

ESU 15, as a partner with our area schools and communities, will provide leadership and services to support the improvement of teaching and learning.

REGULAR MEETING November 12, 2024 AT 12:00 PM

AGENDA

1. Opening Procedures
 - a. Call to Order
 - b. Pledge of Allegiance
 - c. Open Meetings Act
 - d. Verification of Publication and Notification
 - e. Roll Call
 - i. Excuse Absent Board Members
2. Comments from Guests
3. Staff Presentations
 - a. LMHP - Morgan Cavanaugh
4. Action Items
 - a. Consent Agenda
 - i. Approve Minutes of October Meeting
 - ii. Approve November Bills
 - iii. Approve the October Treasurer's report
 - iv. Approve November agenda
 - b. Approve ESU 15 Administrator Evaluation Model.
5. Discussion Items
 - a. December Board Meeting, Anvil at Curtis or Coppermill at McCook.
 - b. EHA Insurance rate increase is 5.49% for 2025-2026.
 - c. Employee recognition/gifts
 - d. Review and provide update of our Steering Committee and Public Relations Committee.
6. Reports
 - a. Administrator
 - i. Legislative Update
 - ii. Superintendent Engagement
 - iii. Staff Communication
 - b. Board
 - c. Executive Session:
7. Adjournment

The Educational Service Unit Board of Directors reserves the right to go into closed session for purposes in accordance with LB 84-1410(1).

REGULAR MEETING

Monday, October 14, 2024 12:00 PM Central

ESU#15 - McCook Office
305 East 1st
McCook, NE 69001

Present: 8, Absent: 2.

1. Opening Procedures

1.a. Call to Order

President Repass called the meeting to order at 12:00 pm.

1.b. Pledge of Allegiance

Pledge of Allegiance was cited.

1.c. Open Meetings Act

President Repass advised every one of the Open Meetings Act being posted and available.

1.d. Verification of Publication and Notification

President Repass advised every one of the open meetings act being posted and available.

1.e. Roll Call

Present were: Nathan Behlke, Marty Conroy, Mary Dueland, Michael Harris, John Lechtenberg, Jason Loop and Kate Repass.

1.e.i. Excuse Absent Board Members

A motion was made by Michael Harris to excuse absent board members Sandman & Stevens, seconded by Martin Conroy Motion Passed.

Allison Sandman: Absent, Jesse Stevens: Absent, Nathan Behlke: Yea, Martin Conroy: Yea, Mary Dueland: Yea, Larry Gossen: Yea, Michael Harris: Yea, Jon Lechtenberg: Yea, Jason Loop: Yea, Kate Repass: Yea

Yea: 8, Nay: 0, Absent: 2

Absent: Sandman & Stevens

2. Comments from Guests

3. Staff Presentations

3.a. Angie Dickey, Professional Development Director

Todd Weimer, Technology Director, reported on cybersecurity, new video conference cameras that ESU 15 will receive in the next week, increased bandwidth at our Trenton and McCook offices, and progress on setting up eduroam.

Angie Dickey, Professional Development Director, reported on the \$55 million literacy grant received by NDE. She reviewed past and current professional development work with school districts. Mrs. Dickey also discussed work she is completing with school districts on their TIP and CIP plans.

4. Action Items

4.a. Consent Agenda

A motion was made by Larry Gossen to approve the consent agenda, seconded by Nathan Behlke Motion Passed.

Allison Sandman: Absent, Jesse Stevens: Absent, Nathan Behlke: Yea, Martin Conroy: Yea, Mary Dueland: Yea, Larry Gossen: Yea, Michael Harris: Yea, Jon Lechtenberg: Yea, Jason Loop: Yea, Kate Repass: Yea
Yea: 8, Nay: 0, Absent: 2

4.a.i. Approve Minutes of September Meeting

4.a.ii. Approve October Bills

October 2024 Liabilities of \$175,432.07 and Payroll of \$84,822.84.

4.a.iii. Approve the September Treasurer's report

4.a.iv. Approve October Agenda

4.b. Receive and Approve the 2022-23 ESU 15 Audit.

A motion was made by Mary Dueland to receive and Approve the 22-23 ESU 15 Audit, seconded by Jason Loop Motion Passed.

Allison Sandman: Absent, Jesse Stevens: Absent, Nathan Behlke: Yea, Martin Conroy: Yea, Mary Dueland: Yea, Larry Gossen: Yea, Michael Harris: Yea, Jon Lechtenberg: Yea, Jason Loop: Yea, Kate Repass: Yea
Yea: 8, Nay: 0, Absent: 2

4.c. Approve the 2023-2024 Annual Report.

A motion was made by Michael Harris to approve the 2023-2024 Annual Report., seconded by Mary Dueland Motion Passed.

Allison Sandman: Absent, Jesse Stevens: Absent, Nathan Behlke: Yea, Martin Conroy: Yea, Mary Dueland: Yea, Larry Gossen: Yea, Michael Harris: Yea, Jon Lechtenberg: Yea, Jason Loop: Yea, Kate Repass: Yea
Yea: 8, Nay: 0, Absent: 2

5. Discussion Items

5.a. Get Set Report - Retaining Special Education Teachers in Nebraska

Mr. Picquet updated the board on retaining teachers in Nebraska. Two data reports were discussed regarding Special Education teacher retention rates.

5.b. Nebraska Superintendent Turnover Report

Mr. Picquet updated the board on Superintendents in Nebraska. Data reports were discussed regarding Nebraska superintendent turnover reports.

5.c. Administrator Evaluation Tool.

Mr. Picquet updated the board on the Administor Evaluation tools.

5.d. Review candidates for Region #15 NASB Board of Directors and NASB Legislation Committee Member #16.

Mr. Picquet updated the board on the NASB Ballot. Allison Sandman is running for Region #15 Board of Directors.

6. Reports

6.a. Administrator

Mr. Picquet updated the board on the first superintendent's meeting.

Upcoming meetings and conferences from October to January were discussed.

Jesse Steven and Mr. Picquet will attend the AESA National Conference in Orlando, Fl, on Dec 3-6, 2024.

Mr. Picquet updated the board on a federal case involving E-Rate funds and the impact this could have on ESU's and school districts.

6.b. Board

Discussion was held on the potential student population growth with the opening of the new feedlot in Dundy County.

6.c. Executive Session:

7. Adjournment

The meeting adjourned at 12:56 pm. The next board meeting is November 12, 2024 @ 12:00 PM. ESU 15 in McCook, NE.

ESU 15

Check Listing Report

Payables - 11/12/2024

Check Date	Check Number	Payee	Description	Amount
11/12/2024	37045	Assoc Educational Service Agencies	2024 annual conf reg	\$1,980.00
11/12/2024	37046	Beavers, Heather	mileage	\$1,356.08
11/12/2024	37047	Behlke, Nathan	board mileage	\$72.36
11/12/2024	37048	Bishop, Deanne	social media workshop	\$460.50
11/12/2024	37049	Burke, Sharriea	mileage	\$980.21
11/12/2024	37050	Calvert, Sara	mileage	\$1,989.23
11/12/2024	37051	Cavanaugh, Morgan	mileage	\$698.81
11/12/2024	37052	CenturyLink (AZ)	telephone	\$82.63
11/12/2024	37053	City of McCook	utilities-mccook	\$76.69
11/12/2024	37054	Cortney Crocker	mileage	\$410.04
11/12/2024	37055	Dickey, Angie	mileage	\$1,353.13
11/12/2024	37056	Educational Service Unit 10	transition workshop	\$25.00
11/12/2024	37057	Educational Service Unit 16	contracted services-long	\$2,070.87
11/12/2024	37058	Educational Service Unit 2	dmarcian inc license agreement	\$478.40
11/12/2024	37059	Educational Service Unit Coord Council	2023-24 simpl fee	\$660.46
11/12/2024	37060	Ember's Bakery & Cafe	supplies	\$24.30
11/12/2024	37061	Englot, Angie	mileage	\$538.68
11/12/2024	37062	Esch, Barb	mileage	\$534.44
11/12/2024	37063	Esu #15 Cafeteria/125 Plan	monthly fees	\$90.00
11/12/2024	37064	Fairfield Inn & Suites Kearney	travel expense-hotel	\$269.90
11/12/2024	37065	Fort Hayes University	slp career fair 2024	\$50.00
11/12/2024	37066	Gossen, Larry	board mileage	\$54.94
11/01/2024	37044	Great Plains Communications	telephone	\$351.04
11/12/2024	37067	Great Plains Communications	telephone-imperial	\$70.95
11/12/2024	37068	Hanson, John	mileage	\$514.56
11/12/2024	37069	Harris, Michael	board mileage	\$16.08
11/12/2024	37070	Hometown Family Radio	advertising	\$600.00
11/12/2024	37071	Hometown Leasing	copier lease	\$293.30
11/12/2024	37072	Isom, Jean	migrant-mileage	\$629.38
11/12/2024	37073	Krutsinger, Lisa	mileage	\$865.64
11/12/2024	37074	Kunnemann, Carol	mileage	\$1,461.80
11/12/2024	37075	Lechtenberg, Jon	board mileage	\$83.08
11/12/2024	37076	Lopez, Aida	mileage	\$848.22
11/12/2024	37077	McCook Daily Gazette	legal notice	\$7.70
11/12/2024	37077	McCook Daily Gazette	legal notice	\$7.70
11/12/2024	37077	McCook Daily Gazette	subscription renewal	\$162.00
11/12/2024	37078	McCook Public Schools	hanson ins	\$888.75
11/12/2024	37079	NASB	2024 NE State Conf-reg	\$854.00
11/12/2024	37079	NASB	2024 NE State Conf-reg	\$361.00
11/12/2024	37080	Nauert, Breanna	mileage	\$974.85
11/12/2024	37081	Nebraska Council of School Administrators	2024 NE School Safety Summit	\$230.00
11/12/2024	37082	Nebraska Public Power Dist	utilities-mccook	\$244.94
10/22/2024	37029	Noah's Ark Preschool	migrant-purchased services	\$82.00
11/12/2024	37083	Noah's Ark Preschool	migrant-purchased services	\$106.00
11/12/2024	37084	Occupational Therapy Services	ot services	\$8,613.50
11/12/2024	37085	Olsen, Tonya	mileage	\$1,089.11
11/12/2024	37086	Parde Electric, L.L.C.	building maintenance-ac	\$612.31
11/12/2024	37087	Picquet, Phillip	mileage	\$568.16
11/12/2024	37088	Pristine Clean	cleaning-mccook	\$320.00
11/12/2024	37088	Pristine Clean	cleaning-trenton	\$320.00
11/12/2024	37089	Propio Language Services	migrant language services	\$25.00

11/12/2024	37090	Repass, Kate	board mileage	\$50.92
11/12/2024	37091	Richardson, Cynthia	admin travel	\$69.68
11/12/2024	37092	Strand, Amy	mileage	\$300.83
11/12/2024	37093	Trails West Texaco	meals	\$255.29
11/12/2024	37094	Tru By Hilton	hotel-nauert	\$110.00
11/12/2024	37095	USBANK	credit card	\$1,706.64
11/12/2024	37096	Verizon	phone	\$187.44
10/22/2024	37030	Viaero	migrant phone	\$40.21
11/12/2024	37097	Village Of Trenton	utilities	\$312.70
11/12/2024	37098	Walker, Kelcey	mileage	\$218.42
11/12/2024	37099	Wauneta-Palisade School	network equipment	\$4,600.00
11/12/2024	37100	Weimer, Todd	mileage	\$166.16
11/12/2024	37101	Werkmeister, Jessica	mileage	\$565.15
11/01/2024	Liability	Aflac	Aflac After Tax	\$1,023.80
11/01/2024	Liability	Blue Cross And Blue Shield	BCBS EE+CH HSA	\$36,599.13
11/01/2024	Liability	KUNNEMANN HSA	HSA EE Carol Kunneemann	\$50.00
11/01/2024	Liability	Colonial Life & Accident Insurance Co.	Colonial Life & Acc Ins	\$42.75
11/01/2024	Liability	Community First Bank	NPERS	\$24,963.43
11/01/2024	Liability	Community First Bank-FICA	Federal Withholding	\$9,281.50
11/01/2024	Liability	Community First Bank-FICA	FICA	\$15,482.22
11/01/2024	Liability	Community First Bank-FICA	Medicare	\$3,620.84
11/01/2024	Liability	RICHARDSON HSA	HSA EE Cynthia McCorkle	\$100.00
11/01/2024	Liability	Esu #15 Cafeteria/125 Plan	Cafeteria 125	\$2,091.68
11/01/2024	Liability	BRENNING HSA	HSA EE Laurie Brenning	\$223.00
11/01/2024	Liability	LegalShield, Inc	Pre-pd ID shield	\$71.80
11/01/2024	Liability	MASA Global Building	MASA	\$230.00
11/01/2024	Liability	MG Trust Company	MG 403(b)	\$4,075.00
11/01/2024	Liability	Nebraska Depart. Of Revenue	State Withholding - NE	\$4,327.54
11/01/2024	Liability	Principal Life Insurance Co.	LTD	\$289.25
11/01/2024	Liability	BURKE HSA	HSA EE SHARRIEA BURKE	\$160.00
11/01/2024	Liability	Vision Service Plan (CT)	Vision- Family- 125	\$241.18
			Total Payables	\$146,914.30
			Payroll	\$84,458.06
			Total Expenditures	\$231,372.36

2024-25

Taxes Collected

	Budget Amt.	September	October	November	December	January	February	March	April	May	June	July	Aug	% PAID	BALANCE
Chase	\$231,826.05	30,315.91	16,590.81											0.20	\$183,191.96
Dundy	\$144,785.67	29,475.09	10,057.48											0.27	\$105,253.10
Frontier	\$93,246.14	16,097.93	6,444.96											0.24	\$70,703.25
Furnas	\$15,857.14	1,904.73	905.88											0.18	\$13,046.53
Hayes	\$85,223.69	9,388.78	5,865.82											0.18	\$69,969.09
Hitchcock	\$123,234.60	23,143.88	7,467.85											0.25	\$92,622.87
Lincoln	\$40,267.27	6,364.44	3,358.45											0.24	\$30,544.38
Perkins	\$22.20	0.00	0.01											0.00	\$22.19
Red Willow	\$230,098.68	43,495.17	6,838.94											0.22	\$179,764.57
Total	\$964,561.43	160,185.93	57,530.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23%	\$746,845.30

October 22, 2024

Treasurer Report

Balances as of October 22, 2024

Checking Account-ESU#15	\$ 563,275.06	Comm First Bank Balance-ESU#15	\$ 563,275.06
Money Market-Comm First Bank	\$ 229,026.74	-Outstanding checks	\$30,943.60
Flex Accts	\$2,000,000.00	Nov 2024 checks	\$ 231,372.36
Total	2,792,301.80	Total	\$ 300,959.10

Outstanding Checks

Date	Check #	Description	Amount
6/13/2022	34876	Cherie McClintock	\$75.00
12/7/2023	36210	Angie Englot	\$1,025.49
8/29/2024	36895	LessonPix, Inc.	\$252.00
8/29/2024	36902	Kate Repass	\$50.92
9/10/2024	36933	Kimberly Pearson	\$33.50
10/1/2024	36949	Aflac	\$1,023.80
10/14/2024	36965	Nathan Behlke	\$72.36
10/14/2024	36966	Black Hills Energy	\$40.10
10/14/2024	36972	CenturyLink	\$81.60
10/14/2024	36976	Courtyard by Marriott	\$262.50
10/14/2024	36977	Cranmore Fire Protection LLC	\$229.00
10/14/2024	36980	Days Inn & Suites	\$107.00
10/14/2024	36981	Angie Dickey	\$1,114.71
10/14/2024	36982	Dollar General-Regions 410526	\$42.70
10/14/2024	36984	Educational Service Unit 16	\$3,941.62
10/14/2024	36987	Angie Englot	\$529.30
10/14/2024	36988	Barb Esch	\$550.52
10/14/2024	36990	Graduate Lincoln	\$162.27
10/14/2024	36994	Michael Harris	\$16.08
10/14/2024	36998	Lisa Krutsinger	\$751.74
10/14/2024	37000	Language Tree Online	\$2,540.00
10/14/2024	37001	Jon Lechtenberg	\$83.08
10/14/2024	37002	Aida Lopez	\$711.54
10/14/2024	37003	McCook Daily Gazette	\$5.00
10/14/2024	37004	McCook Lettering	\$72.00
10/14/2024	37005	McCook Public Schools	\$1,448.75
10/14/2024	37006	MOW-Mentum Lawn Services	\$60.00
10/14/2024	37008	Nebraska Department of Education	\$750.00
10/14/2024	37010	Occupational Therapy Services	\$8,613.50
10/14/2024	37012	Kimberly Pearson	\$251.92
10/14/2024	37015	Pristine Clean	\$640.00
10/14/2024	37016	Propio Language Services	\$25.00
10/14/2024	37018	Kate Repass	\$50.92
10/14/2024	37022	Strand, Amy	\$297.48
10/14/2024	37024	USBANK	\$4,116.41
10/14/2024	37025	Verizon	\$198.62
10/14/2024	37027	Todd Weimer	\$150.08
10/14/2024	37028	Jessica Werkmeister	\$444.88
10/22/2024	37029	Noah's Ark Preschool	\$82.00
10/22/2024	37030	Viaero	\$40.21
		Total Outstanding	\$30,943.60

Receipts

Date	Description	Amount
9/30/2024	State of NE-Core Servives	\$11,713.99
	State of NE-Peak Grant	\$42,809.00
	State of NE-Deloitte	\$13,491.18
10/1/2024	State of NE-PRT Grant	\$12,025.00
	State of NE-Mac	\$2,584.73
10/4/2024	Frontier Co Treasurer	\$6,444.96
10/8/2024	Perkins Co Treasurer	\$0.01
10/10/2024	Lincoln Co Treasurer	\$3,358.45
10/15/2024	Red Willow Co Treasurer	\$6,838.94
10/18/2024	Dundy Co Schools	\$10,057.48
	Chase Co Treasurer	\$16,590.84
	Furnas Co Treasurer	\$905.88
	Hayes Co Treasurer	\$5,865.82

		Hitchcock Co Treasurer	\$7,467.85
		State of NE-Service Coord	\$4,533.13
	10/22/2024	Community First Bank	\$234.31
		Community First Bank-MM	\$245.71
		Total Outstanding	\$145,167.28

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ESU #15 Administrator Evaluation and Appraisal

Name of Administrator: _____

Date: _____

Rating Scale:

- 1 - Does Not Meet Standards
- 2 - Needs Improvement
- 3 - Meets ESU Standards
- 4 - Exceeds ESU Standards

1. Leadership and Vision

- 1.1 Provides clear direction for the ESU
- 1.2 Demonstrates leadership for positive educational change
- 1.3 Communicates and promotes high standards of performance
- 1.4 Sets and oversees educational goals for the district (annual and long-range)
- 1.5 Promotes innovation and continuous improvement
- 1.6 Implements the goals, mission, and philosophy of the ESU

Brief Comments:

2. Board and Community Relations

- 2.1 Communicates effectively with the Board
- 2.2 Keeps the Board informed on issues, needs, and operation of the ESU
- 2.3 Offers professional advice to the Board on items requiring Board action
- 2.4 Engages community stakeholders effectively
- 2.5 Maintains visible presence and active engagement in school districts served
- 2.6 Maintains a positive public image of the ESU

Brief Comments:

3. Staff Leadership and Management

- 3.1 Provides for ongoing staff development
- 3.2 Promotes good morale among staff members
- 3.3 Evaluates all administrative personnel annually
- 3.4 Demonstrates trust and builds positive relationships with staff
- 3.5 Effectively organizes personnel to staff offerings within provided resources

Brief Comments:

4. Instructional Leadership

- 4.1 Provides leadership for improvement of instruction
- 4.2 Ensures staff developers have access to trainings and appropriate curricular offerings
- 4.3 Administers the development of educational programs and support services to meet school district needs
- 4.4 Provides instructional personnel and service offerings to schools within resources provided
- 4.5 Communicates and promotes standards of performance for support services

Brief Comments:

5. Fiscal and Operational Management

- 5.1 Demonstrates effective organizational skills
- 5.2 Prepares an annual budget and clearly informs the board of fiscal and budgetary status of the organization
- 5.3 Reports the financial condition of the ESU and maintains a vision on the future needs of the unit.
- 5.4 Provides for efficient day-to-day operation of the ESU
- 5.5 Supervises the preparation and management of the annual budget
- 5.6 Maintains ESU facilities effectively
- 5.7 Demonstrates skills in problem analysis and decision-making

Brief Comments:

6. Communication and Interpersonal Skills

- 6.1 Works effectively with staff and community members
- 6.2 Maintains collaborative and supportive relationships with district superintendents
- 6.3 Demonstrates effective verbal and written communication skills
- 6.4 Strives to build and maintain relationships
- 6.5 Attentive listener and grasps ideas expressed by others
- 6.6 Displays adaptability and composure in varying situations
- 6.7 Demonstrates an appropriate sense of humor

Brief Comments:

7. Professional Responsibilities and Growth

- 7.1 Implements ESU programs, policies, and procedures

- 7.2 Participates in professional growth activities
- 7.3 Demonstrates personal motivation and self-discipline
- 7.4 Attends to ESU matters, state education matters, and is involved with professional organizations
- 7.5 Stays current with educational trends and best practices

Brief Comments:

8. Achievement of ESU Goals

- 8.1 Progresses towards annual ESU goals
- 8.2 Aligns actions and decisions with ESU's strategic plan
- 8.3 Provides regular updates on goal achievement to the Board
- 8.4 Adjusts strategies as needed to meet ESU goals
- 8.5 Involves key stakeholders in the goal-setting and achievement process

Brief Comments:

Summative Narrative Comments

Strengths:

Areas for Improvement:

Recommended Future Performance Targets:

Overall Evaluation

- Recommended for reappointment
- Recommended for Professional Development Plan
- Recommended for dismissal

Board Member Signature: _____ Date: _____

Administrator Signature: _____ Date: _____