20/2026	16012	HARVEST RIGHT LLC	2,895.00
10	00081572	C	04/20/2026	17892	HECKLER DESIGN	1,937.00
10	00081573	C	04/20/2026	4944	HOBBY LOBBY	73.06
10	00081574	C	04/20/2026	80510	HOLIDAY INN KEARNEY	309.90
10	00081575	C	04/20/2026	80543	HOMETOWN LEASING	477.45
10	00081576	C	04/20/2026	80880	HY-VEE	690.95

Check Register Summary

Batch Year: 26 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00081577	C	04/20/2026	13030	INTERNATIONAL ACADEMY OF SCIENCE ACELLUS	1,975.00
10	00081578	C	04/20/2026	17965	JENNIFER M. SCHAIBLE	344.38
10	00081579	C	04/20/2026	17310	JENNY WOOD	255.00
10	00081580	C	04/20/2026	14869	JESSICA BRUGMAN	312.50
10	00081581	C	04/20/2026	17388	JESSICA MOLLAO	150.00
10	00081582	C	04/20/2026	260092	JUDY A ZADINA	313.62
10	00081583	C	04/20/2026	12424	KASEYA US LLC	175.56
10	00081584	C	04/20/2026	17973	KAYLEE OLMER	23.42
10	00081585	C	04/20/2026	17418	KIMBERLY FROWICK	360.00
10	00081586	C	04/20/2026	3352	LAKEFRONT SPRINKLERS & RETAINING WALLS	422.00
10	00081587	C	04/20/2026	40545	LISA DURANSKI	922.20
10	00081588	C	04/20/2026	120550	LOUP POWER DISTRICT	3,848.08
10	00081589	C	04/20/2026	17922	LURA TOWNSEND	197.35
10	00081590	C	04/20/2026	17876	MARY JO REYNOLDS	250.65
10	00081591	C	04/20/2026	17493	MEGAN MCWILLIAMS	50.00
10	00081592	C	04/20/2026	130378	MENARDS	300.47
10	00081593	C	04/20/2026	17930	MICHELLE MARTINDALE	573.30
10	00081594	C	04/20/2026	130733	MUELLER SPRINKLERS	411.94
10	00081595	C	04/20/2026	17795	Madden Therapy LLC	7,665.52
10	00081596	C	04/20/2026	140066	NE ASSOC OF SCHOOL BOARDS	160.00
10	00081597	C	04/20/2026	17868	NAVIGATOR MOTORCOACHES INC	1,438.00
10	00081598	C	04/20/2026	140351	NCSA	540.00
10	00081599	C	04/20/2026	8893	NEBRASKA DEPARTMENT OF REVENUE	11.20
10	00081600	C	04/20/2026	140570	NEBRASKA TECHNOLOGY & TELECOM.	201.94
10	00081601	C	04/20/2026	11185	OBRIST	292.83
10	00081602	C	04/20/2026	16306	OMNIFY BENEFITS	50.00
10	00081603	C	04/20/2026	80130	PEARSON ASSESSMENT	903.66
10	00081604	C	04/20/2026	160095	PERRY,GUTHERY, HAASE& GESSFORD P.C.,L.L.	1,695.80
10	00081605	C	04/20/2026	160450	PIZZA RANCH	275.16
10	00081606	C	04/20/2026	15350	PRINT TECHNOLOGIES	906.50
10	00081607	C	04/20/2026	21001	RACHEL BURGESS	105.85
10	00081608	C	04/20/2026	180237	REALITY WORKS	1,360.16
10	00081609	C	04/20/2026	17370	ROXANNE R PETERSEN	392.50
10	00081610	C	04/20/2026	981	SARAH WACHA	552.45
10	00081611	C	04/20/2026	9660	SEIDLITZ EDUCATION	84.85
10	00081612	C	04/20/2026	9989	SHAYNE MCGUIRE	840.00
10	00081613	C	04/20/2026	17914	SHELBY CZARNICK	750.00
10	00081614	C	04/20/2026	190557	SOUTHWEST BINDING & LAMINATING	5,527.36
10	00081615	C	04/20/2026	190850	STATE OF NEBRASKA DAS STATE ACCTG.	6,357.40
10	00081616	C	04/20/2026	191085	SUPER SAVER	842.16
10	00081617	C	04/20/2026	17957	THE LEADERSHIP CENTER	7,900.00
10	00081618	C	04/20/2026	15504	THINKWAVE	549.00
10	00081619	C	04/20/2026	2674	TIRE OUTLET INC	149.00
10	00081620	C	04/20/2026	17280	TONYA CARRIKER	122.50
10	00081621	C	04/20/2026	17515	TREVIPAY (Walmart)	26.99
10	00081622	C	04/20/2026	200606	U & I SANITATION	115.25
10	00081623	C	04/20/2026	210143	UNIVERSITY OF NEBRASKA - LINCOLN	420.00
10	00081624	C	04/20/2026	10320	VERIZON WIRELESS	684.91
10	00081625	C	04/20/2026	13420	WOODRIVER ENERGY LLC	1,377.42
10	00081626	A	04/20/2026	16799	ABBAY ANDRESS	316.97
10	00081627	A	04/20/2026	17116	ABBY KAPELS	621.60
10	00081628	A	04/20/2026	130180	AMABA, LLC	3,943.20
10	00081629	A	04/20/2026	120155	AMY J SLAMA	1,032.68
10	00081630	A	04/20/2026	130366	AMY MELCHER	1,325.30
10	00081631	A	04/20/2026	16667	BETH ERICSON	283.55
10	00081632	A	04/20/2026	990	BRANDY ROSE	708.93
10	00081633	A	04/20/2026	13315	BROOKE HEMMER	471.41
10	00081634	A	04/20/2026	14621	CALVIN FREY	993.25
10	00081635	A	04/20/2026	13528	CARA NEESEN	139.20
10	00081636	A	04/20/2026	9040	CASSANDRA KRINGS	510.70
10	00081637	A	04/20/2026	5967	CASSANDRA RUTH	993.25
10	00081638	A	04/20/2026	13510	CHRISTINA HANCOCK	60.90

Check Register Summary

Batch Year: 26 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00081639	A	04/20/2026	50579	DAN ELLSWORTH	143.55
10	00081640	A	04/20/2026	14001	DEVON GRONENTHAL	394.40
10	00081641	A	04/20/2026	7099	HALEY KUNZE	329.15
10	00081642	A	04/20/2026	11460	HAYLEY MURPHY	1,067.20
10	00081643	A	04/20/2026	15970	INGRID RODRIGUEZ	1,000.50
10	00081644	A	04/20/2026	15709	IRIS MEDINA GONZALEZ	899.73
10	00081645	A	04/20/2026	8559	JACLYN TERNUS	384.98
10	00081646	A	04/20/2026	14745	JAEDYN MALASEK	1,377.50
10	00081647	A	04/20/2026	15954	JENNA MATTOX	725.24
10	00081648	A	04/20/2026	11223	JILL WIELGUS	761.67
10	00081649	A	04/20/2026	8540	JOLYNN KAHLANDT	640.18
10	00081650	A	04/20/2026	11932	JOSH ARIAS	1,328.21
10	00081651	A	04/20/2026	6459	KAISE RECEK	114.55
10	00081652	A	04/20/2026	14478	KASSANDRA CORNWELL	730.80
10	00081653	A	04/20/2026	11983	KENDRA GUSTAFSON	155.88
10	00081654	A	04/20/2026	100521	KRIS JOHNSON	468.93
10	00081655	A	04/20/2026	190384	LARRY SHEFCYK	1,577.00
10	00081656	A	04/20/2026	13480	LETISHIA KLEINSCHMIT	1,030.81
10	00081657	A	04/20/2026	15261	LEXIA LEARNING SYSTEMS, LLC	99.00
10	00081658	A	04/20/2026	13986	LYNNE WEBSTER	435.00
10	00081659	A	04/20/2026	15601	MARCI HAIGHT	141.14
10	00081660	A	04/20/2026	11797	MARIA RODRIGUEZ	1,875.58
10	00081661	A	04/20/2026	14699	MARIAH BELLER	1,125.93
10	00081662	A	04/20/2026	16802	MEAGAN STIFFLER	207.50
10	00081663	A	04/20/2026	11479	MEGAN WELCH	914.23
10	00081664	A	04/20/2026	14656	MERIDITH RIHA	180.24
10	00081665	A	04/20/2026	12246	MERRIDIE KAUP	720.65
10	00081666	A	04/20/2026	17671	NATIVIDAD MILLAN AVILA	927.28
10	00081667	A	04/20/2026	15962	NICOLE CHILES	1,035.88
10	00081668	A	04/20/2026	17124	OLIVIA BELL	605.38
10	00081669	A	04/20/2026	13498	RACHEL BUETTNER	406.00
10	00081670	A	04/20/2026	13129	RED RIVER PRESS INC	6,250.00
10	00081671	A	04/20/2026	30268	SANDY CERNY	1,312.00
10	00081672	A	04/20/2026	130708	SHARON M BROWN	1,119.40
10	00081673	A	04/20/2026	8524	SHAYNA CEPEL	565.24
10	00081674	A	04/20/2026	10740	SHELLI EICKMEIER	885.23
10	00081675	A	04/20/2026	15725	SONYA SUKUP	664.10
10	00081676	A	04/20/2026	12165	STEPHANIE FOREMAN	450.20
10	00081677	A	04/20/2026	11436	TAMRA CLAY	266.80
10	00081678	A	04/20/2026	13536	TERI OPFER	1,027.33
10	00081679	A	04/20/2026	230361	WENDY WOLFE	1,152.75
10	00081680	A	04/20/2026	10545	YARIBEY RODRIGUEZ	1,225.98

Total Bank: 10 \$1,045,346.52

Total Computer Checks:	\$997,222.46
Total Manual Checks:	\$0.00
Total ACH Checks:	\$48,124.06
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:	\$1,045,346.52
Number of Checks:	166

Batch Year	Batch	Amount
26	000235	59,514.89

Check Register Summary

Batch Year: 26 Bank: 10 Date Range:

Batch Year	Batch	Amount
26	000237	117,448.17
26	000249	66,387.94
26	000252	801,995.52

Section 3 - Annual Organizational Meeting

Article II, Section 3, A Annual Organizational Meeting

An organizational meeting of the Board shall be held at the regular Board meeting in January each year for the purpose of seating any new members and electing officers.

The order of business for the annual organizational meeting shall be as follows:

1. Call meeting to Order, announce posting of Public Meetings Act and Roll Call (the Administrator shall chair the meeting until the new President is elected)

2. Administer oath of office to any new Board members

3. Election of Officers
 - a. President (upon being elected the new President shall chair the remainder of the meeting)
 - b. Vice President
 - c. Secretary

Upon call for nominations for each office by the Chair, nominations shall be made by written or oral ballot. Voting will be by oral or written ballot on all members nominated and repeated until a majority is achieved for a nominee. If the tie is not broken after five ballots, the Chair will determine the winner by the flip of a coin, followed by a vote ratifying such selection. The vote may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes of the meeting.

The term of the elected officers shall begin immediately upon election at the annual organizational meeting and end upon the election of a successor at the next following annual organizational meeting.

4. Committees, positions, and designations
 - a. Select Treasurer
 - b. Select Recording Secretary
 - c. Select members of Board Committees
 - d. Designate depository bank(s)
 - e. Designate newspaper(s) of record

5. Disseminate conflict of interest statutes to each Board member and code of ethics for signature by each Board member.

6. Determine the ESU's participation in providing supplementary educational services for the calendar year.

Other items on the meeting agenda

Legal Reference:	§ 79-1218; § 84-1413 (3)
Date of Adoption:	March 19, 2018
Date(s) of Review:	April 19, 2022 April 20, 2026

Section 4 - Special Meetings

Article II, Section 4, A Special Meetings

A special meeting of the board may be called by the President. A special meeting may also be called by any three Board members.

Legal Reference:	
Date of Adoption:	March 19, 2018
Date(s) of Review:	November 2, 2021 April 11, 2022 April 20, 2026

Section 5 - Emergency Meetings

Article II, Section 5, A Emergency Meetings

An emergency meeting may be held without advance public notice. An emergency is any event or occasional combination of circumstances which calls for immediate action or remedy; pressing necessity; exigency; a sudden or unexpected happening; an unforeseen occurrence or condition. In the event of an emergency meeting:

1. the nature of the emergency shall be stated in the minutes,
2. any formal action taken in such meeting must pertain only to the emergency,
3. the meeting may be held by means of electronic or telecommunication equipment,
4. news media must be contacted, and
5. complete minutes that specify 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.

Legal Reference:	§ 84-1411 (5)
Date of Adoption:	March 19, 2018
Date(s) of Review:	April 19, 2022 April 20, 2026

Section 6 - Notice of Meeting

Article II, Section 6, A Notice to Public

Reasonable advance publicized notice shall be given for meetings that are subject to the Open Meetings Act. The notice shall give the time and place of the meeting and contain an agenda of subjects known at the time of the 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 ESU 7 during normal business hours and on the ESU 7 Website.

The Board will give advance notice of meetings by one of the following methods:

1. Publishing in a newspaper of general circulation within the ESU's jurisdiction, posting on the newspaper's website, if available, and posting on a statewide website established and maintained as a repository for such notices by a majority of nebraska newspapers; or
2. Posting to the newspaper's website, if available, and posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of the newspaper will be finalized for print prior to the time and date of the meeting.

The Administrator is delegated the authority to determine which method of notice to use for a board meeting.

If a newspaper refuses, neglects, or is unable to timely publish such notice, then notice may be given by (1) posting on the newspaper's website, if available, (2) posting such notice on the statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (3) posting such notice in a conspicuous public place within the ESU. The Board Secretary shall keep a written record of such postings.

For an emergency meeting, notice shall not be required to be given; however, the Board will complete minutes for such an emergency meeting as required by law.

The Board meetings that are subject to the notice requirement include all regular, special, or called meetings, formal or informal, of the ESU for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the ESU.

The notice requirement does not apply to:

1. Chance meetings or attendance at or travel to conventions or workshops of members of the Board at which there is no meeting of the Board intentionally convened, if there is no vote or other action taken regarding any matter over which the Board has supervision, control, jurisdiction, or advisory power.
2. Meetings of subcommittees unless a quorum of the Board attends or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of the Board.
3. Judicial or quasi-judicial proceedings, such as termination hearing proceedings.

Legal Reference:	§ 84-1409; § 84-1410 (5); 84-1411 (5)
Date of Adoption:	March 19, 2018
Date(s) of Revision:	October 19, 2020 May 20, 2024 January 21, 2025
Date(s) of Review:	April 19, 2021 April 19, 2022 April 20, 2026

Article II, Section 6, C Yearly Activities

By November 1 of each year, the Board shall publish a brief report of the yearly activities of the Board. The report shall include the amount of revenue received and expenditures itemized by categories. This publication shall be for one time in a newspaper of general circulation distributed in each county in the ESU. A copy of the report shall be distributed to each member school district by November 1 of each year.

Legal Reference:	§ 79-1228
Date of Adoption:	March 19, 2018
Date(s) of Review:	April 19, 2022 April 20, 2026

Dear Tami, Marci, and the Board of Education,

I am writing to formally submit my resignation from my position as a Provisional Licensed Mental Health Practitioner with ESU 7, effective at the end of my current contract.

This decision has not come easily. Over time, I have carefully considered what is best for my family, and I have ultimately decided to prioritize being closer to home in order to better support my children's after-school activities and daily needs. This change will allow me to be more present and available during an important time in their lives.

I want to express my sincere appreciation for the opportunity to be part of ESU 7. Working alongside such a dedicated and compassionate team has been incredibly meaningful. I have valued the support, collaboration, and commitment to student well-being that defines this organization. My experiences here have contributed greatly to both my personal and professional growth, and I am truly grateful.

I am committed to supporting a smooth transition and am happy to assist in any way possible to prepare for the continuation of services.

Thank you again for your guidance, support, and the opportunity to serve within ESU 7. Please feel free to reach out if there is anything further I can do during this transition.

Sincerely,

Ingrid Rodriguez

A handwritten signature in black ink that reads "Ingrid R". The signature is written in a cursive style with a large, stylized 'R'.

Article III, Section 5, D Construction Projects

The ESU shall bid every project for the construction, remodeling, or repair of any building or for site improvements when the contemplated expenditures for the project is in excess of ~~\$109~~**136**,000.00, or such sum as adjusted pursuant to §73-106. The bidding procedures shall comply with the requirements of state law and shall include the following:

1. Notice to Bidders. The Administrator or designee shall prepare a notice to bidders containing a general description of the scope of the project being bid; the location of the project; the means of obtaining project documents, including plans and specifications; the date and hour bids will close; and the date, hour and place bids are to be returned, received and opened, and a provision that such bids will be immediately and simultaneously opened in the presence of the bidders or representatives of the bidders.
2. Regular Manner of Advertisement for Bids. The notice to bidders shall be published one time in a newspaper of general circulation in the ESU. The notice shall be published at least seven (7) days prior to the date designated for the opening of such bids. The Board or Administrator may, in their sole discretion, elect to utilize further advertisement for bids as it may determine appropriate to secure a sufficient number of qualified bidders for the scope of the project.
3. Bid Opening. When the hour is reached for such bids to close, bids will be immediately and simultaneously opened in the presence of the bidders or representatives of the bidders.
4. Contract Award. The contract shall be awarded to the lowest responsible bidder as and to the extent required by law. When not so required, the award shall be made on the basis of consideration of the contract award criteria set forth in Board Policy for purchases of equipment, materials and supplies.
5. Performance and Payment Bonds. Whenever any contract is entered into for the erecting, furnishing, or repairing of any building or other public structure or improvement, the contractor shall be required, before commencing such work, to furnish a performance, labor and material payment bond. The bond requirement shall not apply, however, to any project bid or proposed which has a total cost of \$10,000 or less unless the Board or Administrator includes a bond requirement in the specifications for the project. The bond shall be in an amount not less than the contract price. The bond shall be conditioned on the faithful performance of the contract and the payment by the contracting party of all laborers and mechanics for labor that is performed and of all material and equipment rental that is actually used or rented in connection with the improvement project and the performance of the contract. Such bond shall contain such provisions as are required by statutes, and be in a form prescribed and required by the ESU.
6. Retention of an Architect or Engineer. The ESU shall not engage in the construction of any public works involving architecture or engineering unless the plans, specifications, and estimates have been prepared and the construction has been observed by an

architect, a professional engineer, or those under the direct supervision of an architect or professional engineer; provided that such requirement shall not apply to any public work in which the contemplated expenditure for the complete project does not exceed One Hundred and ~~Eighteen~~ **Forty Four** Thousand Dollars (~~\$118~~**144**,000), as adjusted from time to time by § 81-3445 or other applicable law.

7. Additional Procedures. Each bid for which a labor and material bond is required shall be accompanied by a bid bond or certified check in the amount of five percent (5%) of such bid unless the Board or Administration waives such requirement. The Board or Administration may provide for additional procedures for the procurement, opening and acceptance of bids as deemed appropriate for a particular project.

Legal Reference:	§ 52-118 (construction performance and payment bonds) § 73-101 to § 73-106 (bidding construction projects) § 81-3445 (architect or engineer)
Date of Adoption:	September 13, 2018
Date(s) of Revision:	May 16, 2022 April 20, 2026
Date(s) of Review:	August 21, 2023

Article III, Section 5, D Construction Projects

The ESU shall bid every project for the construction, remodeling, or repair of any building or for site improvements when the contemplated expenditures for the project is in excess of \$136,000.00, or such sum as adjusted pursuant to §73-106. The bidding procedures shall comply with the requirements of state law and shall include the following:

1. Notice to Bidders. The Administrator or designee shall prepare a notice to bidders containing a general description of the scope of the project being bid; the location of the project; the means of obtaining project documents, including plans and specifications; the date and hour bids will close; and the date, hour and place bids are to be returned, received and opened, and a provision that such bids will be immediately and simultaneously opened in the presence of the bidders or representatives of the bidders.
2. Regular Manner of Advertisement for Bids. The notice to bidders shall be published one time in a newspaper of general circulation in the ESU. The notice shall be published at least seven (7) days prior to the date designated for the opening of such bids. The Board or Administrator may, in their sole discretion, elect to utilize further advertisement for bids as it may determine appropriate to secure a sufficient number of qualified bidders for the scope of the project.
3. Bid Opening. When the hour is reached for such bids to close, bids will be immediately and simultaneously opened in the presence of the bidders or representatives of the bidders.
4. Contract Award. The contract shall be awarded to the lowest responsible bidder as and to the extent required by law. When not so required, the award shall be made on the basis of consideration of the contract award criteria set forth in Board Policy for purchases of equipment, materials and supplies.
5. Performance and Payment Bonds. Whenever any contract is entered into for the erecting, furnishing, or repairing of any building or other public structure or improvement, the contractor shall be required, before commencing such work, to furnish a performance, labor and material payment bond. The bond requirement shall not apply, however, to any project bid or proposed which has a total cost of \$10,000 or less unless the Board or Administrator includes a bond requirement in the specifications for the project. The bond shall be in an amount not less than the contract price. The bond shall be conditioned on the faithful performance of the contract and the payment by the contracting party of all laborers and mechanics for labor that is performed and of all material and equipment rental that is actually used or rented in connection with the improvement project and the performance of the contract. Such bond shall contain such provisions as are required by statutes, and be in a form prescribed and required by the ESU.
6. Retention of an Architect or Engineer. The ESU shall not engage in the construction of any public works involving architecture or engineering unless the plans, specifications, and estimates have been prepared and the construction has been observed by an

architect, a professional engineer, or those under the direct supervision of an architect or professional engineer; provided that such requirement shall not apply to any public work in which the contemplated expenditure for the complete project does not exceed One Hundred and Forty Four Thousand Dollars (\$144,000), as adjusted from time to time by § 81-3445 or other applicable law.

7. Additional Procedures. Each bid for which a labor and material bond is required shall be accompanied by a bid bond or certified check in the amount of five percent (5%) of such bid unless the Board or Administration waives such requirement. The Board or Administration may provide for additional procedures for the procurement, opening and acceptance of bids as deemed appropriate for a particular project.

Legal Reference:	§ 52-118 (construction performance and payment bonds) § 73-101 to § 73-106 (bidding construction projects) § 81-3445 (architect or engineer)
Date of Adoption:	September 13, 2018
Date(s) of Revision:	May 16, 2022 April 20, 2026
Date(s) of Review:	August 21, 2023



Office Use Only:

Degree * MA
Hours Earned * _____
Experience 12
Index 1.69
FTE .80
Salary + Equity* \$ 68291.21 + 9,134.40
*Anticipated for (2026-2027 school year)

CERTIFICATED SPECIAL EDUCATION CONTRACT

This contract is made by and entered into between Educational Service Unit 7, State of Nebraska, hereinafter referred to as "ESU7", and Cassandra Ruth, hereinafter referred to as the "Party".

WITNESSETH: That ESU7 hereby agrees to employ the above-named Party in the assignment of EC Speech Language Pathologist for school year 2026-2027, subject to the following terms and conditions:

1. **Term of Employment.** This agreement shall commence on the 10th day of August, 2026. This agreement shall terminate on the 18th day of May, 2027 or may be terminated pursuant to Section 7 of the attached contract, whichever comes first. This term shall consist of 185 days of service in any given fiscal year, which are exclusive of holidays.
2. **Compensation:** The Party shall be paid a yearly salary as determined by the applicable Negotiated Master Agreement, paid in 12 monthly payments. The first salary installment shall be payable on the 20th day of September and on the 20th day of each month thereafter.
3. **Fringe Benefits:** ESU7 agrees to pay such part of the health and dental insurance premium of the party as may be agreed upon in negotiations between ESU7 and bargaining organization or organizations of the party, providing said party opts to participate in such an insurance program.
4. **Professional Status.** The Party hereby affirms that he/she is not under contract with another school board or board of education covering any part of or all of the same terms provided in this contract. Said party affirms that he/she holds or will hold at the beginning of the term of this contract, a current and valid Nebraska License or Teaching Certificate, with State-approved endorsements in those services, teaching, or administrative areas mutually agreed upon by the party and the Board of ESU7. The party further agrees that the certificate is or will be properly registered with ESU7 prior to the beginning of the term of this contract. If the certificate is

not registered with ESU7, prior to the contract start date, this contract shall be declared invalid and the party shall not be further reimbursed for any services rendered under the assignment identified in "WITNESSETH" of this contract. This provision shall not apply to the party when the assigned duties of the party do not require certification.

5. **Policies, Rules and Regulations.** The Party agrees to be governed by the policies of the Board of ESU7, the rules and regulations of ESU7 and the directives of supervisors. The Party agrees that the policies of the Board of ESU7 and rules and regulations of the ESU7 may be changed at any time, with or without notice to the Party.
6. **Duties.** The duties of the Party shall be as prescribed for the position and assignment, which duties shall be performed in accordance with standards, goals, and policies established by the Board of ESU7 and the ESU7 Administrator. The Party agrees to devote full time, skill, labor and attention to these duties throughout the term of this contract.
7. **Termination of Employment.** Should the party violate any of the terms of this contract, or in the performance of his/her assigned duties fail satisfactorily to perform, the Board of ESU7 may upon a finding of just cause, all as set forth hereafter, terminate this contract. Prior to any final decision to terminate this contract prior to the completion of the contract period, the ESU Administrator shall notify the party in writing of any conditions of unsatisfactory performance which the ESU Administrator considers may be just cause to terminate this contract prior to the end of the contract period. If the party wishes a hearing, a written request shall be sent to the Secretary of the Board or the ESU Administrator within 7 calendar days after receipt of the written notice. Upon receipt of such notice the Board shall order the hearing to be held within thirty (30) days and shall give written notice of the time and place of the hearing to the party. At the hearing evidence shall be presented in support of the reasons given for considering termination of the contract and the party shall be permitted to produce evidence relating thereto.

The Board shall render a decision to terminate the contract based on the evidence produced at the hearing. As used herein the term "just cause" shall mean (a) incompetency, (b) neglect of duty, (c) unprofessional conduct, (d) insubordination, (e) immorality, (f) physical or mental incapacity, or (g) other conduct, which interferes substantially with the continued performance of his/her assigned duties. Nothing contained herein shall prevent the suspension of the party, with pay, from his/her duties during the pendency of such proceedings. If the party makes no request for a hearing within the seven days provided herein, the Board of ESU7 may proceed to take official action to terminate this contract.

8. **Disability.** Should the Party be unable to perform the essential functions

of the position by reason of illness, accident or other disability beyond his/her control, and such disability shall continue for more than two (2) months; or if such disability is permanent, irreparable, or of such a nature as to make performance of his/her duties impossible, the Board may, in its discretion, terminate this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Party under any insurance coverage furnished by ESU7.

9. **Deductions.** This contract shall conform to the federal and state regulations governing deductions from the compensation stated herein with reference to withholding tax, social security, and teacher's retirement. Other deductions may be withheld as agreed to by the parties of this contract.
10. **Private Automobiles.** ESU7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU7 in accordance with such mileage reimbursement policies of the Board of ESU7 or as otherwise provided for the in the Negotiated Master Agreement.
11. **Entirety of Agreement and Amendments.** The Party certifies that he or she has read the foregoing Certificated Special Education Contract, fully understands its terms and conditions and agrees that the foregoing Certificated Special Education Contract constitutes the entire agreement and that no representations, promises, agreements or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Certificated Special Education Contract shall be subject to modification only by a written instrument signed by the Party and the ESU7 Administrator.
12. **Amendments to be in Writing.** This contract may be modified or amended only by a written document duly authorized and executed by the ESU7 Administrator and the Board.
13. **Applicable Law.** This agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

IN WITNESS WHEREOF, the parties have executed this contract on the dates below:

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

Secretary, Board of ESU7

President, Board of ESU

Executed by the Party this 19th day of March, 2026.

Cassie Ruth

Cassie Ruth (Mar 19, 2026 12:25:12 CDT)

Party

Sped Certified Notes/Comments
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All certified special education staff.
Do not include extra duty / days here.



Ruth '26-'27

Final Audit Report

2026-03-19

Created:	2026-03-19
By:	Linda Shefcyk (lshefcy@esu7.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAApHuxmqI7H98DuUwpzTEDj2mGPhAjHGJI

"Ruth '26-'27" History

-  Document created by Linda Shefcyk (lshefcy@esu7.org)
2026-03-19 - 2:15:05 PM GMT
-  Document emailed to Cassie Ruth (cruth@esu7.org) for signature
2026-03-19 - 2:16:16 PM GMT
-  Email viewed by Cassie Ruth (cruth@esu7.org)
2026-03-19 - 2:16:24 PM GMT
-  Document e-signed by Cassie Ruth (cruth@esu7.org)
Signature Date: 2026-03-19 - 5:25:12 PM GMT - Time Source: server
-  Agreement completed.
2026-03-19 - 5:25:12 PM GMT



Office Use Only:

Degree * EdSp

Hours Earned * _____

Experience 34

Index 2.06

FTE .50

Salary + Equity* \$ 41,621.27 + 5,709.00

*Anticipated for (2026-2027 school year)

CERTIFICATED SPECIAL EDUCATION CONTRACT

This contract is made by and entered into between Educational Service Unit 7, State of Nebraska, hereinafter referred to as "ESU7", and Ann Dubas, hereinafter referred to as the "Party".

WITNESSETH: That ESU7 hereby agrees to employ the above-named Party in the assignment of Psychologist for school year 2026-2027, subject to the following terms and conditions:

1. **Term of Employment.** This agreement shall commence on the 10th day of August, 20 26. This agreement shall terminate on the 18th day of May, 20 27 or may be terminated pursuant to Section 7 of the attached contract, whichever comes first. This term shall consist of 185 days of service in any given fiscal year, which are exclusive of holidays.
2. **Compensation:** The Party shall be paid a yearly salary as determined by the applicable Negotiated Master Agreement, paid in 12 monthly payments. The first salary installment shall be payable on the 20th day of September and on the 20th day of each month thereafter.
3. **Fringe Benefits:** ESU7 agrees to pay such part of the health and dental insurance premium of the party as may be agreed upon in negotiations between ESU7 and bargaining organization or organizations of the party, providing said party opts to participate in such an insurance program.
4. **Professional Status.** The Party hereby affirms that he/she is not under contract with another school board or board of education covering any part of or all of the same terms provided in this contract. Said party affirms that he/she holds or will hold at the beginning of the term of this contract, a current and valid Nebraska License or Teaching Certificate, with State-approved endorsements in those services, teaching, or administrative areas mutually agreed upon by the party and the Board of ESU7. The party further agrees that the certificate is or will be properly registered with ESU7 prior to the beginning of the term of this contract. If the certificate is

not registered with ESU7, prior to the contract start date, this contract shall be declared invalid and the party shall not be further reimbursed for any services rendered under the assignment identified in "WITNESSETH" of this contract. This provision shall not apply to the party when the assigned duties of the party do not require certification.

5. **Policies, Rules and Regulations.** The Party agrees to be governed by the policies of the Board of ESU7, the rules and regulations of ESU7 and the directives of supervisors. The Party agrees that the policies of the Board of ESU7 and rules and regulations of the ESU7 may be changed at any time, with or without notice to the Party.
6. **Duties.** The duties of the Party shall be as prescribed for the position and assignment, which duties shall be performed in accordance with standards, goals, and policies established by the Board of ESU7 and the ESU7 Administrator. The Party agrees to devote full time, skill, labor and attention to these duties throughout the term of this contract.
7. **Termination of Employment.** Should the party violate any of the terms of this contract, or in the performance of his/her assigned duties fail satisfactorily to perform, the Board of ESU7 may upon a finding of just cause, all as set forth hereafter, terminate this contract. Prior to any final decision to terminate this contract prior to the completion of the contract period, the ESU Administrator shall notify the party in writing of any conditions of unsatisfactory performance which the ESU Administrator considers may be just cause to terminate this contract prior to the end of the contract period. If the party wishes a hearing, a written request shall be sent to the Secretary of the Board or the ESU Administrator within 7 calendar days after receipt of the written notice. Upon receipt of such notice the Board shall order the hearing to be held within thirty (30) days and shall give written notice of the time and place of the hearing to the party. At the hearing evidence shall be presented in support of the reasons given for considering termination of the contract and the party shall be permitted to produce evidence relating thereto.

The Board shall render a decision to terminate the contract based on the evidence produced at the hearing. As used herein the term "just cause" shall mean (a) incompetency, (b) neglect of duty, (c) unprofessional conduct, (d) insubordination, (e) immorality, (f) physical or mental incapacity, or (g) other conduct, which interferes substantially with the continued performance of his/her assigned duties. Nothing contained herein shall prevent the suspension of the party, with pay, from his/her duties during the pendency of such proceedings. If the party makes no request for a hearing within the seven days provided herein, the Board of ESU7 may proceed to take official action to terminate this contract.

8. **Disability.** Should the Party be unable to perform the essential functions

of the position by reason of illness, accident or other disability beyond his/her control, and such disability shall continue for more than two (2) months; or if such disability is permanent, irreparable, or of such a nature as to make performance of his/her duties impossible, the Board may, in its discretion, terminate this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Party under any insurance coverage furnished by ESU7.

9. **Deductions.** This contract shall conform to the federal and state regulations governing deductions from the compensation stated herein with reference to withholding tax, social security, and teacher's retirement. Other deductions may be withheld as agreed to by the parties of this contract.
10. **Private Automobiles.** ESU7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU7 in accordance with such mileage reimbursement policies of the Board of ESU7 or as otherwise provided for the in the Negotiated Master Agreement.
11. **Entirety of Agreement and Amendments.** The Party certifies that he or she has read the foregoing Certificated Special Education Contract, fully understands its terms and conditions and agrees that the foregoing Certificated Special Education Contract constitutes the entire agreement and that no representations, promises, agreements or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Certificated Special Education Contract shall be subject to modification only by a written instrument signed by the Party and the ESU7 Administrator.
12. **Amendments to be in Writing.** This contract may be modified or amended only by a written document duly authorized and executed by the ESU7 Administrator and the Board.
13. **Applicable Law.** This agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

IN WITNESS WHEREOF, the parties have executed this contract on the dates below:

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

Secretary, Board of ESU7

President, Board of ESU

Executed by the Party this _____ day of _____, 20____.

Party

Sped Certified Notes/Comments
Do not print with contracts
FOR OFFICE USE ONLY

All certified special education staff.
Do not include extra duty / days here.



Office Use Only:

Degree * MA
Hours Earned * _____
Experience 6
Index 1.45
FTE .60
Salary + Equity* \$ 35,155.83 + 6,850.80
*Anticipated for (2026-2027 school year)

CERTIFICATED SPECIAL EDUCATION CONTRACT

This contract is made by and entered into between Educational Service Unit 7, State of Nebraska, hereinafter referred to as "ESU7", and Christina Hancock, hereinafter referred to as the "Party".

WITNESSETH: That ESU7 hereby agrees to employ the above-named Party in the assignment of Speech Language Pathologist for school year 2026-2027, subject to the following terms and conditions:

1. **Term of Employment.** This agreement shall commence on the 10th day of August, 2026. This agreement shall terminate on the 18th day of May, 2027 or may be terminated pursuant to Section 7 of the attached contract, whichever comes first. This term shall consist of 185 days of service in any given fiscal year, which are exclusive of holidays.
2. **Compensation:** The Party shall be paid a yearly salary as determined by the applicable Negotiated Master Agreement, paid in 12 monthly payments. The first salary installment shall be payable on the 20th day of September and on the 20th day of each month thereafter.
3. **Fringe Benefits:** ESU7 agrees to pay such part of the health and dental insurance premium of the party as may be agreed upon in negotiations between ESU7 and bargaining organization or organizations of the party, providing said party opts to participate in such an insurance program.
4. **Professional Status.** The Party hereby affirms that he/she is not under contract with another school board or board of education covering any part of or all of the same terms provided in this contract. Said party affirms that he/she holds or will hold at the beginning of the term of this contract, a current and valid Nebraska License or Teaching Certificate, with State-approved endorsements in those services, teaching, or administrative areas mutually agreed upon by the party and the Board of ESU7. The party further agrees that the certificate is or will be properly registered with ESU7 prior to the beginning of the term of this contract. If the certificate is

not registered with ESU7, prior to the contract start date, this contract shall be declared invalid and the party shall not be further reimbursed for any services rendered under the assignment identified in "WITNESSETH" of this contract. This provision shall not apply to the party when the assigned duties of the party do not require certification.

5. **Policies, Rules and Regulations.** The Party agrees to be governed by the policies of the Board of ESU7, the rules and regulations of ESU7 and the directives of supervisors. The Party agrees that the policies of the Board of ESU7 and rules and regulations of the ESU7 may be changed at any time, with or without notice to the Party.
6. **Duties.** The duties of the Party shall be as prescribed for the position and assignment, which duties shall be performed in accordance with standards, goals, and policies established by the Board of ESU7 and the ESU7 Administrator. The Party agrees to devote full time, skill, labor and attention to these duties throughout the term of this contract.
7. **Termination of Employment.** Should the party violate any of the terms of this contract, or in the performance of his/her assigned duties fail satisfactorily to perform, the Board of ESU7 may upon a finding of just cause, all as set forth hereafter, terminate this contract. Prior to any final decision to terminate this contract prior to the completion of the contract period, the ESU Administrator shall notify the party in writing of any conditions of unsatisfactory performance which the ESU Administrator considers may be just cause to terminate this contract prior to the end of the contract period. If the party wishes a hearing, a written request shall be sent to the Secretary of the Board or the ESU Administrator within 7 calendar days after receipt of the written notice. Upon receipt of such notice the Board shall order the hearing to be held within thirty (30) days and shall give written notice of the time and place of the hearing to the party. At the hearing evidence shall be presented in support of the reasons given for considering termination of the contract and the party shall be permitted to produce evidence relating thereto.

The Board shall render a decision to terminate the contract based on the evidence produced at the hearing. As used herein the term "just cause" shall mean (a) incompetency, (b) neglect of duty, (c) unprofessional conduct, (d) insubordination, (e) immorality, (f) physical or mental incapacity, or (g) other conduct, which interferes substantially with the continued performance of his/her assigned duties. Nothing contained herein shall prevent the suspension of the party, with pay, from his/her duties during the pendency of such proceedings. If the party makes no request for a hearing within the seven days provided herein, the Board of ESU7 may proceed to take official action to terminate this contract.

8. **Disability.** Should the Party be unable to perform the essential functions

of the position by reason of illness, accident or other disability beyond his/her control, and such disability shall continue for more than two (2) months; or if such disability is permanent, irreparable, or of such a nature as to make performance of his/her duties impossible, the Board may, in its discretion, terminate this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Party under any insurance coverage furnished by ESU7.

9. **Deductions.** This contract shall conform to the federal and state regulations governing deductions from the compensation stated herein with reference to withholding tax, social security, and teacher's retirement. Other deductions may be withheld as agreed to by the parties of this contract.
10. **Private Automobiles.** ESU7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU7 in accordance with such mileage reimbursement policies of the Board of ESU7 or as otherwise provided for the in the Negotiated Master Agreement.
11. **Entirety of Agreement and Amendments.** The Party certifies that he or she has read the foregoing Certificated Special Education Contract, fully understands its terms and conditions and agrees that the foregoing Certificated Special Education Contract constitutes the entire agreement and that no representations, promises, agreements or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Certificated Special Education Contract shall be subject to modification only by a written instrument signed by the Party and the ESU7 Administrator.
12. **Amendments to be in Writing.** This contract may be modified or amended only by a written document duly authorized and executed by the ESU7 Administrator and the Board.
13. **Applicable Law.** This agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

IN WITNESS WHEREOF, the parties have executed this contract on the dates below:

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

Secretary, Board of ESU7

President, Board of ESU

Executed by the Party this 27 day of March, 2026.

Christina Hancock

Party

Sped Certified Notes/Comments
Do not print with contracts
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All certified special education staff.
Do not include extra duty / days here.








Hancock '26-'27

Final Audit Report

2026-03-27

Created:	2026-03-19
By:	Linda Shefcyk (lshefcy@esu7.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAA6Z1lua0hIWkw6v3udAnNyLbdm7L34S1n

"Hancock '26-'27" History

-  Document created by Linda Shefcyk (lshefcy@esu7.org)
2026-03-19 - 1:53:22 PM GMT
-  Document emailed to Christina Hancock (chancock@esu7.org) for signature
2026-03-19 - 1:55:04 PM GMT
-  Email viewed by Christina Hancock (chancock@esu7.org)
2026-03-20 - 1:11:03 PM GMT
-  New document URL requested by Christina Hancock (chancock@esu7.org)
2026-03-27 - 1:39:08 PM GMT
-  Email viewed by Christina Hancock (chancock@esu7.org)
2026-03-27 - 1:39:17 PM GMT
-  Document e-signed by Christina Hancock (chancock@esu7.org)
Signature Date: 2026-03-27 - 3:14:01 PM GMT - Time Source: server
-  Agreement completed.
2026-03-27 - 3:14:01 PM GMT



Master Service Agreement with the ESUCC

This ESUCC Service Agreement ("Agreement") is entered into by and between the Educational Service Unit Coordinating Council (the "ESUCC") and Educational Service Unit Number **7** (the "ESU").

I. Background

The ESUCC is charged by NEB. REV. STAT. § 79-1245 with the administration of statewide education initiatives and provision of statewide education services. The ESU wishes to receive certain services and participate in certain projects that are conducted by the ESUCC, and the ESU wishes to have certain services and initiatives made available to its member school districts. The parties to this Agreement agree to services and Projects on the following terms and conditions.

Each Project is described more specifically in the identified Exhibits.

II. Services Provided Requiring a Fee

The ESUCC agrees to provide the following Projects.

1. Teaching and Learning Division: Affiliate Budgets ([Exhibit "A."](#)).
No Change.....**Fee Amount:** \$2,550
2. Teaching and Learning Division: ESUPO Events, per day/per participant ([Exhibit "A."](#))
No Change.....**Fee Amount:** \$25
3. Teaching and Learning Division: Digital Learning Services and Projects ([Exhibit "A."](#))
No Change.....**Fee Amount:** \$5,700
4. Executive Division: Legislative and Government Relations ([Exhibit "C"](#)).
Vendor Contract Term November 1, 2026-March 1, 2028
\$241 increase**(regular session) Fee Amount:** \$3,547
New.....**(special Session, only billed if necessary) Fee Amount:** up to \$150
5. Technology Division: Technology Student Services Projects ([Exhibit "B"](#)).
No Change.....**Fee Amount:** \$6,000

- 6. Executive Division: SMART ([Exhibit “C”](#)). This item excludes cost for SMART NE
No Change.....**Fee Amount:** Up to \$1,500

III. Optional Services Provided Requiring a Fee

In addition to the above listed services, the ESU has the ability to participate in additional projects through the ESUCC. By placing your initials next to each of the desired projects listed below, the ESU voluntarily elects to participate in and access the identified projects. In the event the service has a fee associated, the ESU shall pay the ESUCC the associated fee(s), as identified below. All services will be billed to the ESUs unless otherwise selected (only available for select services.)

- 7. Teaching and Learning Division: Special Projects ([Exhibit “A.”](#)) - only billed if used
No Change (nothing billed as of 2/27/2024).....**Fee Amount:**Up to \$7,500

- 8. Executive Division: SPARQ Negotiations:
 Vendor Contract Term April 1, 2025-March 31, 2026. \$15,000 divided by the 15 participating ESUs ([Exhibit “C”](#))
No Change**Fee Amount:** \$1,000

- 9. Technology Division: Student Records System (SRS): ([Exhibit “B”](#))
3% Annual Fee Increase.....**Fee Amount:** See Tier Schedule Below

2026-2027	2027-2028	2028-2029	Tier
\$202	\$208	\$215	<100
\$524	\$540	\$557	100-249
\$1,043	\$1,074	\$1,107	250-499
\$3,131	\$3,225	\$3,322	500-999
\$4,135	\$4,259	\$4,387	1000-1999
\$5,168	\$5,323	\$5,483	2000-3999
\$9,643	\$9,932	\$10,230	4000-17999

IV. Term

The term of this Agreement shall commence on August 1, 2026, and continue until July 31, 2027. A new Agreement will be required for any services or support by the ESUCC after August 31, 2027.

V. Responsibilities of the ESUCC

The ESUCC agrees to provide and support the services offered with reasonable care, skill, and diligence. The ESUCC shall employ or assign qualified personnel staff to support and oversee the services provided. The ESUCC and its staff will promptly and reasonably respond to ESUs for support and assistance with such services. The ESUCC will reasonably assure that the ESU's member school districts have access to the projects and services provided to the ESU, when applicable.

The ESUCC reserves the right, in its sole discretion, to make changes to the operation of each of the projects referred to herein, including, but not limited to, an increase in the fees charged for particular projects. If the ESUCC determines that a fee increase is necessary for the continued operation of any particular project, the ESUCC will notify the ESU in advance. The ESU shall then have 14 days to elect out of the project. If the ESU does not elect out of the project within 14 days, then the ESU shall be obligated to pay the increased fee.

VI. Responsibilities of the ESU

The ESU will cooperate with the ESUCC and provide necessary information and access as reasonably required for the ESUCC to perform the services. The ESU agrees to follow the reasonable expectations and directives of the ESUCC regarding the services selected by the ESU. The ESU further agrees to promptly communicate to the ESUCC any concerns or problems with any such services.

The ESU shall not assign any right or delegate any obligation arising hereunder without the prior written consent of ESUCC. This provision does not prevent the ESU from allowing its member school districts to participate in some or all of the Projects described herein.

The ESU agrees to pay the fee(s) to the ESUCC within ninety days of the invoice and may be mailed to 6949 S 110th Street, La Vista, NE 68128. The ESUCC reserves the right to refuse any service(s) to any ESU that fails to timely submit payment, and no ESU will be entitled to participate or access any service if said ESU failed to timely pay the required fee(s). An ESU who fails to timely pay the required fees may be excluded from all Projects and forfeits any right to participate in said projects.

The parties expect the ESU (and its staff) will be appropriately involved in each project to ensure the oversight and maintenance of the projects.

This Agreement does not obligate or commit the ESU to to engage the ESUCC on an exclusive arrangement for any of these projects.

VII. Termination

The ESU may request to terminate this Agreement or any elected projects for any reason at any time by giving written notice to the ESUCC. There shall be no refund or reimbursement by the ESUCC if the ESU terminates this Agreement in the middle of the Agreement term without cause, unless a majority of the ESUCC Board votes to authorize a requested refund. A majority of the ESUCC Board and the ESU may also vote to amend or supplement this Agreement during the term of the Agreement for any reason the ESUCC Board deem appropriate.

If the ESU believes the ESUCC has materially breached this Agreement, then the ESU shall notify the ESUCC in writing of the ESU's concern(s). The ESUCC shall then have thirty days to cure any alleged breach. If the ESUCC disputes the alleged breach, then the parties shall agree to meet at the ESU to address the specific concerns and find a mutually agreeable solution. If, after that meeting, the ESUCC is unable or unwilling to cure the alleged breach, then the ESU may terminate the Agreement for cause. If the ESU terminates the Agreement for cause, the ESU shall only be entitled to a refund for any amount(s) paid if a majority of the ESUCC Board approves the ESU's request for a refund, and the ESUCC Board shall, in its sole discretion, determine the refund amount (if any).

The ESUCC may terminate this Agreement for any reason at any time by giving ninety days' written notice to the ESU. If the ESUCC terminates this Agreement, then the ESU shall be entitled to a refund for the amount paid by the ESU in an amount proportional to the number of days the service was available to the number of days the service was unavailable.

VIII. Confidentiality

Each party agrees to keep confidential all non-public information received from the other party. All information and data shared or exchanged between the parties shall fully comply with Nebraska law and FERPA.

IX. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

X. Damages and Indemnification

To the extent permitted by law, each party shall indemnify, defend and hold harmless the other party, its officers, agents and employees from all claims, damages, losses and expenses arising out of or resulting from the services provided under this Agreement that results in any claim for damage whatsoever. This Section shall not require either party to indemnify, or hold harmless, the other party for any losses, claims, damages and expenses arising out of or resulting from the intentional or negligent act or omissions of the party.

XI. Entire Agreement

This Agreement constitutes the entire agreement between the parties with respect to the subject matter hereof and supersedes all prior agreements, understandings, negotiations, and discussions, whether oral or written.

XIII. Other Information

From time to time, the ESUCC and ESU may agree to develop and implement new or additional Projects. In the event ESUCC determines to offer a new project during the term of this Agreement and the ESU wishes to participate in said new project, the parties may describe the new project in writing and incorporate that writing as a formal addendum to this Agreement.

Given the upfront and ongoing expenses associated with each service, the fee(s) paid by the ESU are generally not refundable. By entering into this Agreement, the ESU agrees to accept the identified services for the entire term of the Agreement and may not cancel or revoke services with any expectation of reimbursement(s) or refund(s), except as provided in Section VII.

Each ESU must contribute to the ESUCC the fees associated with each project. The ESU and ESUCC agree to follow the expectations outlined in those Exhibits, as well as those reasonable expectations and updates that may be announced or provided during the term of the Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first above written.

ESUCC CEO

ESU Administrator

ESUCC CEO Signature

ESU Administrator Signature

Date

Date

Exhibit “A”
Teaching and Learning Division

1. ESUPO Affiliate Budgets: Section II.1.

- a. Network Operations Coordinators Affiliate (NOC):
NOC supports the extensive communications network within and among the ESU's and school districts.
- b. ESU Special Education Population Directors (ESPD):
ESPD consists of Special Education Directors and other similar personnel from across the state providing support for compliance related topics.
- c. Teaching and Learning through Innovation Affiliate (TLI):
TLI connects educators with resources, best practices, and emerging technologies to transform teaching and learning within the classroom.
- d. Professional Learning Association Affiliate (PLA):
PLA is responsible for providing staff development as well as school improvement for school districts.

2. ESUPO Events: Section II.2.

The ESUPO serves as the umbrella to the statewide professional development opportunities for ESU personnel statewide. The ESUPO is a collaborative effort to provide statewide training and alignment of efforts for ESU personnel and key NDE staff statewide. ESUPO consists of four affiliate groups composed of ESU personnel across the seventeen ESU's with representation from essential NDE Staff. ESUPO events may include registration, materials, and other fees. Such fees will be set at no more than \$25 per participant person per day.

3. Digital Learning Services and Project: Section II.3.

Fees for this item will support ESUCC personnel expenses, any software development needs, or contract obligations.

- a. Distance Education Brokering:
The ESUCC provides the Nebraska Virtual Instruction Source (NVIS) course clearinghouse for use in finding and exchanging distance education courses between participating ESUs and school districts.
- b. Learning Object Repositories (LOR) and Open Education Resources (OER):
ESUCC coordinates access to digital libraries that enable educators from within participating ESUs to use professional educational resources that are aligned to academic standards. The Nebraska OER hub is available to all ESUs and their district schools and offers statewide access to local and national open educational resources.
- c. The ESUCC Digital Learning Services and Projects promote statewide collaboration to provide students and school districts with access to a mix of

different learning environments that best supports the combination of traditional face-to-face classroom methods with more technology-mediated activities.

- d. ESUCC supports the responsible and strategic integration of Artificial Intelligence (AI) in Nebraska’s educational ecosystem. This includes assisting schools and ESUs in exploring AI tools that enhance teaching, learning, and operational efficiency; providing guidance on ethical use, data privacy, and policy development; and facilitating professional learning that builds educator capacity to leverage AI for personalized instruction, assessment, and accessibility. Through statewide coordination, ESUCC helps ensure that AI innovations are implemented equitably, securely, and in alignment with Nebraska’s educational goals.
- e. ESUCC is committed to ensuring that all digital learning environments, resources, and technologies are accessible to every learner, educator, and staff member. This includes supporting the design and adoption of digital materials, platforms, and tools that meet accessibility standards such as Section 508 and the Web Content Accessibility Guidelines (WCAG). ESUCC provides guidance and professional learning to help schools and ESUs create inclusive digital experiences that accommodate diverse learning needs and abilities. Through statewide coordination, ESUCC promotes accessibility as a foundational principle of digital learning—ensuring equity, usability, and participation for all Nebraskans.

4. Special Projects: Section III.7.

The ESUCC may facilitate special projects, organize and facilitate programs, or serve as a fiscal agent for activities to enhance professional development opportunities. Adding a special project would require a description of the project presented to the board and a majority vote to have the project added to this MSA. By adding the project to the MSA, the ESUs are not obligated to participate, only that the project is available to all ESUs or schools. Participation decisions would be made by each ESU individually.

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Exhibit “B”
Technology Division

1. Technology Student Services Projects:

Fees for this item will support ESUCC personnel expenses, any software development needs, or contract obligations.

a. Student Records System (SRS): **Section II.5., III.9.**

ESUCC maintains SRS which is an online special education record system designed to create all special education documents, required by Rule 51 and Rule 52, including IEP, MDT, IFSP and all required notices. The SRS is a highly secured system that organizes and stores documents and provides access to files via the internet. SRS training is provided across the state for district staff and college and university staff. School Districts electing to utilize the SRS system must pay an additional fee to receive access.

b. Project PARA: **Section II.5.**

Project PARA is a web-based method for school districts to provide introductory training for their paraeducators. The Project assists schools in meeting the paraeducator training requirements. Project PARA is a collaborative effort between the University of Nebraska, the Nebraska Department of Education and Nebraska educational service units.

c. 504 Plan: **Section II.5.**

ESUCC designed and maintains the Section 504 Project which is an online record system designed to create documentation necessary for the Rehabilitation Act of 1973 that prohibits discrimination against those that have a physical or mental impairment that substantially limits one or more major life activities. Section 504 is a function of regular education. This is an add on to the SRS system.

2. Cybersecurity: Section II.5.

Fees for this item will support ESUCC personnel expenses, any software development needs, or contract obligations.

ESUCC leads statewide efforts to strengthen cybersecurity readiness, resilience, and response across Nebraska’s educational systems. As a non-regulatory statewide coordinator, ESUCC supports ESUs and school districts in safeguarding student and staff data, securing digital infrastructure, and aligning with national best practices and frameworks such as NIST and CISA. Through collaboration with state and federal partners, ESUCC helps ensure that Nebraska’s schools have the knowledge, tools, and capacity to prevent, detect, and respond to evolving cybersecurity threats while maintaining continuity of educational services.

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Exhibit “C”
Executive Division

1. Legislative and Governmental Relations Project: Section II.4.

The Legislative and Governmental Relations Project will assist member ESUs in strategically planning legislative initiatives that support the mission of the ESUCC and its member service units, tracking legislation that affects service units and state-wide educational efforts in the state, and influencing state lawmakers to support the vital work of the ESUCC, service units and public schools in the state of Nebraska. This project applies to regular and special sessions, although special session invoices will be sent only in the event of a special session. Because the vendor contract term ends prior to the end of this MSA contract term, fees are subject to change at the end of the vendor contract term.

2. SMART: Section II.6.

The ESUCC continuously develops and maintains the software operating the SMART online service management tool for use by the Nebraska ESUs and ESUCC. This tool supports ESUs in their data-driven process utilized to systematically identify the needs of their school districts and thereafter develop services to fill the gaps. The SMART online tool allows ESUs to assess the available services for implementation at the school district level.

3. SPARQ Negotiations: Section III.8.

SPARQ Negotiations is a web-based online data collection system used to compare settlement information, provide prevalence reports, view negotiated agreements and perform placement calculations. Because the vendor contract term ends prior to the end of this MSA contract term, fees are subject to change at the end of the vendor contract term.

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Educational Service Unit Coordinating Council Updates 2026

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May

June

July

August - No Update

September

October

November

December - No Update



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.