

DATE:

TO: ESU #1 Board of Directors

FROM: Bill Heimann, Administrator

RE: Tuesday, March 14, 2023 Board Meeting

There will be a meeting of the ESU #1 Board of Directors, on Tuesday, March 14, 2023, at 5:30 PM in the

ESU #1 Conference Room
211 Tenth Street
Wakefield, NE 68784-5014

Consideration, discussion and any action necessary will be taken on the following items.

- A. Notification of Open Meetings Law
- B. Roll Call*
- C. Consent Agenda*
 - C.1. Previous Minutes (copy attached)
 - C.2. Financial Reports
 - C.2.a. Revenue Report/Treasurer's Report
 - C.2.b. Cash Summary/Expenditure Report
 - C.3. Bills for March
 - C.4. Administrator's Monthly Report
 - C.4.a. ESU #1 Annual Survey
 - C.4.b. All-Staff Day
 - C.4.c. Copy Machine Lease
- D. Public Comment
- E. Select a contractor for the ESU #1 Central Office remodeling project*
- F. State Legislative Bills
- G. Personnel*
 - G.1. Consider, discuss, and take necessary action on employee contracts and personnel changes.
 - G.1.a. Resignation(s)
 - G.1.b. New Hire(s)
 - G.1.c. Contract Change(s)
 - G.1.d. Termination(s)
- H. Adjournment

This agenda contains a list of subjects known at the time of its distribution on . A copy of the agenda reflecting any changes will be kept in the ESU #1 Administrative office and will be readily available for public inspection during normal office hours. Except for items of emergency nature, the agenda will not be enlarged later than twenty-four hours before the scheduled commencement of the meeting. The Board reserves the right to change the order of business discussed.

***Action Items**

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.

(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, and (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;

(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) Videoconferencing means conducting a meeting involving participants at two or more locations through the use of audio-video equipment which allows participants at each location to hear and see each meeting participant at each other location, including public input. Interaction between meeting participants shall be possible at all meeting locations.

§ 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; or (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.

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; contents; when available; right to modify; duties concerning notice; videoconferencing or telephone conferencing authorized; emergency meeting without notice; appearance before public body

(1) Each public body shall give reasonable advance publicized notice of the time and place of each meeting by a method designated by each

public body and recorded in its minutes. Such notice shall be transmitted to all members of the public body and to the public. 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 all interested persons reasonable advance information about proposals, projects, and other issues which are known to be subject to consideration at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (a) twenty-four hours before the scheduled commencement of the meeting or (b) 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 meeting of a state agency, state board, state commission, state council, or state committee, of an advisory committee of any such state entity, of an organization created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act, of the governing body of a public power district having a chartered territory of more than fifty counties in this state, of a board of an educational service unit, or of the governing body of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act may be held by means of videoconferencing or, in the case of the Judicial Resources Commission in those cases specified in section 24-1204, by telephone conference, if:

(a) Reasonable advance publicized notice is given;

(b) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including seating, recordation by audio or visual recording devices, and a reasonable opportunity for input such as public comment or questions to at least the same extent as would be provided if videoconferencing or telephone conferencing was not used;

(c) At least one copy of all documents being considered is available to the public at each site of the videoconference or telephone conference;

(d) At least one member of the state entity, advisory committee, board, or governing body is present at each site of the videoconference or telephone conference; and

(e) No more than one-half of the state entity's, advisory committee's, board's, or governing body's meetings in a calendar year are held by videoconference or telephone conference.

Videoconferencing, telephone conferencing, or conferencing by other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(3) A meeting of a board of an educational service unit, of the governing body of an entity formed under the Interlocal Cooperation Act, the Joint Public Agency Act or the Municipal Cooperative Financing Act or of the governing body of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act may be held by telephone conference call if: (a) The territory represented by the educational service unit or member public agencies of the entity or pool covers more than one county; (b) Reasonable advance publicized notice is given which identifies each telephone conference location at which an educational service unit board member or a member of the entity's or pool's governing body will be present; (c) All telephone conference meeting sites identified in the notice are located within public buildings used by members of the educational service unit board or entity or pool or at a place which will accommodate the anticipated audience; (d) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including seating, recordation by audio recording devices, and a reasonable opportunity for input such as public comment or questions to at least the same extent as would be provided if a telephone conference call was not used; (e) At least one copy of all documents being considered is available to the public at each site of the telephone conference call; (f) At least one member of the educational service unit board or governing body of the entity or pool is present at each site of the telephone conference call identified in the public notice; (g) The telephone conference call lasts no more than one hour; and (h) No more than one-half of the board's, entity's, or pool's meetings in a calendar year are held by telephone conference call, except that a governing board of a risk management pool that meets at least quarterly and the advisory committees of the governing body may each hold more than one-half of its meetings by telephone conference call, except that a governing body's quarterly meetings are not held by telephone conference call or videoconferencing.

Nothing in this subsection shall prevent the participation of consultants, members of the press, and other nonmembers of the governing body at sites not identified in the public notice. Telephone conference calls, 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 means of electronic or telecommunication equipment. 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 other than a member of the public body to appear before the public body by means of video or telecommunications equipment.

§ 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, camera, video equipment, or any other means of pictorial or sonic reproduction or in writing.

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

(3) No public body shall require members of the public to identify

themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body may require any member of the public desiring to address the body to identify himself or herself.

(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 a telephone conference call 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; (f) Reasonable arrangements are made to provide viewing at other in-state locations for a videoconference meeting if requested fourteen days in advance and if economically and reasonably available in the area; and (g) 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) The public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at the meeting.

(8) Public bodies shall make available at the meeting or the in-state location for a telephone conference call or videoconference, 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. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

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

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

(2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a municipality, a county, a learning community, a joint entity created pursuant to the Interlocal Cooperation Act, a joint public agency created pursuant to the Joint Public Agency Act, or an agency formed under the Municipal Cooperative Financing Act which utilizes an electronic voting device which allows the yeas and nays of each member of such city council, village board, county board, or governing 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 and 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 the minutes is absent due to a serious illness or emergency.

§ 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 July 2011



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**ESU #1 Board Meeting
Tuesday, February 14, 2023**

A meeting of the ESU #1 Board of Directors convened in open and public session on Tuesday, February 14, 2023, at 5:30 PM, at ESU #1. **Present:** Josiah Boneschans, Jim Gunsolley, AJ Johnson, Shannon Johnson, Sally Reinert, Susan Strahm, **Absent:** Tabitha Gilsdorf, Traci Haglund, Mr. Tucker Hight, Duane Krusemark. **Present:** Duane Krusemark.

Notice of the meeting was given in advance by publication and/or posting, as shown below, in accordance with the Board approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Directors. The Recording Secretary maintains a list of news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and current copy of the Agenda was maintained as stated in the publicized notice. All proceedings of the Board of Directors, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

A. Notification of Open Meetings Law

At the beginning of this meeting, President AJ Johnson announced and informed the public that a current copy of the Open Meetings Act is available at the meeting site and included electronically in the E-Meeting agenda.

B. Roll Call*

Motion by Susan Strahm, seconded by Sally Reinert, to excuse the absence of Traci Haglund, Tucker Hight, Tabitha Gilsdorf and Duane Krusemark. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Tabitha Gilsdorf: Absent, Traci Haglund: Absent, Mr. Tucker Hight: Absent, Duane Krusemark: Absent, Josiah Boneschans: For, Jim Gunsolley: For, AJ Johnson: For, Shannon Johnson: For, Sally Reinert: For, Susan Strahm: For
For: 6, Against: 0, Absent: 4

C. Consent Agenda*

Motion by Susan Strahm, seconded by Shannon Johnson, to approve all items on the consent agenda as provided: (January 10 Minutes, January Financial Reports, February bills of \$998,386.48, and the Administrator's Report.) After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Tabitha Gilsdorf: Absent, Traci Haglund: Absent, Mr. Tucker Hight: Absent, Josiah Boneschans: For, Jim Gunsolley: For, AJ Johnson: For, Shannon Johnson: For, Duane Krusemark: For, Sally Reinert: For, Susan Strahm: For
For: 7, Against: 0, Absent: 3

C.1. Previous Minutes (copy attached)

C.2. Financial Reports*

C.2.a. Revenue Report/Treasurer's Report

C.2.b. Cash Summary/Expenditure Report

C.3. Bills for February

C.4. Administrator's Monthly Report

C.4.a. ESU #1 All-Staff Day

Administrator Heimann provided a brief summary of All Staff Day held on February 10th.

C.4.b. ESU #1 Quarterly Superintendent and Principal Meeting

Administrator Heimann provided a summary from the quarterly Principal and Superintendent Meetings.

C.4.c. NDE Comprehensive Support and Improvement Training

ESU #1 hosted an NDE training for CSI schools, where 18 NDE personnel were in attendance.

C.4.d. ESU1 Personnel Contracts

2023-24 Staff contracts will be going out in the coming weeks.

D. Public Comment

E. ESU #1 Board Committee Assignments

President AJ Johnson completed and shared Board committee assignments.

F. ESU1 Facility Construction Project

Administrator Heimann provided an update on the upcoming central office renovation.

G. Legislative Update

Administrator Heimann shared a new legislative update.

H. ESU1 Financial Audit*

Motion by Sally Reinert, seconded by Josiah Boneschans, to accept the ESU #1 financial audit report as presented by Dana F. Cole & Company for the 2021-22 fiscal year. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Tabitha Gilsdorf: Absent, Traci Haglund: Absent, Mr. Tucker Hight: Absent, Josiah Boneschans: For, Jim Gunsolley: For, AJ Johnson: For, Shannon Johnson: For, Duane Krusemark: For, Sally Reinert: For, Susan Strahm: For
For: 7, Against: 0, Absent: 3

I. Personnel*

I.1. Compensation for 2023-24 Contract Year Specialty, Licensed, Professional and Intermediate staff*

Motion by Shannon Johnson, seconded by Duane Krusemark, to approve ESU #1 Specialty, Licensed, and Professional staff compensation as presented, effective for the 2023-24 year. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Tabitha Gilsdorf: Absent, Traci Haglund: Absent, Mr. Tucker Hight: Absent, Josiah Boneschans: For, Jim Gunsolley: For, AJ Johnson: For, Shannon Johnson: For, Duane Krusemark: For, Sally Reinert: For, Susan Strahm: For
For: 7, Against: 0, Absent: 3

I.2. ESU1 Administration Compensation for 2023-24*

Motion by Duane Krusemark, seconded by Jim Gunsolley, to approve the 2023-24 contract year compensation for ESU #1's administration as presented. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Tabitha Gilsdorf: Absent, Traci Haglund: Absent, Mr. Tucker Hight: Absent, Josiah Boneschans: For, Jim Gunsolley: For, AJ Johnson: For, Shannon Johnson: For, Duane Krusemark: For, Sally Reinert: For, Susan Strahm: For
For: 7, Against: 0, Absent: 3

I.3. Consider, discuss, and take necessary action on employee contracts and personnel changes.

I.3.a. Resignation(s)

- Vernae Luhr, Audiologist, retirement effective July 31, 2023.
- Klint Conroy, School Psychologist, resigned effective July 31, 2023.
- Keri Hart, School Psychologist, resigned effective July 31, 2023.

Motion by Susan Strahm, seconded by Duane Krusemark, to approve the resignations at the end of the 2022-23 contract year. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Tabitha Gilsdorf: Absent, Traci Haglund: Absent, Mr. Tucker Hight: Absent, Josiah Boneschans: For, Jim Gunsolley: For, AJ Johnson: For, Shannon Johnson: For, Duane Krusemark: For, Sally Reinert: For, Susan Strahm: For
For: 7, Against: 0, Absent: 3

I.3.b. New Hire(s)

Motion by Duane Krusemark, seconded by Jim Gunsolley, to approve the contract for Samantha Sachau, Physical Therapist effective March 1 and Caitlin Smith, Speech/Language Pathologist and Holly Pedersen, School Psychologist for the 2023-24 contract year. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Tabitha Gilsdorf: Absent, Traci Haglund: Absent, Mr. Tucker Hight: Absent, Josiah Boneschans: For, Jim Gunsolley: For, AJ Johnson: For, Shannon Johnson: For, Duane Krusemark: For, Sally Reinert: For, Susan Strahm: For
For: 7, Against: 0, Absent: 3

I.3.c. Contract Change(s)

I.3.d. Termination(s)

J. Adjournment

As there were no additional Agenda items, President AJ Johnson adjourned the meeting at 6:08 p.m.

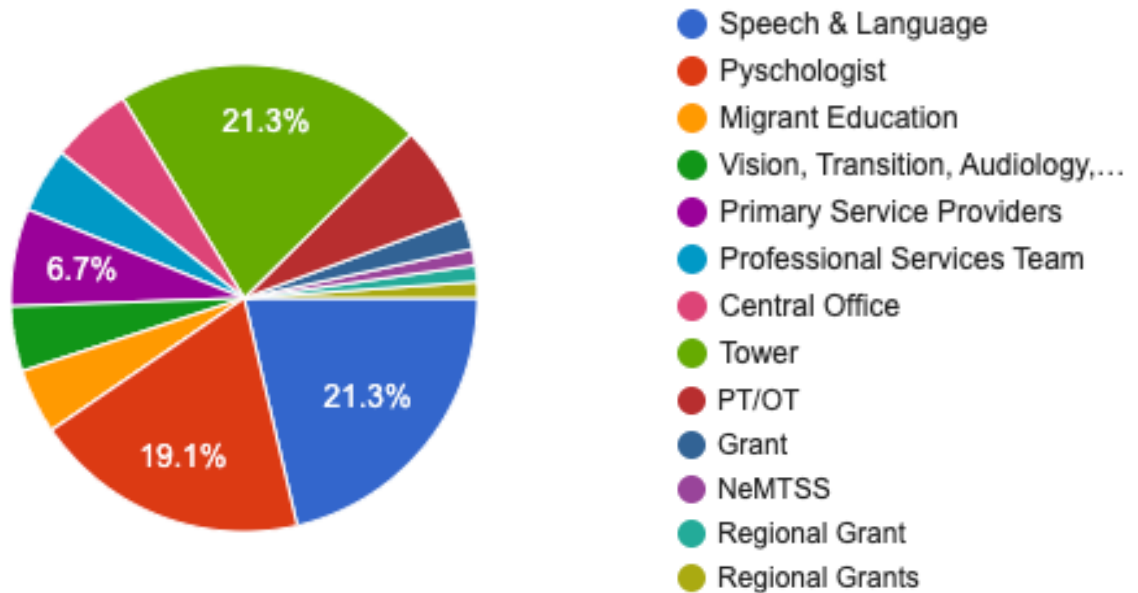
Brittney Hampl, Recording Secretary

Helen Sorensen, Board Secretary

ESU 1 All-Staff Day February 2023 Survey

Please identify your department

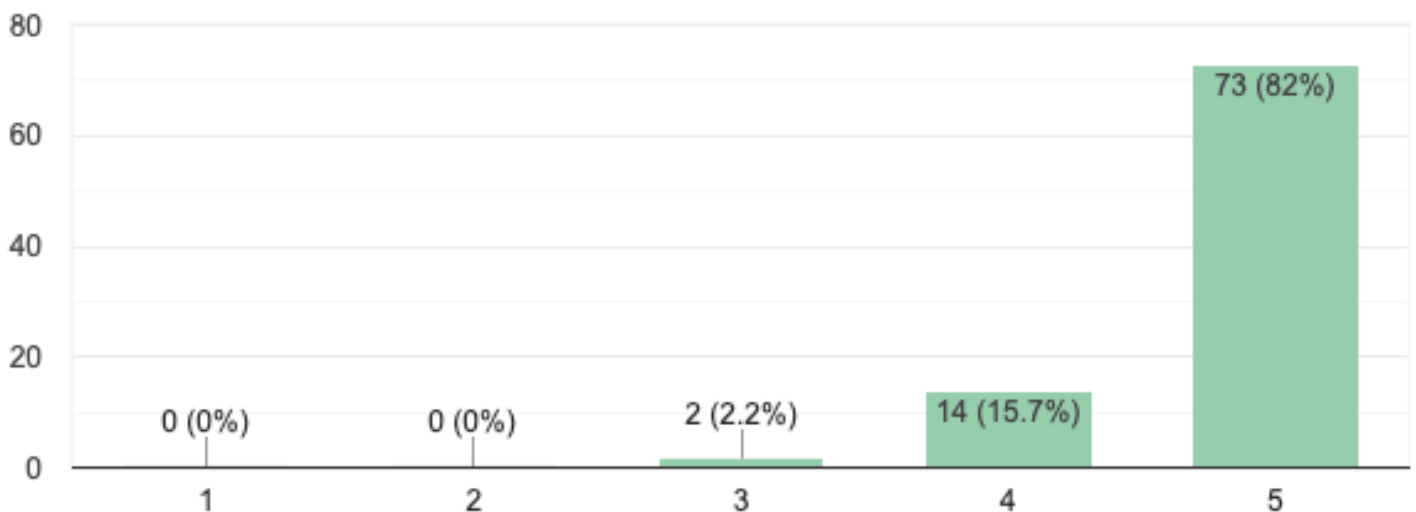
89 responses



Administrator's Welcome



89 responses

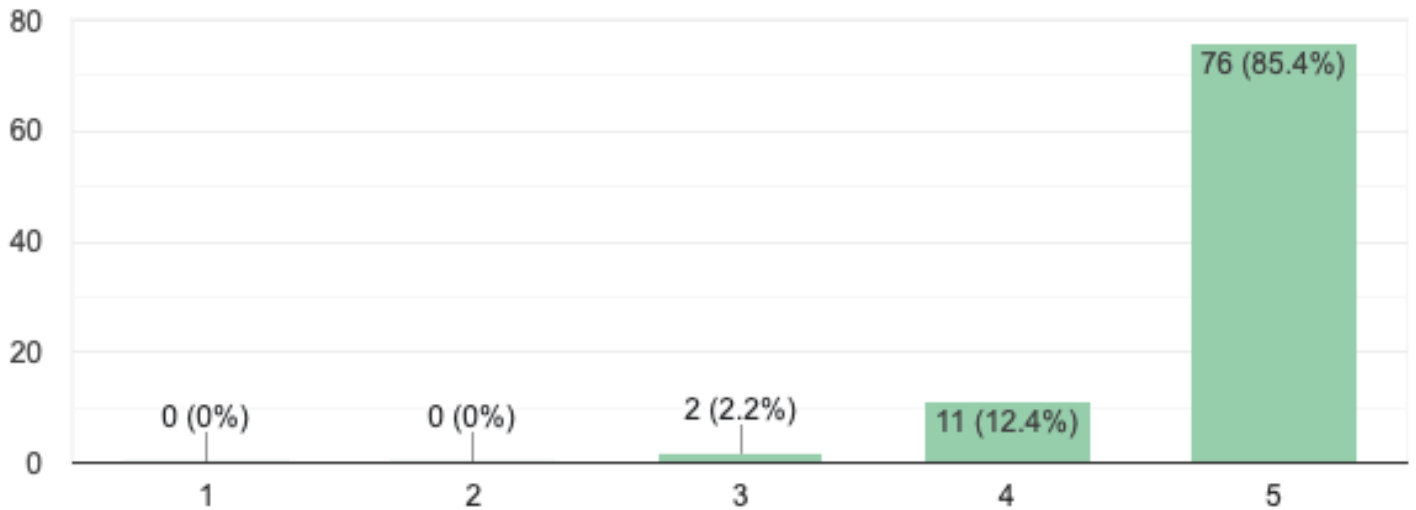


1 = Did not provide direction for ESU1, 5 = Clearly articulated direction for ESU1

Cyber Security Awareness



89 responses

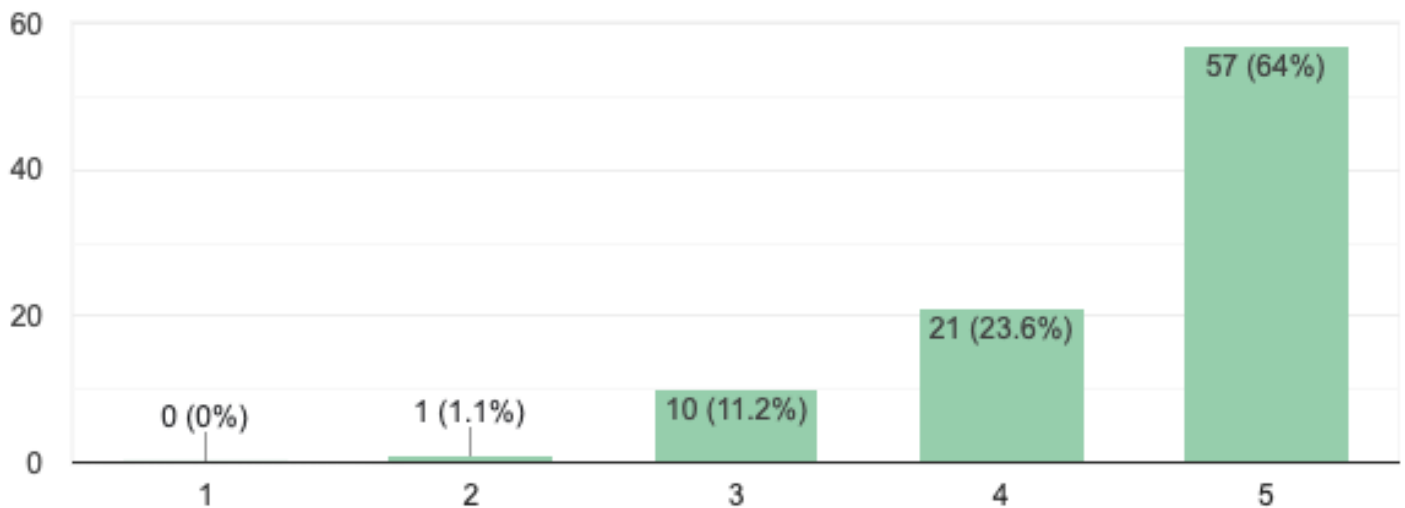


1 = Information was not useful nor understandable, 5 = Information was very useful and easily understood

Educator Health Alliance Information



89 responses

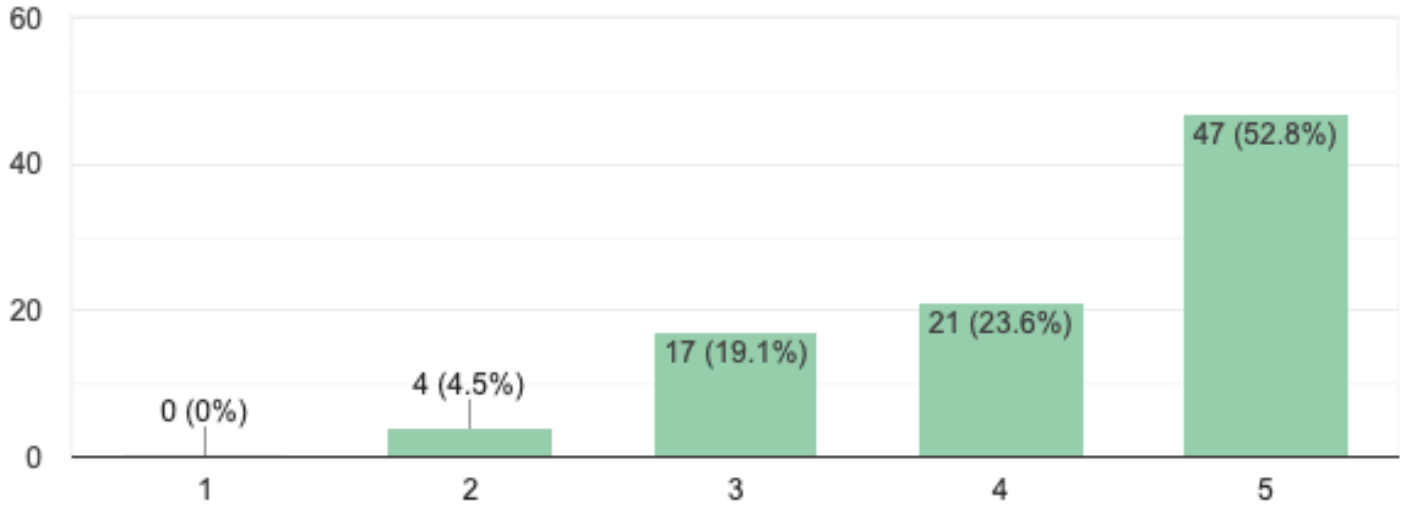


1 = Not very beneficial to me, 5 = Very beneficial to me

Agency Improvement Information



89 responses

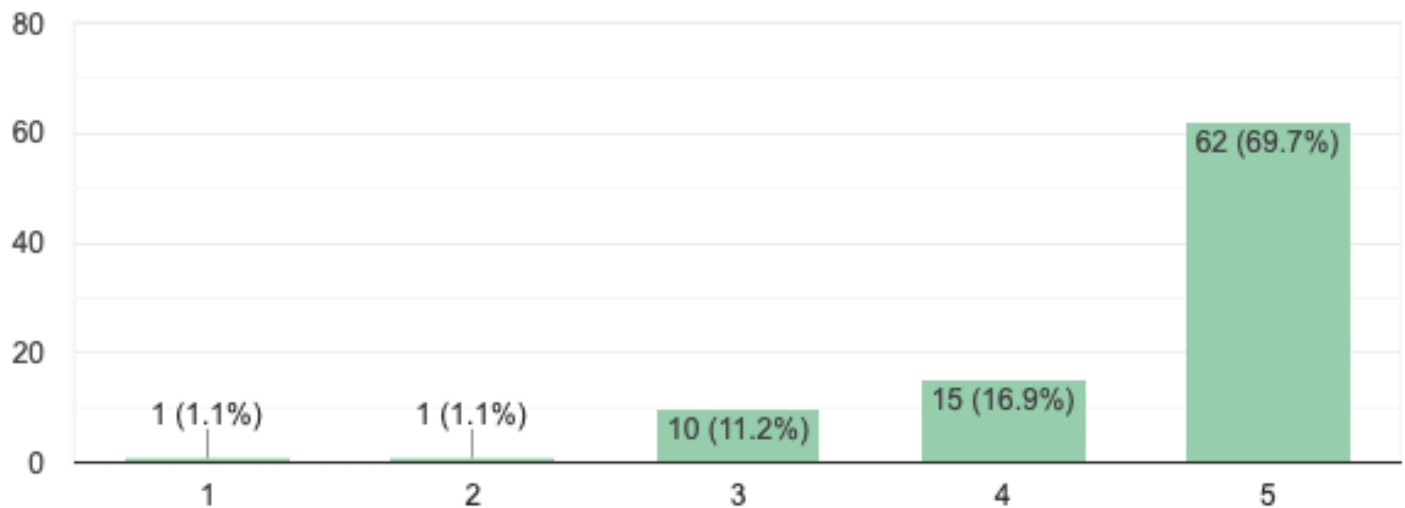


1 = Not understandable/not interested in Clifton Strengths
5 = Enjoyed learning about others who share similar Clifton Strengths

The morning activities...



89 responses

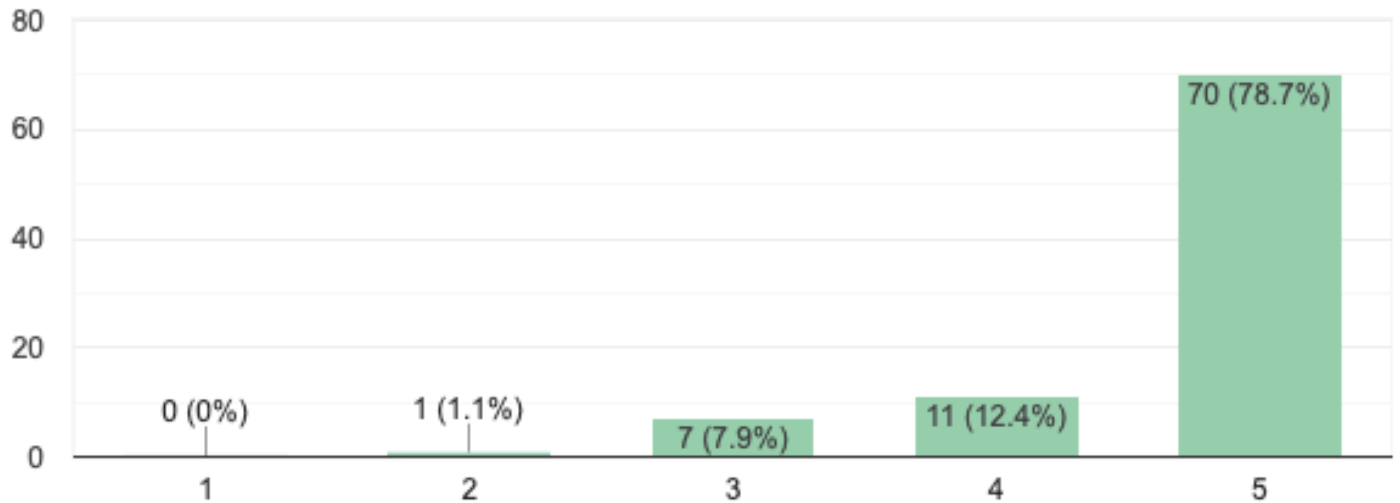


1 = Did not interest me, 5 = Were fun and engaging

The morning activities...



89 responses

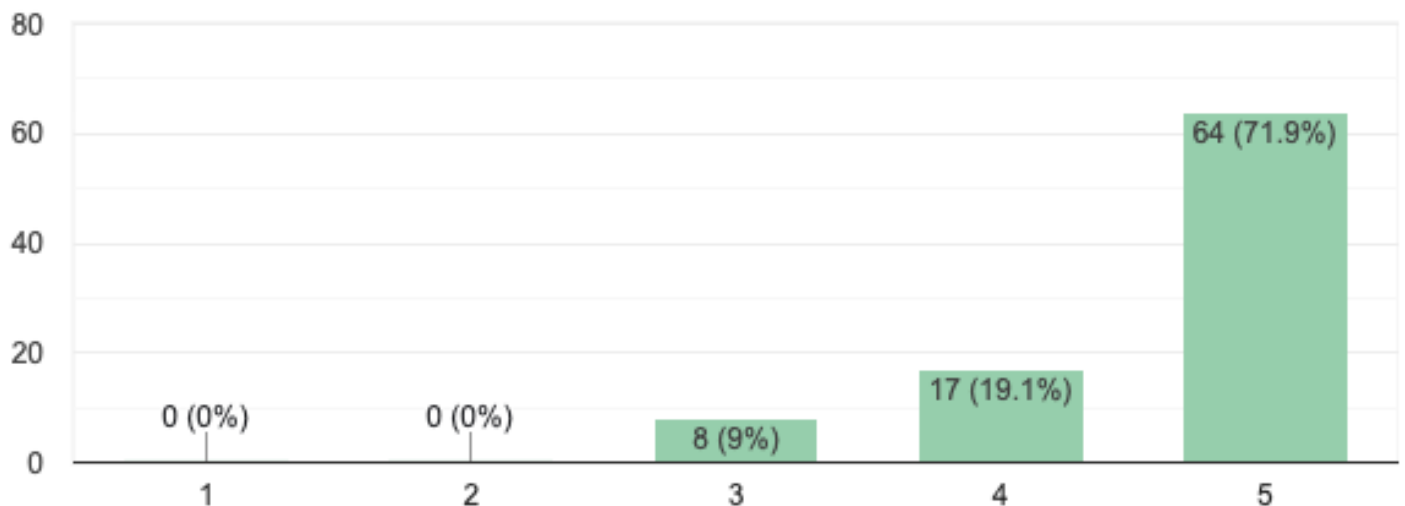


1 = Did not allow team building opportunities, 5 = Allowed great team building opportunities

The morning activities...



89 responses

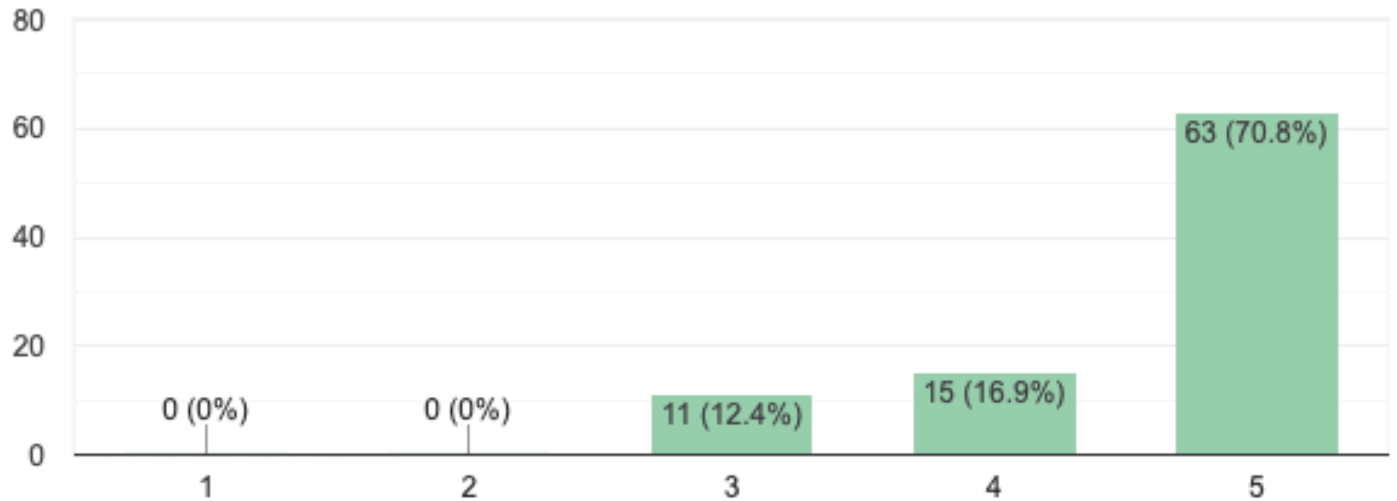


1 = Did not cause me to meet/talk with ESU1 staff
5 = I met/talked with numerous staff, including those not in my department

Overall, the morning activities...



89 responses

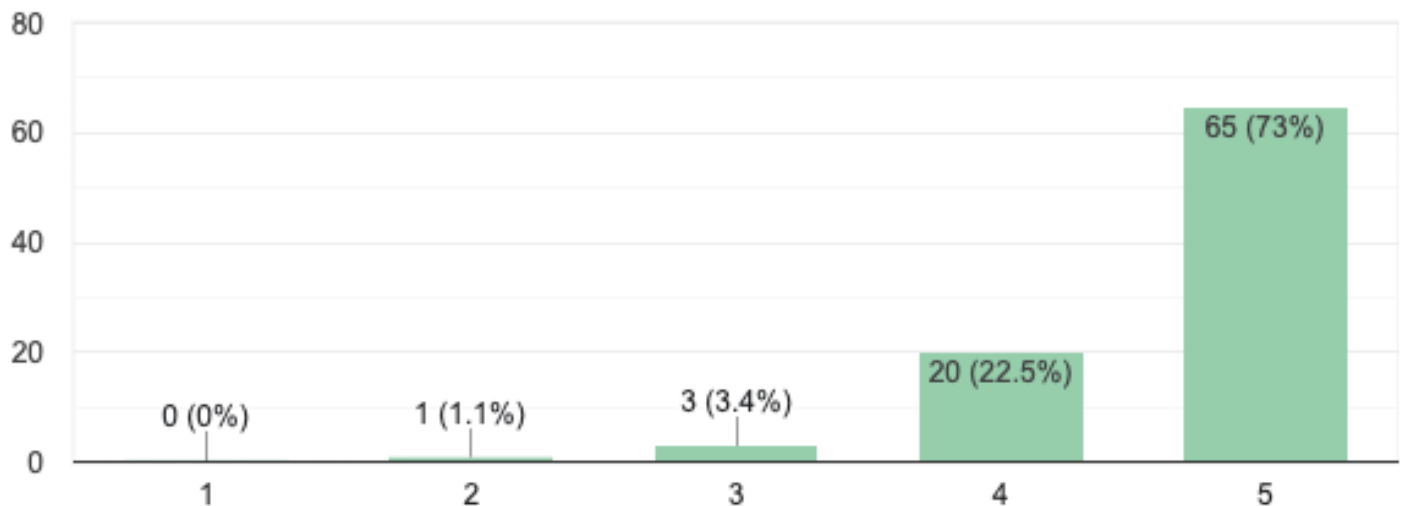


1 = Were neither engaging nor interactive, 5 = Reinforced my appreciation of ESU1

Department Meeting Information was...



89 responses

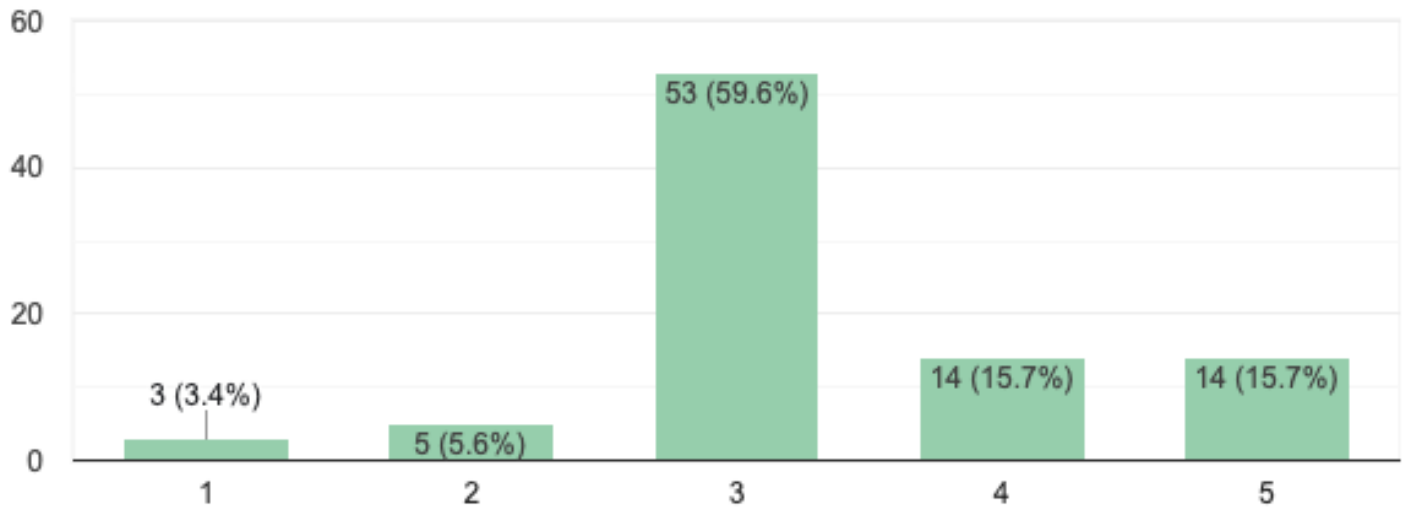


1 = Very confusing, 5 = Easily understood

The department meetings provided...



89 responses



1 = Not enough time, 5 = Too much time

Comments or Suggestions about All Staff Day 52

It was a great all staff day!

I liked the activities.

Thank you for the stipend! I truly appreciate that this was invested in the staff as times are challenging financially and across education as a whole. I am so grateful for the "bonus". :)

I loved it! Great way to interact and the money for the bonus was well spent.

I loved name that tune! Best game!!!!

Thank you for a wonderful day and the additional \$300.00 bonus.

It was a great day! Lots of laughter and time to talk to others. Thank you so much for the extra money as I had to draw money out of my savings this month so that extra will come in handy next month. Much appreciated.

I really appreciated the activities! The smaller activities (i.e. go find a signature and talk to that person) are appreciated but intimidating for introverted me. The games were a great way to break out of my shell and actually have a more natural conversation with others I didn't know. They were a lot of fun. I appreciated the trauma presentation and I'd like to learn more so I can better support my district.

I really enjoyed the fun activities in the morning - more of those please!!!!

I really appreciated this time designated to growing my relationships with staff. Thank you!

Not always a fan of getting food from the cafeteria as it can be crowded and overwhelming with the college students - I feel like I'm invading their space!

I really enjoyed the morning activities. It was a great way to get to know others and build team work without making it boring, strict, or forced. The time limit for each station was just right.

I liked listening to the the speaker on trauma, I think more of that would be helpful in the schools. It was nice to have that over lunch, sometimes listening to a speaker without anything to do can get long and tiring. But I also enjoy not having to do a lot of extra exercises or busy work.

More time for guest lectures

As a host for one of the stations, I truly enjoyed seeing others utilize their strengths to accomplish their goals, personally and collectively!

Thank you for all the work that was put into making this All-Staff Day a great one.

My personal belief is that our organization is only as strong as the sum of all its parts. To me, this means that we need to get to know one another and this is only done through intentional efforts to get us talking and working together.

Thank you for a fun day of connectedness!

Thank you for an awesome All Staff Day! It was so wonderful to get together as an ESU #1 family and connect in new and meaningful ways. The activities helped us laugh together and learn more about each other as individuals and professionals. It's awesome when a relationship grows from a simple "hello" you might exchange in passing to a "Hey! How's it going?" Thanks again for the opportunity! It's great to work for an organization that truly values relationships....and knows how important it is to have some fun :)

Nothing__ please thank those responsible for the work planning and the \$300 stipend!

The noon presentation was very good, but it would have been nice to have had some type of break at noon. It makes for a very long day of sitting, especially when you have to drive a distance.

I enjoy a good motivational speaker at times, but this day was great and just what I needed. I appreciated the competition, problem solving, discussions, and LAUGHS. Thank you!

Since we are such a large group, I often don't get to interact with others outside of my program. I enjoyed the time to laugh and build relationships. I felt it was a successful day and appreciated having a day of professional development with no stress!!

The presentation by Shanya Cerny was excellent and is where so many of us are at in trying to help our students navigate their daily lives at school and encourage them how to navigate at home.

As always, I am very appreciative to all who put forth time and effort to make these a great day of coming together! Excellent Day- I got to speak to different people. I really enjoyed the group team activities!

I think next year we should do a ESU#1 talent show and have groups draw a talent and then try to do the talent that they draw. Having a ESU#1 meeting like we did made it fun and enjoyable and also lots of networking was done.

It was nice to be able to move around during the day.

The games were fun to do once in awhile! I don't think I would want to do them every year though.

I really enjoyed having the presentation over the lunch hour. I found the topic to be relevant and engaging. I love hearing about trauma informed practices. However, having a working lunch made it feel like a very long day.

Thanks so much for the appreciation gift!

Keep it fun. We need the break from reality

Overall was such a great day and extremely thankful for everyone who helped make the day go smoothly.

It was an awesome day!

All Staff was a great experience. I appreciated being able to interact with the other departments and felt that I got to know the staff in our "activity teams" on a more personal level. Also, thank you so much for the bonus!

the morning activities were fun, but i have a lot of stuff going on in my district to give up a day for team building.

The large group as well as the Dept activities were fun! Thank you for the feel-good and fun day! Maybe a top five All Staff Day?! Great job!

1. Potentially having smaller teams for activities to provide the ability to connect with more people one on one.
2. Dividing strategic activities and interactive activities on each side of the room to help avoid distractions from other groups.

I appreciated when there was one activity I was not going to participate in for personal reasons, my group did not shame me or make me feel bad about it, which can sometimes happen. The rest of the activities encouraged movement and engaging, though some I liked more than others.

Keep up the great work!

none

I really miss the pick me up feeling that we would get from the motivational speakers that we had in the past. I don't think the activities this time caused me to engage any deeper with coworkers.

None.

Thank you for showing your appreciation and reminding me again why ESU is a great place to work.

I like the motivational speakers that we have had in the past

While I appreciate all the hard work, positive energy, and creative effort the staff development team put into organizing the morning games/activities, I was disappointed the ESU was not able to secure a key note speaker for this year's all staff meeting. I always find them so motivating and uplifting. Maybe next year!

Thank you to everybody involved in the behind the scenes planning and organizing to make the day a success! There's so much that goes into these days - thanks for putting in the effort and time to make the day so great for all staff! It's very appreciated, and while it may seem that it's now acknowledged or noticed, it is! THANK YOU!

Another good outing

I love the games! (The \$300 was nice too!)

I enjoy movement during staff days and the opportunity to engage with employees:)

no recommendations at this time

Everyone who helped put All Staff Day together, did a great job! I really enjoyed seeing everyone mixed together working through stations. If we do this again, I would challenge teams to come up with one take away that they learned from the department posters.

N/A

I think those morning activities are fun and the people who are more extroverted will always rate them higher. It was interesting to see in our group who was more introverted and it almost seemed painful for them...stress inducing. For those introverts, these activities aren't pleasant, it seems. I like them because I tend to be a blend of both introverted and extroverted and I use it as an opportunity to practice being extroverted but it's not easy. I like learning about others who work for the ESU. I wonder if there would be ways to do that that would appeal to the introverted individuals a bit more? Kellen's music game was a blast!



**CARLSON
WEST
POVONDRA**
ARCHITECTS

5060 Dodge Street
Omaha, Nebraska 68132
402.551.1500

cwparchitects.com

February 28, 2023, 2:00 pm

Tabulation of Bids

ESU #1 Remodel
211 10th Street
Wakefield, NE

CWP 22152

\$20,000.00 Contingency included in Bid Amount

General Contract Bidders	Bid Bond Received	Addenda Acknowledged	Base Bid Lump Sum	Alternate #1: Ceiling Texture	Alternate #2: Additional Office Finishes	Alternate #3: Additional Lights
Fauss Construction Inc. Hooper, NE	Y	Y	\$765,250.00	\$5,240.00	\$13,745.00	\$11,924.00
HoChunk Construction Management Sioux City, NE	Y	Y	\$748,241.00	\$8,115.00	\$12,495.00	\$17,768.00
OCC Builders Wayne, NE	Y	Y	\$854,384.00	\$11,400.00	\$15,100.00	\$11,700.00
RaDec Construction Co. Hartington, NE	Y	Y	\$795,000.00	\$12,200.00	\$18,900.00	\$6,200.00
Rogge General Contractors Inc. Lincoln, NE						

Note: The low bidder is shown in bold print.

ESU 1 Central Office Remodeling Project

CWP Facility Study Cost Estimate (July 2022) - \$1,099,707

Cost Projections	Dollar Amount	Description
Base Bid	\$748,241	HCI Construction
Alternate #1	\$8,115	Ceiling Texture -replace
Alternate #2	\$12,495	Carpet replacement – Business office, Administrator office, IT Director office “Mini” conference room
Alternate #3	\$17,768	LED lights – Storage Room
Subtotal A	\$786,619	Base bid & Alternates 1,2,3
Furniture Estimate	\$215,000	Eakes Office Solutions
Construction Contingency	\$20,000	
Subtotal B	\$235,000*	*Maximum expense
Carlson West Povondra	\$66,863	Architectural Fees – 8.5%
Interior Designer Furniture Service	\$4,500	Furnishings and Equipment design/selection
Subtotal C	\$71,363	
Total Project Cost - Maximum	\$1,092,982	Subtotal A + B + C
Payments made to CWP	(\$51,229.50)	CWP – schematic design, design documents, construction documents
Remaining (March 7, 2023)	\$1,041,752.50	

Next Steps:

1. ESU1 Board of Directors – approve HCI as low bidder, authorize administrator to execute contract
2. Construction contracts completed
3. Carlson West Povondra Architect, Bob Soukup schedules pre-construction meeting
4. Construction schedule/timeline with HCI
5. Complete furniture proposal with Eakes
6. ESU1 staff prepare for construction project (furniture removal, storage of items, location of work spaces during project)