



Regular Board of Directors Meeting

Educational Service Unit 7, Oak Room

2657 44th Avenue

Columbus, NE 68601-8537

Monday, November 16, 2020 at 5:30 PM

Posted Locations:

Columbus Telegram Newspaper

Columbus Telegram Website

ESU 7 North Building Front Door

Posted Date: 11/09/2020

Attendance Taken at 5:38 PM.

Bob Arp: Present

Joyce Baumert: Present

Marni Danhauer: Present

Donald Ellison: Present

Dan Hoesly: Present

Dawn Lindsley: Present

Richard Luebbe: Present

Jennifer Miller: Present

Doug Pauley: Present

Richard Stephens: Present

Gary Wieseler: Present

Jack Young: Present

Present: 12.

1. Call the Meeting to Order

LEADERSHIP • SERVICE • SUPPORT

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public on ESU 7 website www.esu7.org and posted at location of meeting. Notice of this meeting was also given in advance to all members of the Board of Education of Educational Service Unit 7. Availability of the

agenda and purpose of the hearing was communicated in the advance notice of the meeting and in the notice to the members of this hearing. All proceedings of the Board of Education of Educational Service Unit 7 were taken while the convened hearing was open to the attendance of the public.

Meeting called to order at 5:30pm

Vice President Gary Wieseler conducted the meeting.

Staff present:

Larianne Polk, Administrator

Linda Shefcyk, Business Manager

Mindy Reed, Secretary to the Board of Directors

Marci Ostmeyer, Professional Development Director

Tami Clay, Special Education Director

Dan Ellsworth, Network Operations Director

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.

§84-1411 adjusts notice requirements for meetings of public bodies. For meetings of governing bodies of all political subdivisions of the State of Nebraska:

- Notice shall be published in a newspaper of general circulation within the public body's jurisdiction. If available, notice shall also be published on such newspaper's website.
- In addition to the required notice, notice may also be provided by any other appropriate method designated by the public body or advisory committee.

2. Board Member Oath of Office Bob Arp, District 6 Board Member for ESU 7, will take and sign the oath office as presented below:

I, _____, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservations, or for purpose or evasions; and that I will faithfully and impartially perform the duties of the office of member of the Board of Educational Service Unit No. 7, according to law, to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence; and that during such time that I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence. So help me God. New Board Member for District 6, Bob Arp recited the Oath of Office. All board members present recited the Oath of Office.

3. Roll Call

4. Absent Board Members

Recommendation: Discuss, consider and take action to approve the Board

member absences.
No absent members.

5. Pledge of Allegiance All members present participated in the Pledge of Allegiance.

2. Approval of Agenda

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

Recommendation: Discuss, consider and take any necessary action to approve agenda as presented.

Agenda as presented Passed with a motion by Joyce Baumert and a second by Jennifer Miller.

Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Donald Ellison: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 12, Nay: 0

3. Welcome Visitors One visitor from the media arrived at 6:06pm.

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

Citizens wishing to address the Board on a certain agenda item must notify the Educational Service Unit Administrator prior to 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. No public comment provided.

5. **Consent Agenda**

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

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

Consent Agenda Includes:

- Minutes from the previous meeting(s)
- Presentation of the Bills
- Certificated/Classified Hire(s)/Reassignments/Resignation(s)

- Other Routine Agenda Items

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

Consent agenda as presented Passed with a motion by Donald Ellison and a second by Dan Hoesly.

- Bob Arp: Yea
 - Joyce Baumert: Yea
 - Marni Danhauer: Yea
 - Donald Ellison: Yea
 - Dan Hoesly: Yea
 - Dawn Lindsley: Yea
 - Richard Luebbe: Yea
 - Jennifer Miller: Yea
 - Doug Pauley: Yea
 - Richard Stephens: Yea
 - Gary Wieseler: Yea
 - Jack Young: Yea
- Yea: 12, Nay: 0

1. Minutes

This is a consent item.

- 2. Presentation of Bills #71520 through #71652 totaling \$752,164.23
- 3. The summary of bills for the current month total:\$752,164.23 - Bills #71520 through #71652
- 4. Inservice bills total: \$ 0

5.	6. Amount	7. Vendor	8. Description
9. 715 22	10. \$25,044 .58	11. Amazon	12. Migrant Instructional Supplies/Grants,Sped,Tech. Supplies
13. 715 32	14. \$8,721. 04	15. Capital One Bank	16. Tech/PD/SPED/Migrant/Title Grants general supplies/equip.
17. 715 34	18. \$19,465 .48	19. Central NE Rehab Services	20. SPED Speech Services/Early Childhood Services
21. 715 42	22. \$74,355 .56	23. Eakes Office Solutions	24. Replacement copiers and maintenance

25. 715 96	26. \$10,238 .35	27. Pearson Assessm ent	28. SPED testing materials/software
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This is a consent item.

29. New Hire: Travis Kassing - Network & Computer Systems Engineer Travis Kassing - Network & Computer Systems Engineer.

This is a consent item.

30. Resignation: Cody Nelsen Cody Nelsen resignation effective 11.20.2020

This is a consent item.

6. Treasurer's Report

Review the breakdown of the Treasurer's Report

7. Discuss, consider and take any action necessary to approve the Treasurer's Report as presented. Passed with a motion by Jack Young and a second by Joyce Baumert.

8. Bob Arp: 9. Yea

10. Joyce Baumert: 11. Yea

12. Marni Danhauer: 13. Yea

14. Donald Ellison: 15. Yea

16. Dan Hoesly: 17. Yea

18. Dawn Lindsley: 19. Yea

20. Richard Luebbe: 21. Yea

22. Jennifer Miller: 23. Yea

24. Doug Pauley: 25. Yea

26. Richard Stephens: 27. Yea

28. Gary Wieseler: 29. Yea

30. Jack Young: 31. Yea

Yea: 12, Nay: 0

Administrator Polk discussed the cash on hand and cash reserve lines. The goal is to have 30% cash on hand which is enough to sustain salaries and grant opportunities while we wait for payments from schools and grants.

32. Authorization of Administrator to Sign for Federal/State Funds

Should a quorum be unattainable due to COVID-19 illnesses, this Board action authorizes Administrator Polk to be the official signature for all federal and state program funds for Board Meeting in December 2020. This action need only be necessary when a quorum is not possible.

33. Discuss, consider and take any necessary action to authorize Administrator Polk to be the official signature for all federal and state program funds for Board Meeting in December 2020 should a quorum be unattainable due to COVID-19 illnesses Passed with a motion by Jennifer Miller and a second by Gary Wieseler.

- 34. Bob Arp: 35. Yea
- 36. Joyce Baumert: 37. Yea
- 38. Marni Danhauer: 39. Yea
- 40. Donald Ellison: 41. Yea
- 42. Dan Hoesly: 43. Yea
- 44. Dawn Lindsley: 45. Yea
- 46. Richard Luebbe: 47. Yea
- 48. Jennifer Miller: 49. Yea
- 50. Doug Pauley: 51. Yea
- 52. Richard Stephens: 53. Yea
- 54. Gary Wieseler: 55. Yea
- 56. Jack Young: 57. Yea

Yea: 12, Nay: 0

Currently there is an Executive Order that states Board Members are allowed to attend the meeting and vote via zoom if they are in ordered isolation or quarantine due to COVID-19.

If there is no quorum in the December Board Meeting due to COVID-19, this action gives authorization for Administrator Polk to pay the bills for that month. This will be added to the Board agenda monthly until there is no longer the threat of not having a quorum due to COVID-19.

58. ESU 7 Non-Certificated Job Descriptions (Production Personnel, Production Assistant, Production Coordinator, Media Secretary, and Receptionist Addendum) Board Policy Article IV, Section 2, A Staff Handbooks and Job Descriptions requires the ESU 7 Board to approve a written general job description and the qualification criteria for each adopted classified position. Attached are links to the non-certificated/classified ESU 7 job descriptions. Board Policy Article I, Section 6, C Duty and Function of the Administrator states job descriptions and alterations in an existing job description must be approved by the Administrator.

59. Discuss, consider, and take any action necessary to approve the Non-Certificated/Classified Staff Job Descriptions (Production Personnel, Production Assistant, Production Coordinator, Media Secretary, and Receptionist Addendum), as presented Passed with a motion by Doug Pauley and a second by Joyce Baumert.

- 60. Bob Arp: 61. Yea
- 62. Joyce Baumert: 63. Yea
- 64. Marni Danhauer: 65. Yea
- 66. Donald Ellison: 67. Yea
- 68. Dan Hoesly: 69. Yea
- 70. Dawn Lindsley: 71. Yea
- 72. Richard Luebbe: 73. Yea
- 74. Jennifer Miller: 75. Yea
- 76. Doug Pauley: 77. Yea
- 78. Richard Stephens: 79. Yea

80. Gary Wieseler: 81. Yea

82. Jack Young: 83. Yea

Yea: 12, Nay: 0

The Receptionist Addendum is all of the elements of the Receptionist position that were distributed to the Executive Secretary and not otherwise included in the Executive Secretary job description.

There have been adjustments made to the job duties for personnel in the Production Department. The job descriptions have been updated. Director Ostmeyer now has the responsibility of Production Coordinator. The Production Department has been made aware of the process and had input in the job descriptions.

84. Reading of Article I, Section 2, B Duties and Function of the Board

Recommendation: Discuss, consider and take all necessary action to approve Article I, Section 2, B Duties and Function of the Board as presented.

Article I, Section 2, B Duties and Function of the Board as presented Passed with a motion by Jack Young and a second by Gary Wieseler.

Bob Arp: Yea

Joyce Baumert: Yea

Marni Danhauer: Yea

Donald Ellison: Yea

Dan Hoesly: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 12, Nay: 0

This is the regular cycle of reviewing policies. There are no recommended changes to this policy.

85. Reading of Article I, Section 3, D Orientation of New Board Members

Recommendation: Discuss, consider and take all necessary action to approve Article I, Section 3, D Orientation of New Board Members as presented.

Article I, Section 3, D Orientation of New Board Members as presented Passed with a motion by Doug Pauley and a second by Joyce Baumert.

Bob Arp: Yea

Joyce Baumert: Yea

Marni Danhauer: Yea

Donald Ellison: Yea

Dan Hoesly: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea

Yea: 12, Nay: 0

This is the regular cycle of reviewing policies. There are no recommended changes to this policy. Board Secretary Doug Pauley has agreed to be the Board Mentor for Board Members Dawn Lindsley and Bob Arp.

86. Reading of Article IV, Section 1, A Recruitment and Selection

Recommendation: Discuss, consider and take all necessary action to approve Article IV, Section 1, A Recruitment and Selection as presented.

Article IV, Section 1, A Recruitment and Selection as presented Passed with a motion by Donald Ellison and a second by Jack Young.

Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Donald Ellison: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea

Yea: 12, Nay: 0

This is the regular cycle of reviewing policies. There are no recommended changes to this policy.

87. ESU 7 COVID-19 Pay Resolution

After consultation with legal council it is recommended that the following resolutions be adopted and approved or reviewed every four weeks.

Recommendation: Discuss, consider and take all necessary action to approve the ESU 7 COVID-19 Pay Resolution.

88. Discuss, consider and take all necessary action to approve the ESU 7 COVID-19 Pay Resolution Passed with a motion by Jack Young and a second by Donald Ellison.

89. Bob Arp: 90. Yea
91. Joyce Baumert: 92. Yea
93. Marni Danhauer: 94. Yea
95. Donald Ellison: 96. Yea

97. Dan Hoesly:	98. Yea	
99. Dawn Lindsley:	100. a	Ye
101. Richard Luebbe:	102. a	Ye
103. Jennifer Miller:	104. a	Ye
105. Doug Pauley:	106. a	Ye
107. Richard Stephens:	108. a	Ye
109. Gary Wieseler:	110. a	Ye
111. Jack Young:	112. a	Ye

Yea: 12, Nay: 0

The ESU 7 COVID-19 Pay Resolution gives authority to provide Medical Leave time for any time employees ordered to quarantine or isolate due to COVID-19. Medical Leave is outside other leave benefits. Taking Medical Leave could be due to quarantine or isolation of staff members or due to childcare issues due to COVID-19. There were 184 hours of Medical Leave in September and 457 hours of Medical Leave in October. The increase in Medical Leave goes right along with how the state numbers are increasing. Administrator Polk will get the Sick Leave hours from last year and present that to the Board in December.

This is a process by which staff members request Medical Leave. Employees take sick leave for any illness not COVID related. The original intent of the COVID-19 Pay Resolution was to retain the ESU 7 staff.

ESU 7 Leadership and Board Members set an example for the rest of the staff by using masks, avoiding crowded spaces, and being safe. There is a Communication Campaign with the East Central District Health Department which communicates to the community the need to be safe to be able to keep schools open and hospital beds available.

113. **Administrator's Report General** Goals - Attached for your Review

COVID Update

- Executive Order 20-34
- DHM Update
- Go thru Orange on the Risk Dial
- Communications Campaign
- % of staff quarantined and isolated
- Employee Medical Leave Taken Report
- Wednesday before Thanksgiving

ESUCC Update

Upcoming Events

Columbus Telegram Article If you are quarantined or isolated due to COVID you can participate in the Board Meeting via Zoom with Executive Order 20-34. The Governor released information indicating the state of Nebraska is in Orange, meaning the COVID hospitalizations are at 20%. At orange, the indoor meeting capacity is at 25% occupancy limit. The newest Directed Health Measure released moved the temperature of 100.4 or above from a major symptom into a secondary symptom. The only exclusionary symptoms are the sudden onset of cough, shortness of breath and/or loss of taste or smell. The secondary symptoms are now fever of 100.4 or above, chills, muscle aches, headache, sore throat, nausea or vomiting, diarrhea, and fatigue. When the COVID hospitalizations get to 1,170, the state of Nebraska will move to the red in the state risk dial. Any athletics under high school will be put on pause. The indoor meeting room capacity would decrease to 10 people, at which time Boards would be authorized to meet virtually.

ESU 7 keeps track of all staff that are isolated or quarantined due to COVID-19. Administrator Polk discussed the numbers of isolated and quarantined over the first two weeks of June, August, and November

Potential change in calendar request. Administrator Polk asked the Board to consider extending the Thanksgiving break to include the Wednesday before Thanksgiving in order to provide an additional day for staff during this very busy unprecedented time. Majority of the ESU 7 school districts are not in session on that day. After discussion, the Board first made motion to provide a paid vacation day to staff on November 25, 2020. This motion was amended to give November 25, 2020 as a shortened work day. This motion passed 9-3. The body did not go back to vote on the original motion so the Sparq software did not save the names of those who were yae or nay. Explanation of the proper use of this procedure will be provided and trained in the December board meeting.

ESUCC helped facilitate distribution of face masks, hand sanitizer, and partnered with the Governor for the GEERs act.

Upcoming Events - State Education conference is fully virtual. There will not be a dinner afterwards due to the community spread. ESU 7 will provide lunch for the Board Members attending at the ESU. The AESA conference is also virtual. There will not be a dinner afterwards due to the community spread. If a Board Member watches the AESA Conference at the ESU, a meal will be provided. There will be some ESU 7 staff members presenting and talking about work being doing at the Learning Academy. Administrator Polk is also presenting at a session with some other members of the ESUCC. Other ESU's will also be presenting at the AESA.

1. Services Update SIMPL Update - SIMPL Service Planning will be different this year.

Annual Report

The service planning process pre-COVID would be at the ESU 7 campus with both Superintendents and Principals present. Senators would also be invited to attend the meeting and speak. During the December meeting, the Superintendents, Principals, and ESU 7 leadership would participate in a quantitative data dig. This year, ESU 7 cannot host this onsite due to the meeting room capacity limitations. The service planning process will still take place however it will be done via Zoom.

The Annual Report looks different this year than reports in the past. It was decided to try a new format and see what the feedback would be. Other ESUs have also done a similar layout for the Annual Report this year. Administrator Polk reviewed the annual report and talked about the SIMPL data and the 2019-2020 Service Usage chart.

2. Facilities Update Update on the east side of the Learning Academy

Security Cameras

New HVAC system The east side of the Learning Academy needed to be sand blasted and repainted. There are still some windows being replaced.

Security cameras have been updated across the campus. The North and the South building are on the same camera system. Currently, the Learning Academy camera system is on a different system.

There is a new HVAC monitoring system which means all of the systems are on the same control.

3. Personnel **Resignations:**
Ana Karen Garcia - Service Provider for the Migrant Education Program resigned effective 11.7.2020. Ana Garcia from the Migrant Department submitted her resignation effective 11.7.2020.
4. Legislative Update Senator Bostelman will attend the Superintendent Meeting on 12.16.2020. Senators Kolterman, Senator Friesen, Senator Moser, and Senator Walz attended the Superintendent Meeting on 10.9.2020.

114. **Committee Reports**

1. Negotiations Committee Report
Reports of activities and discussions from the Negotiations Committee will take place during this item.
2. 4.0414% increase will go on to the base. Making the base \$35,400 to \$36,100.91. Passed with a motion by Jennifer Miller and a second by Donald Ellison.
3. Bob Arp: 4. Yea
5. Joyce Baumert: 6. Yea
7. Marni Danhauer: 8. Yea
9. Donald Ellison: 10. Yea
11. Dan Hoesly: 12. Yea

- | | |
|-----------------------|---------|
| 13. Dawn Lindsley: | 14. Yea |
| 15. Richard Luebbe: | 16. Yea |
| 17. Jennifer Miller: | 18. Yea |
| 19. Doug Pauley: | 20. Yea |
| 21. Richard Stephens: | 22. Yea |
| 23. Gary Wieseler: | 24. Yea |
| 25. Jack Young: | 26. Yea |

Yea: 12, Nay: 0

Negotiations Chair Jennifer Miller and the Negotiations committee met with ESUEA. The percent increase is 4.0414% this year and that is being requested to go on the base. Six people moved up due to education.

27. Administrator Evaluation Committee Report

Timeline: Committee Chair will send the completed Administrator self-assessment to full Board after November 1. Evaluation Committee compiles results of full Board completed evaluations prior to November Board Meeting. Administrator Evaluation Chair Doug Pauley sent out the self-evaluation from Administrator Polk and compiled the feedback. Doug will send all of the information out to the Board in the next couple of weeks.

115. Conference Report NASB Virtual Delegate Assembly Richard Stephens was unable to attend the NASB Virtual Delegate Assembly. The Assembly did not have a quorum. The actions will be emailed out to the voting delegates.

116. Adjournment Meeting adjourned at 7:02pm.

Minutes respectfully submitted by Mindy Reed, Recording Secretary to the ESU 7 Board.

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, 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;

(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; videoconferencing or telephone conferencing authorized; emergency meeting without notice; appearance before public body.

(1)(a) 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 committee, such notice shall be published in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's web site. (ii) In the case of the governing body of a city of the second class or village or such body's advisory committee, such notice shall be published by: (A) Publication in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's web site; or (B) Posting written notice in three conspicuous public places in such city or village. Such notice shall be posted 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.

(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 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 one county in this state, of the governing body of a public power and irrigation district having a chartered territory of more than one county in this state, of a board of an educational service unit, of the Educational Service Unit Coordinating Council, of the governing body of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act, or of a community college board of governors 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 as provided in subsection (1) of this section;

(b) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including seating, recodation 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, council, or governing body is present at each site of the videoconference or telephone conference, except that a member of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis, an organization created under the Municipal Cooperative Financing Act, or a governing body of a risk management pool or an advisory committee of such organization or pool may designate a nonvoting designee, who shall not be included as part of the quorum, to be present at any site; and

(e)(i) Except as provided in subdivision (2)(e)(ii) of this section, no more than one-half of the state entity's, advisory committee's, board's, council's, or governing body's meetings in a calendar year are held by videoconference or telephone conference; or (ii) In the case of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act, such organization holds at least one meeting each calendar year that is not by videoconferencing or telephone conferencing.

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 Educational Service Unit Coordinating Council, of the governing body of an entity formed under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act, of the governing body of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act, of a community college board of governors, of the governing body of a public power district, of the governing body of a public power and irrigation district, or of the Nebraska Brand Committee may be held by telephone conference call if:

(a) The territory represented by the educational service unit, member educational service units, community college board of governors, public power district, public power and irrigation district, Nebraska Brand Committee, or member public agencies of the entity or pool covers more than one county;

(b) Reasonable advance publicized notice is given as provided in subsection (1) of this section which identifies each telephone conference location at which there will be present: (i) A member of the educational service unit board, council, community college board of governors, governing body of a public power district, governing body of a public power and irrigation district, Nebraska Brand Committee, or entity's or pool's governing body; or (ii) A nonvoting designee designated under subdivision (3)(f) of this section;

(c) All telephone conference meeting sites identified in the notice are located within public buildings used by members of the educational service unit board, council, community college board of governors, governing body of the public power district, governing body of the public power and irrigation district, Nebraska Brand Committee, 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, recodation 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, council, community college board of governors, governing body of the public power district, governing body of the public power and irrigation district, Nebraska Brand Committee, or governing body of the entity or pool is present at each site of the telephone conference call identified in the public notice, except that a member of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis, an organization created under the Municipal Cooperative Financing Act, or a governing body of a risk management pool or an advisory committee of such organization or pool may designate a nonvoting designee, who shall not be included as part of the quorum, to be present at any site;

(g) The telephone conference call lasts no more than five hours; and

(h) No more than one-half of the board's, council's, governing body's, committee's, entity's, or pool's meetings in a calendar year are held by telephone conference call, except that: (i) The governing body 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 if the governing body's quarterly meetings are not held by telephone conference call or videoconferencing; and (ii) An organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act may hold more than one-half of its meetings by telephone conference call if the organization holds at least one meeting each calendar year that is not by videoconferencing or telephone conference call.

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 instate 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 instate 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 instate 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 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, except as provided in subsection (6) of this section, 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.

(6) Minutes of the meetings of the board of a school district or educational service unit may be kept as an electronic record.

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
10/2020



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Article I, Section 3, E Oath of Office

Board members before taking office shall take and sign the following oath or affirmation:

I, _____, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservations, or for purpose or evasions; and that I will faithfully and impartially perform the duties of the office of member of the Board of Educational Service Unit No. 7, according to law, to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence; and that during such time that I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence. So help me God.

Legal Reference:	§ 11-101 to § 11-101.03
Date of Adoption:	January 15, 2018



Regular Board of Directors Meeting

Educational Service Unit 7, Oak Room

2657 44th Avenue

Columbus, NE 68601-8537

Monday, October 19, 2020 at 5:30 PM

Attendance Taken at 5:32 PM.

Joyce Baumert: Absent
Marni Danhauer: Present
Donald Ellison: Present
Dan Hoesly: Present
Dr. Dawn Lindsley: Present
Richard Luebbe: Present
Jennifer Miller: Present
Doug Pauley: Present
Richard Stephens: Present
Gary Wieseler: Present
Jack Young: Present

Present: 10, Absent: 1.

Attendance Update Taken at 5:36 PM.

Joyce Baumert: Present

Present: 11.

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.

Meeting called to order at 5:30pm.

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.

LB 148 establishes the following additional requirements for a public hearing on a proposed budget statement:

- A detailed presentation of the proposed budget statement must be given
- At least three copies of the proposed budget statement must be made available to the public
- Any member of the public wishing to speak on the proposed budget statement must be given a reasonable amount of time to address the governing body

LB 148 also adjusts notice requirements for meetings of public bodies. For meetings of governing bodies of all political subdivisions of the State of Nebraska:

- Notice shall be published in a newspaper of general circulation, Columbus Telegram, within the public body's jurisdiction. If available, notice shall also be published on such newspaper's website.
- In addition to the required notice, notice may also be provided by any other appropriate method designated by the public body or advisory committee.

1.2. Board Member Oath of Office

Dawn Lindsley, District 12 Board Member for ESU 7, will take and sign the oath office as presented below:

I, _____, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservations, or for purpose or evasions; and that I will faithfully and impartially perform the duties of the office of member of the Board of Educational Service Unit No. 7, according to law, to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence; and that during such time that I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence. So help me God.

Dawn Lindsley, District 12 Board Member, took the Oath of Office. All Board Members present recited the Oath of Office.

1.3. Roll Call

1.4. Absent Board Members

Recommendation: Discuss, consider and take action to approve the Board member absences.

Approval of Board Member absences as presented Passed with a motion by Donald Ellison and a second by Dan Hoesly.

Joyce Baumert:	Absent
Marni Danhauer:	Yea
Donald Ellison:	Yea
Dan Hoesly:	Yea
Dr. Dawn Lindsley:	Yea
Richard Luebbe:	Yea
Jennifer Miller:	Yea
Doug Pauley:	Yea
Richard Stephens:	Yea
Gary Wieseler:	Yea
Jack Young:	Yea
Yea: 10, Nay: 0, Absent: 1	

Joyce Baumert arrived at 5:37pm.

1.5. Pledge of Allegiance

All members present participated in the Pledge of Allegiance.

2. Approval of Agenda

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

Recommendation: Discuss, consider and take any necessary action to approve agenda as presented.

Agenda as presented Passed with a motion by Jennifer Miller and a second by Gary Wieseler.

Joyce Baumert:	Absent
Marni Danhauer:	Yea
Donald Ellison:	Yea

Dan Hoesly: Yea
Dr. Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 10, Nay: 0, Absent: 1

3. Welcome Visitors

No visitors present.

4. Public Comment

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

Citizens wishing to address the Board on a certain agenda item must notify the Educational Service Unit Administrator prior to 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.

No public comments provided.

5. Consent Agenda

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

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

Consent Agenda Includes:

- Minutes from the previous meeting(s)
- Presentation of the Bills
- Certificated/Classified Hire(s)/Reassignments/Resignation(s)
- Other Routine Agenda Items

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

Consent agenda as presented Passed with a motion by Doug Pauley and a second by Marni

Danhauer.
 Joyce Baumert: Absent
 Dr. Dawn Lindsley: Abstain (Without Conflict)
 Marni Danhauer: Yea
 Donald Ellison: Yea
 Dan Hoesly: Yea
 Richard Luebbe: Yea
 Jennifer Miller: Yea
 Doug Pauley: Yea
 Richard Stephens: Yea
 Gary Wieseler: Yea
 Jack Young: Yea
 Yea: 9, Nay: 0, Absent: 1, Abstain (Without Conflict): 1

5.1. Minutes

This is a consent item.

5.2. Presentation of Bills #71383 through #71519 totaling \$707,362.41

The summary of bills for the current month total:\$707,362.41 - Bills #71383 through #71519

Inservice bills total: \$20.00

	Amount	Vendor	Description
71383	\$5,033.70	Leslie Huerta	CCLC Conference audio book order
71392	\$9,681.41	Amazon	Tech/PD/SPED/Migrant/Title Grants general supplies/equip.
71396	\$5,000.00	Andres Lara	Latino Summit Keynote Speaker
71398	\$9,440.67	Bergman Incentives, Inc.	Gaitor masks flow through for schools
71401	\$13,626.72	Capital One Bank	Equipment/Travel/Supplies for PD/Tech/SPED/Grants
71405	\$12,067.38	Central NE Rehab Services	Early Childhood Professional Contracted Services
71412	\$14,119.26	Eakes Office Solutions	Staples and Copier Maintenance
71419	\$8,606.36	ESU 2	NNNC Quarterly Invoice
71420	\$13,259.00	ESUCC	Master Agreement-Gov. Relation, IMAT, SRS
71453	\$7,555.67	MNJ Technologies	Poster Printer and Supplies
71454	\$5,588.92	National School Products	Migrant Instructional Supplies
71468	\$7,878.80	DAS State Accounting-	Network Service Charges

	Central Finance	
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This is a consent item.

6. Treasurer's Report

Review the breakdown of the Treasurer's Report

Discuss, consider and take any action necessary to approve the Treasurer's Report as presented. Passed with a motion by Jack Young and a second by Gary Wieseler.

Joyce Baumert: Yea
Marni Danhauer: Yea
Donald Ellison: Yea
Dan Hoesly: Yea
Dr. Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 11, Nay: 0

Administrator Polk reviewed the Treasurer's Report. The items that make up the total cash on hand was discussed.

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

Article II, Section 6, A Notice to Public - Removed: ~~The public notice shall be given by a method designated by the Board. The designated methods are publication or posting a reasonable time in advance of the meeting. At least 48 hours advance notice shall be considered sufficient. If notice is given by publication, the notice shall be published in a newspaper of general circulation in the ESU.~~ Added: **The Board will give advance notice of meetings by publishing such notice in a newspaper of general circulation within the ESU's jurisdiction, the Columbus Telegram and, if available, on such newspaper's website. In addition to publishing, the Board may, in its sole discretion, also give advance notice of meetings by posting as an additional means of giving notice to the public.**

Recommendation: Discuss, consider and take all necessary action to approve Article II, Section 6, A Notice to Public as presented.

Discuss, consider and take all necessary action to approve Article II, Section 6, A Notice to Public as presented. Passed with a motion by Joyce Baumert and a second by Jennifer Miller.

Joyce Baumert: Yea
Marni Danhauer: Yea
Donald Ellison: Yea
Dan Hoesly: Yea
Dr. Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 11, Nay: 0

Administrator Polk reviewed the changes recommended by the attorney. The changes are due to LB 148.

8. Reading of Article II, Section 6, D Notice to Board Members

Added Article II, Section 6, D Notice to Board Members - Notice of meetings shall be transmitted to all members of the Board. The Administrator shall deliver or otherwise make available the meeting notice, agenda, minutes of the preceding meeting, and such other materials pertinent to the meeting as the President may direct, to the Board Members.

For regular meetings, the Board packet shall be mailed or delivered on the Friday preceding each meeting. For special meetings, the Board packet shall be mailed or delivered the later of three days prior to the meeting or the same day that notice to the public is given.

Recommendation: Discuss, consider and take all necessary action to approve Article II, Section 6, D Notice to Board Members as presented.

Discuss, consider and take all necessary action to approve Article II, Section 6, D Notice to Board Members as presented Passed with a motion by Doug Pauley and a second by Joyce Baumert.

Joyce Baumert: Yea
Marni Danhauer: Yea
Donald Ellison: Yea
Dan Hoesly: Yea
Dr. Dawn Lindsley: Yea
Richard Luebbe: Yea

Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 11, Nay: 0

Administrator Polk reviewed the added policy. ESU 7 has been following this policy by providing notice to the Board Members via Sparq.

9. Reading of Article IV, Section 8, A Fair Labor Standards Act (Minimum Wage & Overtime) Policy

Article IV, Section 8, A Fair Labor Standards Act (Minimum Wage & Overtime) Policy - Removed: ~~The ESU will not terminate or retaliate against any employee for inquiring about or sharing compensation information for the purpose of determining whether the ESU gives equal pay for equal work. However, an employee with authorized access to wage information as part of their job function, who discloses the wages of other employees to those who do not have authorized access to other employees' compensation information, may be disciplined for such disclosure, up to and including termination, unless the disclosure was made in response to a complaint or investigation proceeding, hearing or other similar action.~~

Recommendation: Discuss, consider and take all necessary action to approve Article IV, Section 8, A Fair Labor Standards Act (Minimum Wage & Overtime) Policy as presented.

Discuss, consider and take all necessary action to approve Article IV, Section 8, A Fair Labor Standards Act (Minimum Wage & Overtime) Policy as presented Passed with a motion by Donald Ellison and a second by Jack Young.

Joyce Baumert: Yea
Marni Danhauer: Yea
Donald Ellison: Yea
Dan Hoesly: Yea
Dr. Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 11, Nay: 0

Administrator Polk explained the changes.

10. Reading of Article IV, Section 5, E Professional Boundaries Between Employees and Students

Article IV, Section 5, E Professional Boundaries Between Employees and Students - Added:

- **Discussing alcohol, tobacco or other illicit drugs in a non-instructional setting, such as describing a party that the employee attended.**
- **Discussing another student's or employee's personal matters when it is not appropriate outside of the instructional setting.**
- **"Grooming," which includes building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student's life the sexual contact or sexual penetration would take place.**

A staff member seeking an exception must receive advance approval from his or her Administrator. If a staff member is unable to communicate with an Administrator in advance (such as in the event of an emergency), the staff member must notify the Administrator as soon as possible, but no later than 24 hours immediately following the event.

Any person who suspects an ESU 7 employee of engaging in any prohibited conduct under this policy, including grooming, should contact the Administrator as soon as practical.

An employee who violates this policy may face discipline, up to and including termination of employment, and may be referred to the appropriate certification or credentialing agencies for further discipline.

A violation of this policy will result in referral to the Department of Health and Human Services, law enforcement, or both.

Legal Reference: LB 1080 (2020)

Recommendation: Discuss, consider and take all necessary action to approve Article IV, Section 5, E Professional Boundaries Between Employees and Students as presented.

Discuss, consider and take all necessary action to approve Article IV, Section 5, E Professional Boundaries Between Employees and Students as presented Passed with a motion by Doug Pauley and a second by Dan Hoesly.

Joyce Baumert: Yea

Marni Danhauer: Yea

Donald Ellison: Yea

Dan Hoesly: Yea

Dr. Dawn Lindsley: Yea

Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 11, Nay: 0

Administrator Polk explained the added items came out of the latest legislative session, specifically LB1080.

11. Board Member Nomination to Appoint

There is one application for the vacancy in District 6 for the ESU 7 Board of Directors. The Board will discuss the application of Bob Arp for appointment to the Board.

Discuss, consider, and take any action necessary to approve Bob Arp as nominee for appointment to the ESU 7 Board of Directors for the remainder of the District 6 term beginning on November 16, 2020 Passed with a motion by Richard Stephens and a second by Jack Young.

Joyce Baumert: Yea
Marni Danhauer: Yea
Donald Ellison: Yea
Dan Hoesly: Yea
Dr. Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 11, Nay: 0

The Board nominated Bob Arp to fill the District 6 vacancy. Mr. Arp will take the Oath of Office in the November Board Meeting.

12. Delegate Assembly/State Education Conference

The Delegate Assembly will be held Friday, November 13, 2020 at 1:00pm via Zoom. A test connection will be scheduled on Monday, November 9th at 1 p.m. central time.

Recommendation: Discuss, consider and take any action necessary to approve one Board Member to represent ESU 7 at the Delegate Assembly Friday, November 13, 2020 at 1:00pm via Zoom.

Selection of _____ as the NASB voting member/delegate Passed with a motion by Jennifer Miller and a second by Jack Young.

Richard Stephens: Abstain (Without Conflict)

Joyce Baumert: Yea

Marni Danhauer: Yea

Donald Ellison: Yea

Dan Hoesly: Yea

Dr. Dawn Lindsley: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Abstain (Without Conflict): 1

Board Member Richard Stephens has been the voting representative for the Delegate Assembly in previous years. The Board voted for Richard Stephens to be the voting representative for the Delegate Assembly this year as well.

13. NESUBA Representation

Should NESUBA meet during the NASB conference as they have in the past, ESU 7 will need to designate one to two representatives.

Recommendation: Discuss, consider and take any action necessary to approve _____ and _____ as ESU 7 representation/voting members for NESUBA.

The NESUBA has been canceled this year so there will be no need to designate a representative.

14. ESU 7 COVID-19 Pay Resolution

After consultation with legal council it is recommended that the following resolutions be adopted and approved or reviewed every four weeks.

Recommendation: Discuss, consider and take all necessary action to approve the ESU 7 COVID-19 Pay Resolution.

Discuss, consider and take all necessary action to approve the ESU 7 COVID-19 Pay Resolution Passed with a motion by Jennifer Miller and a second by Richard Stephens.

Joyce Baumert: Yea

Marni Danhauer: Yea

Donald Ellison: Yea

Dan Hoesly: Yea

Dr. Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 11, Nay: 0

Administrator Polk notified the Board since September 1, 2020, staff have taken 47 days of medical leave as a result of COVID-19. Staff are now considered essential so if staff can ensure they keep a 6ft distance from others and stay masked, they can come to work in lieu of quarantine. The first option would be for the staff member to work from another location to keep other staff safe. There has been good compliance with quarantining and staying masked in an effort to keep the Service Unit open and the staff safe.

Linda will pull data every month regarding how much medical leave has been taken and provide that information to the Board.

15. **Administrator's Report General**

Goals - Attached for your Review
AESAs Legislative Call to Action Report
Board Member Mentor

Upcoming Events:

- State Education Conference (Growing Greatness), CHI Health Center Omaha - November 18-20. This year's State Conference will be held November 18-20 in hybrid fashion. That means you will have the opportunity to attend in-person OR virtually. Breakout Sessions form emailed to those attending virtually.
- AESA Annual Conference, fully virtual. December 2-4 from 11:00am-4:00pm.

Administrator Polk would like to thank the Directors and staff who have been helping out.

AESA Legislative Call to Action Report - A group of ESU Administrators, one from ESU 15, ESU 3, ESU 7, and Kraig Lofquist had an opportunity to talk to the Senators, Representatives, or their Aides. Those in Washington really appreciate hearing from the NE ESUs. The Legislative meeting was held via Zoom.

There is one new Board Member joining us tonight, Dawn Lindsley. Next month, Bob Arp will be joining the Board Meeting. Administrator Polk asked Board Secretary Doug Pauley to be their mentor. If there is anyone else who would like to be their mentor, email Administrator Polk. A Mentor Meeting will be set up 30 min before each Board Meeting for that conversation to take place.

In the November Board Meeting, Administrator Polk would like to review the Board Self-

Assessment. Administrator Polk will send out the electronic survey for the Board to complete prior to the November Board Meeting.

15.1. Services Update

SIMPL Update - Coop

October Spotlight - Ann Dubas

Administrator Polk reviewed the ESU 07 2019-20 Sales Saving by School.

Jackie Ternus, ESU 7 School Psychologist, gave the October Spotlight presentation for the Psychology Department. Please review the attached slides for further information.

15.2. Facilities Update

Boiler Update

Election Day Update

Administrator Polk discussed the expenses related to boiler repairs over the last ten years.

Administrator Polk discussed Election Day, the polling location will be moved to the Oak/Maple room in the North Building to limit exposure to students. The booths will be set up 6 feet apart. We cannot temperature check or require the voters to wear masks. The restrooms will be closed and there will be one door that the voters can use to enter and exit the polling location.

15.3. Personnel

Technology Director Dan Ellsworth will discuss with the Board plans for Tech Department growth and expansion.

Discuss, consider, and take any necessary action to approve the amendment to Cody Nelson's contract Passed with a motion by Jennifer Miller and a second by Joyce Baumert.

Joyce Baumert: Yea

Marni Danhauer: Yea

Donald Ellison: Yea

Dan Hoesly: Yea

Dr. Dawn Lindsley: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 11, Nay: 0

Director Dan Ellsworth shared with the Board his intention of advertising for another Tech Support Staff. Cody Nelson's job description will be amended to allow for additional responsibilities. These responsibilities require a change in contract, see attached.

15.4. Legislative Update

Update on Senator attendance at the Superintendent Meeting on 10.9.2020:

Senator Kolterman

Senator Friesen

Senator Walz

Senator Moser

Four Senators attended the Superintendent Meeting on 10.9.2020.

16. Committee Reports

16.1. Negotiations Committee Report

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

Negotiations Chair Jennifer Miller provided the Negotiations Committee Update. This initial meeting tonight was a joint meeting between the Budget Committee and the Negotiations Committee. The Negotiations Committee met with the ESUEA. The groups will be discussing the 2nd year of a 2-year contract. They are waiting for health insurance rates to come in. The Negotiations Committee will meet again before the November Board Meeting.

16.2. Administrator Evaluation Committee Report

October Timeline:

Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to full Board for completion by October Board Meeting. Administrator completes Evaluation Tool as self-assessment and sends to Evaluation Committee on or before October 31.

Evaluation Committee Chair Doug Pauley sent out the electronic evaluation to the Board Members. Please get it filled out and submitted by the end of the month. Richard Stephens noted there were a couple of errors on the electronic form. Administrator Polk and Doug Pauley corrected the evaluation and sent out the updated link.

17. Conference Report

Area Membership Meeting

AESA Midwest CEO Meetings

Labor Relations Conference

The Area Membership Meeting was online only. Feedback regarding the meeting was it was informative and professionally done.

18. Adjournment

Meeting adjourned at 7:14pm.

Minutes respectfully submitted by Mindy Reed, Recording Secretary to the ESU 7 Board.

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00071520	4,500.00	11/20/20	10080 AESA REGISTRATION	C
10	00071521	210.00	11/20/20	190428 ALMQUIST, MALTZAHN, GALLOWAY & LUTH, PC	C
10	00071522	25,044.58	11/20/20	10391 AMAZON	C
10	00071523	588.23	11/20/20	120155 AMY J SLAMA	C
10	00071524	591.10	11/20/20	130180 AMY MAZANKOWSKI	C
10	00071525	557.13	11/20/20	7633 ANA SANTOS	C
10	00071526	50.00	11/20/20	11606 ANTONIO GUARCAS PANJOJ	C
10	00071527	4,183.69	11/20/20	20250 BEARD-WARREN HEATING & AIR	C
10	00071528	17.99	11/20/20	20419 BOMGAARS SUPPLY	C
10	00071529	270.00	11/20/20	20428 BOONE CENTRAL SCHOOLS	C
10	00071530	100.00	11/20/20	6700 BROOKE KAVAN	C
10	00071531	52.90	11/20/20	190669 BROOKE KOLIHA	C
10	00071532	8,721.04	11/20/20	30039 CAPITAL ONE BANK (USA), N.A.	C
10	00071533	52.80	11/20/20	2097 CAPITAL ONE-SPED KASSING	C
10	00071534	19,465.48	11/20/20	8940 CENTRAL NE REHAB SERVICES	C
10	00071535	413.54	11/20/20	30550 CITY OF COLUMBUS WATER & SANIT	C
10	00071536	150.00	11/20/20	30610 CLARKSON PUBLIC SCHOOLS	C
10	00071537	500.00	11/20/20	9849 CLASSLINK	C
10	00071538	53.00	11/20/20	2062 COLUMBUS CUSTOM EMBROIDERY	C
10	00071539	619.50	11/20/20	31035 COLUMBUS PUBLIC SCHOOLS GENERAL FUNDS	C
10	00071540	120.00	11/20/20	10413 CORTNEY NAGLER	C
10	00071541	123.01	11/20/20	4812 CUBBY'S, INC.	C
10	00071542	74,355.56	11/20/20	40725 EAKES OFFICE SOLUTIONS	C
10	00071543	541,013.02	11/20/20	50825 ED SERVICE UNIT 7-PAYROLL	C
10	00071544	44.13	11/20/20	50515 ELECTRICAL ENGINEERING & EQ.	C
10	00071545	75.60	11/20/20	50630 ERNST AUTO CENTER	C
10	00071546	189.82	11/20/20	7560 HOSTED SERVICES	C
10	00071547	718.96	11/20/20	50640 ESU 1	C
10	00071548	75.00	11/20/20	50650 ESU 3	C
10	00071549	43.70	11/20/20	50734 ESU 8	C
10	00071550	3,404.00	11/20/20	50652 ESUCC	C
10	00071551	372.00	11/20/20	7226 FIREGUARD	C
10	00071552	57.91	11/20/20	60056 FIRST NATIONAL BANK	C
10	00071553	300.00	11/20/20	9539 GINA EWING	C
10	00071554	29.30	11/20/20	70406 GOTTBORG AUTO COMPANY LLC	C
10	00071555	1,063.00	11/20/20	7013 GREAT PLAINS COMMUNICATIONS	C
10	00071556	116.00	11/20/20	80147 HAMPTON INN	C
10	00071557	819.95	11/20/20	11460 HAYLEY MURPHY	C
10	00071558	558.00	11/20/20	80543 HOMETOWN LEASING	C
10	00071559	150.00	11/20/20	80670 HOWELLS-DODGE CONSOLIDATED SCHOOL DIST	C
10	00071560	824.39	11/20/20	80880 HY-VEE	C
10	00071561	554.53	11/20/20	90088 INDOFF INCORPORATED	C
10	00071562	199.95	11/20/20	90088 INDOFF, INC	C
10	00071563	4,000.00	11/20/20	11622 ISBELL'S CREATIVE COUSULTING	C
10	00071564	1,000.00	11/20/20	100527 JEFF A. JOHNSON EXPLORATIONS EARLY LEARN	C
10	00071565	566.38	11/20/20	3387 JENNIFER FISTLER	C
10	00071566	100.00	11/20/20	9180 JERI GLENN	C
10	00071567	221.00	11/20/20	11614 JO'S CLASSIC CATERING	C
10	00071568	199.53	11/20/20	260092 JUDY A ZADINA	C
10	00071569	845.25	11/20/20	110030 JULIE R KAHLER	C
10	00071570	475.00	11/20/20	2453 KATHLEEN MILLER	C
10	00071571	3,037.00	11/20/20	110235 KIDDIE CAB	C
10	00071572	149.50	11/20/20	6718 LAURA PLAS	C
10	00071573	150.00	11/20/20	120223 LEIGH COMMUNITY SCHOOLS	C
10	00071574	268.00	11/20/20	120280 LIED LODGE & CONFERENCE CENTER	C

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00071575	20.15	11/20/20	120314 LINCOLN JOURNAL STAR	C
10	00071576	489.90	11/20/20	40545 LISA DURANSKI	C
10	00071577	2,131.75	11/20/20	120550 LOUP POWER DIST	C
10	00071578	100.00	11/20/20	11630 MADISON SANDER	C
10	00071579	16.80	11/20/20	130070 MAILBOX, THE	C
10	00071580	479.87	11/20/20	1996 MAILPREP ETC.	C
10	00071581	47.73	11/20/20	5410 MARK BRADY	C
10	00071582	1,500.00	11/20/20	11649 MELINDA HENSON	C
10	00071583	39.10	11/20/20	130378 MENARDS	C
10	00071584	200.00	11/20/20	10499 MICHELLE RUIPIPER	C
10	00071585	260.00	11/20/20	9199 NACIA	C
10	00071586	185.00	11/20/20	140044 NAMTC(NAT'L ASSN OF MEDIA/TECH	C
10	00071587	550.00	11/20/20	140351 NCSA	C
10	00071588	1,509.00	11/20/20	140066 NE ASSOC OF SCHOOL BOARDS	C
10	00071589	250.00	11/20/20	140460 NEBRASKA DEPT OF EDUCATION	C
10	00071590	125.25	11/20/20	140570 NEBRASKA TECHNOLOGY & TELECOM.	C
10	00071591	155.00	11/20/20	150081 OFFICE NET	C
10	00071592	150.00	11/20/20	150330 OSCEOLA PUBLIC SCHOOLS	C
10	00071593	41.40	11/20/20	418 OTIS PIERCE	C
10	00071594	600.00	11/20/20	160033 PALMER PUBLIC SCHOOL	C
10	00071595	75.00	11/20/20	3204 PANHANDLE PLAINS HISTORICAL MUSEUM	C
10	00071596	10,238.35	11/20/20	80130 PEARSON ASSESSMENT	C
10	00071597	180.00	11/20/20	160095 PERRY,GUTHERY, HAASE& GESSFORD P.C.,L.L.	C
10	00071598	550.00	11/20/20	11592 POSITIVE ACTION	C
10	00071599	162.83	11/20/20	160672 PRESTO-X	C
10	00071600	160.60	11/20/20	160700 PRO-ED	C
10	00071601	32.83	11/20/20	170029 QUALITY SOUND	C
10	00071602	82.50	11/20/20	10995 R AND D CATERING	C
10	00071603	900.00	11/20/20	180365 RENAISSANCE LEARNING, INC	C
10	00071604	239.01	11/20/20	10826 AUTO GLASS CENTER, INC.	C
10	00071605	477.83	11/20/20	30268 SANDY CERNY	C
10	00071606	1,650.00	11/20/20	9660 SEIDLITZ EDUCATION	C
10	00071607	657.80	11/20/20	8524 SHAYNA CEPEL	C
10	00071608	150.00	11/20/20	190390 SHELBY-RISING CITY PUBLIC SCHOOL	C
10	00071609	945.00	11/20/20	3379 SOLARWINDS	C
10	00071610	4,649.80	11/20/20	190850 DAS STATE ACCOUNTING-CENTRAL FINANCE	C
10	00071611	693.93	11/20/20	191085 SUPER SAVER	C
10	00071612	96.40	11/20/20	140691 THE HOME DEPOT PRO	C
10	00071613	112.25	11/20/20	200606 U & I SANITATION	C
10	00071614	1,304.31	11/20/20	10320 VERIZON WIRELESS	C
10	00071615	39.40	11/20/20	230048 WAL-MART COMMUNITY/SYNCB	C
10	00071616	123.64	11/20/20	230051 WALMART COMMUNITY - MIG	C
10	00071617	1,304.08	11/20/20	10510 ABBY PFISTER	A
10	00071618	216.20	11/20/20	1082 ANGEL D MAYBERRY	A
10	00071619	688.28	11/20/20	5967 CASSANDRA RUTH	A
10	00071620	541.08	11/20/20	9512 CASSIE KRINGS	A
10	00071621	13.23	11/20/20	7188 CODY NELSEN	A
10	00071622	458.85	11/20/20	180474 DARLENE RODRIGUEZ	A
10	00071623	437.00	11/20/20	10529 DAVID VANDERHEIDEN	A
10	00071624	178.78	11/20/20	60033 ELISSA HEIBEL	A
10	00071625	692.30	11/20/20	7099 HALEY KUNZE	A
10	00071626	394.45	11/20/20	20135 ISAURA BARRETO	A
10	00071627	498.53	11/20/20	8559 JACLYN TERNUS	A
10	00071628	742.90	11/20/20	9580 JASON TROTTER	A
10	00071629	876.88	11/20/20	10952 JENNIFER RIVERA	A

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00071630	184.58	11/20/20	9741 JENNIFER ZYSSET	A
10	00071631	807.88	11/20/20	8540 JOLYNN KAHLANDT	A
10	00071632	212.70	11/20/20	6459 KAISE RECEK	A
10	00071633	161.00	11/20/20	8516 KATHERINE BOSAK	A
10	00071634	240.88	11/20/20	100521 KRIS JOHNSON	A
10	00071635	488.64	11/20/20	160636 LARIANNE POLK	A
10	00071636	179.57	11/20/20	190384 LARRY SHEFCYK	A
10	00071637	107.53	11/20/20	10430 LEANNE BLANCHARD	A
10	00071638	600.30	11/20/20	190434 LORI SIMANEK	A
10	00071639	237.48	11/20/20	2267 MARCIA OSTMEYER	A
10	00071640	100.00	11/20/20	50632 MEGAN KASSING	A
10	00071641	392.73	11/20/20	11479 MEGAN WELCH	A
10	00071642	867.68	11/20/20	4650 MELINDA VELECELA	A
10	00071643	599.15	11/20/20	8788 NATHALIE VARGAS	A
10	00071644	228.80	11/20/20	160280 PAULA PETERSON	A
10	00071645	903.90	11/20/20	5983 RACHEL GARNER	A
10	00071646	306.48	11/20/20	10375 RONELLE JACKSON	A
10	00071647	896.38	11/20/20	10960 ROSA WALDROP	A
10	00071648	928.05	11/20/20	130708 SHARON M BROWN	A
10	00071649	586.50	11/20/20	10740 SHELLI EICKMEIER	A
10	00071650	153.33	11/20/20	10774 TRICIA SPIEKER	A
10	00071651	583.63	11/20/20	230361 WENDY WOLFE	A
10	00071652	621.58	11/20/20	10545 YARIBEY RODRIGUEZ	A

Total Bank No 10 752,164.23

Total Manual Checks	.00
Total Computer Checks	734,732.90
Total ACH Checks	17,431.33
Total Other Checks	.00
Total Electronic Checks	.00
Total Computer Voids	.00
Total Manual Voids	.00
Total ACH Voids	.00
Total Other Voids	.00
Total Electronic Voids	.00

Grand Total 752,164.23

Number of Checks 133

Batch Yr	Batch No	Amount
21	000067	111,438.72
21	000068	35,257.57
21	000071	541,013.02
21	000072	64,454.92



PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

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

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

1. Term of Employment. This contract shall commence on the 7th day of December, 2020. This contract shall terminate on the 31st day of August, 2021, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of 179 days of service in any given fiscal year, which is inclusive of vacation and exclusive of holidays.

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

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

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

5. Compensation. The Employee shall be paid an annual salary of \$65,755.65 subject to applicable deductions and federal and state withholding. The salary shall be paid in nine (9) equal monthly payments of \$7,306.19 in accordance with ESU's payment practices for professional staff

members. The first salary installment shall be payable on the 20th day of September and on the 20th day of each month thereafter.

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

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

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

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

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

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

10. Compensation Upon Termination. The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or

provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.

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

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

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

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

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

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

Secretary, Board of ESU7

President, Board of ESU7

Executed by the Employee this 13th day of November, 2020.



Employee

October 21, 2020

Dan Ellsworth
ESU 7
2657 44th Avenue
Columbus, NE 68601

Dear Dan,

Please accept this letter as notice of my resignation from my position as Network and Systems Administrator. My last day of employment will be November 20th, 2020.

An opportunity to start my own company has come up and I decided I couldn't pass on it.

It has been a pleasure working for ESU 7. You have given me plenty of room to grow and I appreciate the time here.

Dan, thank you again for the opportunity to work for ESU 7. I wish you, the Tech department, and everyone else the best and I look forward to staying in touch with you. You can email me anytime at nelsencd@gmail.com or call me at 308-293-3496.

Sincerely,

Cody Nelsen

Oct. '20 Treasurer Report

Beginning Balance October 1, 2020				\$61,579.72		
RECEIPTS						
Property taxes			\$245,744.40			
SPED			\$235,994.86			
General/Flow Through			\$126,317.12			
Grants			\$325,946.54			
TOTAL RECEIPTS			\$934,002.92	\$934,002.92		
				\$995,582.64		
Transfer to Money Market				\$175,000.00	-	
Total Funds Available				\$820,582.64		
DISBURSEMENTS:						
General Fund			\$264,097.29			
SPED			\$322,099.15			
Grants			\$115,685.27			
Total DISBURSEMENTS Check #71385 thru #71482			\$701,881.71	\$701,881.71	-	
Ending balance, OCTOBER 31, 2020				\$118,700.93		
CASH ON HAND						
Checking balance						\$118,700.93
Money Market Deposit Account at First National Bank						\$3,280,000.00
Money Market Deposit Account at First National Bank						\$100,000.00
Money Market Deposit Account at Bank of Clarks						\$100,000.00
Money Market Deposit Account at Columbus Bank & Trust						\$100,000.00
Certificate of Deposit - Great Western Bank						\$200,000.00
Certificate of Deposit - First National Bank-Columbus						\$100,000.00
TOTAL CASH ON HAND (includes cash reserve amount below)						\$3,998,700.93
CASH RESERVE	\$1,304,205.11					
Funds that are due to ESU 7						
Grants						(\$1,135,946.57)
Production/Art Media Accounts Receivable			(\$19,452.50)			
Network Support Accounts Receivable			(\$3,008.75)			
Misc. Flow thru Accounts Receivable			(\$6,506.64)			
Outstanding Receivables						(\$28,967.89)
Total due to ESU 7						(\$1,164,914.46)
BUDGET PERFORMANCE						
	2019-2020	2020-2021	2019-2020	2020-2021		
	Dollars Spent Per Month	Dollars Spent Per Month	Percentage spent each month	Percentage spent each month		
September	\$233,847.34	\$219,458.69	9.03%	8.41%	Total Budget	\$13,640,055.21
October	\$75,569.32	\$193,540.30	2.92%	7.42%	30% of budget	\$4,092,016.56
November	\$202,501.62	\$0.00	7.82%	0.00%	Total budget spent to date	\$1,433,433.61
December	\$164,982.58	\$0.00	6.37%	0.00%		
January	\$177,711.62	\$0.00	6.86%	0.00%	NOTES	
February	\$170,936.81	\$0.00	6.60%	0.00%		
March	\$162,892.28	\$0.00	6.29%	0.00%		
April	\$168,956.78	\$0.00	6.52%	0.00%		
May	\$159,258.47	\$0.00	6.15%	0.00%		
June	\$180,820.12	\$0.00	6.98%	0.00%		
July	\$185,558.73	\$0.00	7.17%	0.00%		
August	\$220,767.89	\$0.00	8.52%	0.00%		
Approved Total General Budget for Levy \$			\$2,589,759.94	\$2,608,410.23		
Total Spent to date			\$2,103,803.56	\$412,998.99		
Dollars approved from cash reserve				\$0.00		



2020 Adopted

**Receptionist
ADDENDUM**

This is an Addendum to the Executive Secretary to the Chief Administrator Job Description specific to this position. The Executive Secretary to the Chief Administrator Job Description also applies to this position except to the extent the information set forth in this Addendum is directly contrary to the Executive Secretary to the Chief Administrator Job Description.

Additional Performance Responsibilities and Job Tasks:

1. Interacting with visitors to ESU 7 - Greet visitors, determine visitor needs & direct them to correct department.
2. Telephone - Routing multi-line telephone calls, and taking messages.
3. Performing Clerical Activities—Performing day-to-day clerical tasks such as maintaining information files and processing paperwork. This includes: filling out forms and purchase requisitions, maintaining digital calendars, processing invoices.
4. Updating and Using Relevant Knowledge—Keeping up-to-date technically and applying new knowledge to your job. This includes using oral and written communication techniques. Learn to operate new office technologies as they are developed and implemented.
5. Mail - Open daily mail and distribute to staff.
6. ESU 7 Vehicles - Schedule car maintenance and update documentation for vehicle usage.

Department: Administration

Reports to: Chief Administrator

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

The Board functions as a policy-forming and legislative body, and in some circumstances, as a quasi-judicial body. The general duties and functions of the Board are as follows:

1. **Policies**: Adopt policies governing the organization and operation of the ESU that are appropriate to serve the role and mission of ESU 7 and meet requirements of law. The Board policies will be available for review upon request at the administrative office of the ESU. The Board may act to suspend policies for a specified purpose and limited time by a majority vote of the Board.
2. **Personnel**: Appoint and fix the compensation and duties of the Administrator and evaluate the Administrator's performance. The method for selecting the Administrator shall be determined by the Board and may include the use of Administrator Selection Services or committee(s) created by the Board for the sole purpose of identifying candidates for the position. With the advice of the Administrator, the Board shall also employ and fix the compensation and duties of professional staff and delegates this authority for classified staff to the Administrator. The Board shall be responsible for taking action on certain personnel grievances and personnel contracts required pursuant to law or Board policy.
3. **Budget**: Provide for the preparation and adoption of the annual budget for the operations of the ESU, which shall include an itemized list of contemplated expenditures and expected revenue.
4. **Services**: Exercise final authority with regard to the determination of services to be provided to member school districts and contracted services to be provided to other schools or entities. The Board shall determine the participation of the ESU in providing supplementary educational services.
5. **Purchases and Contracts**: Approve purchases and contracts for which Board action is required pursuant to law or Board policy.
6. **Audit**: Cause a complete and comprehensive annual audit to be made of the books, accounts, records, and affairs of the ESU. The audits shall be conducted annually, except that the Auditor of Public Accounts may determine an audit of less frequency to be appropriate but not less than once in any three-year period. The Board may contract with the Auditor of Public Accounts or select a licensed public accountant or certified public accountant or firm of such accountants to conduct the audit and shall be responsible for the cost of the audit pursuant to the contract. Such audit shall be Title IX conducted in the same manner as audits of county officers. The original copy of the audit shall be filed in the office of the Auditor of Public Accounts.

7. Fulfill Mission: Take any other lawful and appropriate action to fulfill the ESU's mission.

Legal Reference:	§§ 79-1217 to 79-1224, § 79-1229 NDE Rule 84, section 3.04F
Related Policy/Policies	IV.1.A: Recruitment and Selection IV.II.C: Hiring, Assignment, and Dismissal
Date of Adoption:	January 15, 2018

Article I, Section 3, D Orientation of New Board Members

The Board and the administrative staff will be available to assist each new member-elect to understand the Board's functions, policies and procedures and operations of ESU 7 both before and after the member takes office. Each member-elect will be:

1. Given selected material on the functions of the Board and ESU 7.
2. Invited to meet with the Administrator and other administrative personnel to discuss services they perform.
3. Invited to attend Board meetings.
4. Given copies of the policies and administrative regulations and other pertinent materials.

Legal Reference:	
Date of Adoption:	January 15, 2018

Section 1 - Employment of Personnel

Article IV, Section 1, A Recruitment and Selection

The administration is to recruit and recommend for employment the best qualified personnel to implement and fulfill the mission, goals and policies of the ESU. All applicants so selected and recommended must satisfy the standards set by the Board and any applicable legal requirements.

All personnel shall be recommended for hiring by the Administrator. Professional Staff shall have final approval by the Board prior to hiring. The final approval by the Board should generally follow closely the recommendation of the Administrator, but such approval of recommendation is not mandatory on the Board.

The board delegates to the Administrator the authority to hire, assign and reassign classified and non-certificated employees.

Legal Reference:	
Date of Adoption:	January 21, 2019

Important COVID-19 terms cheat sheet

Along with extended school closures, the COVID-19 pandemic has brought along many new terms that are not only used in the school context, but everyday life. Although you may have heard these terms before, it's important to understand exactly what these terms mean, especially with the reopening of schools in SY 2020-21.

1. COVID-19 is the abbreviation for the disease caused by the novel coronavirus (SARS-CoV-2) first identified in Wuhan, China in late 2019. Symptoms tend to appear up to 14 days after exposure to the virus and may include fever, chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, and gastrointestinal issues. The highly contagious nature of the disease, combined with its rapid spread and potentially deadly impact on certain populations, prompted districts across the country to end school-based instruction and switch to distance learning in the spring of 2020.

2. Epidemic means a widespread occurrence of an infectious disease that affects many people at the same time. If an epidemic escalates, it may become a pandemic.

3. Pandemic means a global outbreak of serious illness in people. A pandemic may be caused by a virus or other pathogen that most people have no natural immunity to and can easily be spread from person to person.

4. Self-isolation means the separation of a person who believes she has been exposed to a communicable disease, but is not yet symptomatic, from others who have not been exposed to prevent the possible spread of the communicable disease. Self-isolation may be voluntary or compelled by a federal, state, or local public health order.

5. Social distancing means a practice which is intended to stop or slow the spread of communicable diseases and is recommended by health-care officials. Under this practice, individuals avoid group settings, avoid mass gatherings, and stay approximately 6 feet away from others when possible.

6. Cloth face covering means a washable and reusable piece of cloth worn over the nose and

mouth and secured with ties around the head or loops over the ears. Cloth face coverings are a public safety measure intended to reduce the spread of the virus that causes COVID-19. The term includes face coverings made with a sewing machine, no-sew face coverings made of folded fabric and elastic loops, and handkerchiefs or bandanas tied around the back of the head. It does not include surgical masks or N95 respirators. According to the Centers for Disease Control and Prevention, cloth face coverings should not be worn by children under the age of 2, individuals who have trouble breathing, or individuals who cannot remove a face covering without assistance.

7. N95 respirator means a tight-fitting disposable mask worn over the nose and mouth that reduces exposure to large droplets and small particle aerosols, including the virus that causes COVID-19. N95 respirators are commonly used by medical professionals.

8. Surgical mask means a loose-fitting disposable mask intended to give the wearer protection against large droplets, splashes, or sprays of bodily fluids. It does not protect the wearer against airborne particles, but it may protect others from exposure to the virus that causes COVID-19. Although they can be purchased by the general public, surgical masks are most commonly worn by medical personnel.

9. Distance learning means generally the transmission of educational or instructional programming to geographically dispersed individuals and groups via telecommunications or a computer network.

10. Teleservices is a general term to describe services, including speech therapy services, school health services, and occupational therapy services, provided via telecommunications technology, including the Internet, when the provider and student are in different locations. It may also refer to consultation services provided via such technology when the provider and consulting staff member are in different locations. The term does not include audio-only telephone calls, email messages, or fax transmissions. ■

RESOLUTION

WHEREAS, Educational Service Unit Number 7 (“ESU 7”) anticipates that it may need to temporarily close its operations at some point for health and safety reasons; and,

WHEREAS, if ESU 7 closes on a temporary basis, then ESU 7 employees who work on an hourly, exempt and/or non-exempt basis may not be able to work at ESU 7; and/or

WHEREAS, after advisement from local health departments, ESU 7’s hourly, exempt and/or non-exempt employees are asked to self-quarantine; and

WHEREAS, it is in the best interests of ESU 7 to pay ESU 7’s hourly, exempt and/or non-exempt employees while ESU 7 is temporarily closed for a variety of reasons, namely: to ensure that said ESU 7 employees do not leave employment during the temporary closure, to avoid the spread of any illness to other employees, for staff morale, to comply with its own and school district obligations under the federal CARES Act, and for other legitimate reasons.

NOW, THEREFORE, BE IT RESOLVED that, in the event of the temporary closure of ESU 7 or any of its member schools to which it provides services, and/or during a health department recommended self-quarantine when another negotiated agreement provision or contract leave isn’t applicable, the ESU 7 Administrator is hereby authorized to provide paid leave due to COVID-19 closure to ESU 7 hourly, exempt, and/or non-exempt employees in an amount that the ESU 7 Administrator deems fair and reasonable, but not to exceed such employee’s customary and regular pay, for up to eight (8) weeks during the self-quarantine/temporary closure.

If the ESU 7 operations continue to be closed after four (4) weeks, then the Board shall reconvene and determine what authority, if any, the ESU 7 Administrator has to continue paying ESU 7 hourly, exempt and/or non-exempt employees during the temporary self-quarantine/closure.

The foregoing Resolution having been read in its entirety, Member _____ moved for their passage and adoption. Member _____ seconded same.

After discussion and on roll call vote the following members voted in favor of passage and adoption of the above Resolution:

_____.

The following members voted against the same:

_____.

The following members were absent or not voting:_____.

The above Resolution having been consented to by a majority of the quorum of the Board, it was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska Open Meetings law.

DATED this 16th day of November, 2020.

EDUCATIONAL SERVICE UNIT 7

ATTEST:

BY: _____
President

Secretary



ESU 7 Goals

Board of Directors

Goal 1: Use of Data for Quality and Efficiency: The Board will use data to ensure quality and efficiency of current and future services to its stakeholders (students, educators, parents and community).

Goal 2: Behavioral Health Programming: The Board will explore the potential expansion of educational behavioral health programming.

Goal 3: Financial Projections: The Board will examine short and long term financial projections to ensure long term financial stability.

Goal 4: Updates Policy Manual: The Board will work to update and streamline their policy manual.

Administrator

Goal 1: Develop and deploy a Board Self-Assessment tool to use in establishment of Board Goals.

Goal 2: Establish Partnerships with local media to assist in communicating ESU 7 services and supports to school districts in the ESU 7 area.

Goal 3: Engage in strategic communication efforts to and among staff and stakeholders regarding programs and services.

Agency Team

Goal 1: Agency Team will provide their staff with specific feedback to encourage professional growth.

Goal 2: Agency Team will enrich our safe, supportive, collaborative and positive culture.

Goal 3: Agency Team will provide progress monitoring on the annual service plan and promote those services as necessary.

Goal 4: Agency Team will increase knowledge of department projects agency wide.

Departments

Administration: Efficiency will be increased by users being involved in the decisions of products/procedures. A satisfaction survey will be filled out monthly.

Cen7ter: All Cen7ter staff will be fully informed about each current student and his or her needs in a timely manner.

Early Childhood: By August 2020, caseload analysis will demonstrate staff are working within the designated FTE and all kids are receiving the services needed.

Grants: By May 2020, the Grant Department will increase collaboration between Transition, ASD and Resource Coach from 0 collaborative teaming opportunities (co-present, co-plan) to 4 teaming opportunities.

Learning Academy: Our team will focus our growth on doing what is best for students to meet their individual needs.

Migrant: Promote healthy migrant families both physically and mentally.

Production: Provide communication to schools for summer printing.

Professional Development: Refine and improve our District Consultation process in order to better meet the needs of our School Districts.

Psychology: Effectively collaborate and communicate in order to provide high-quality services (effective and efficient) to districts with less FTE for 2019-2020 school year.

Speech: By the end of the 2019-2020 school year, the SLP department will optimize competency in language therapy by being proficient or distinguished in 4/4 indicators on the rubric.

Technology: Time Management

Vision: By May 2020, the Vision Team will develop a checklist to be used by educational teams with each vision referral/evaluation.

https://columbustelegram.com/news/local/esu-7-seeks-board-member/article_5380a478-1ca7-5945-8b4f-821ab6dd1379.html

TOP STORY

ELECTION 2020

ESU 7 seeks board member

Molly Hunter
Oct 23, 2020

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Bob Arp, right and his wife, Wilma Arp.

Molly Hunter

No one is running for the open District 6 seat in Educational Service Unit 7 (ESU 7) board, but someone has been appointed for now.

The district 6 seat was left empty during August, September and October, but retired principal Bob Arp was recently approved to fill that vacancy until the term is finished at the end of December.

Arp said the ESU 7 Board reached out to him about filling the position earlier this year.

Before entering retirement, Arp worked in education for 35 years.

"My first 10 years were as a music teacher and my last 25 years as a school principal, the last 20 years out at Lakeview Community Schools," Arp said.

From 1989 to 2009, Arp served as the principal of Lakeview Jr./Sr. High School. He said he worked very closely with ESU during his career.

Educational Service Unit (ESU) 7 Chief Administrator Larianne Polk said Arp will be sworn in at the November meeting of the ESU 7 Board. After that, the current District 6 term will end.

The District 6 seat is up for election right now, though, and theoretically, the winner of that vote would begin the new term in January 2021.

But nobody is running.

When there's a vacancy, Polk said, the board opens up applications. The board considers whoever applies and then selects someone to fill the seat.

Because no one is on the ballot for the position in the November election, the board will have to appoint someone to fill the position for the new term once the current term for District 6 is over at the end of the year.

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Arp said his understanding is that unless someone else steps up, it will probably be him. He said he's content either way, though.

Polk said anyone interested in taking over the District 6 seat in January for the upcoming term can contact the ESU 7 Board to put in their application.

"Should anybody have an interest to be considered for the January term, they need to let me know before the end of December," Polk said.

Polk said it's not unusual for there to be no one on the ballot for an ESU board position.

"We're just not very well-known and we have to educate the community about what we are to get interest in that position," Polk said.

ESU's are different from school boards in a variety of ways. First and foremost, they are bigger. One ESU usually encompasses several school districts. ESU 7 spreads over 19.

"The ESU Board is overseeing the Educational Service Unit, which is what a lot of people would refer to as a 'super school' for all the schools in the area," Arp said.

When compared to local school boards, Arp said an ESU Board is not involved in day-to-day school business or things like bus schedules and football games.

ESU 7 seeks board member

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"But they are involved in things like how to provide technology support, how to provide professional development and services, special needs services like speech and vision and hearing, to districts that can't otherwise afford it," Arp said.

Polk said the ESUs can redistrict every census. She said each ESU must have at least five districts but can have up to 12. Right now ESU 7 has 12.

"A census is happening, so the possibility of redistricting is in front of our board now. They can talk about if we want to keep the district lines where they are, if we want fewer board members, whatever we want to do," Polk said.

But Polk said that conversation will likely begin more earnestly in January after the new board is appointed.

Molly Hunter is a reporter for The Columbus Telegram. Reach her via email at molly.hunter@lee.net.

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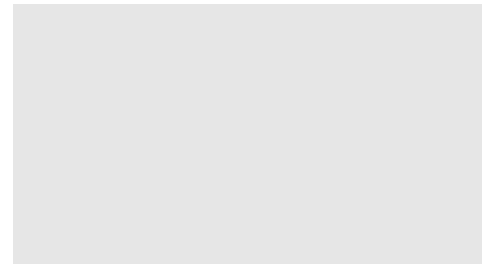
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Molly Hunter

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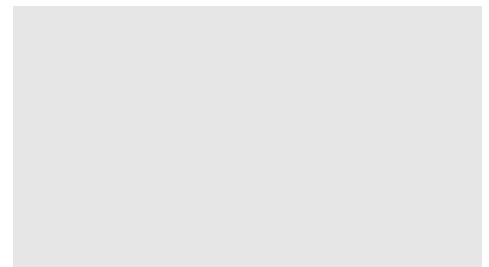
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Updated Nov 7, 2020



ELECTION 2020 LATEST: UNOFFICIAL RESULTS FOR PLATTE, BUTLER AND COLFAX COUNTIES and STATE RACES

Updated Nov 6, 2020



All ECDHD counties in red risk level, new hospitalizations record set

Updated Nov 6, 2020

ESU 7 seeks board member

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Updated Nov 6, 2020

High-speed car chase involving 13-year-old ends in Platte County

Updated Nov 5, 2020

High-speed car chase involving 13-year-old ends in Platte County

Updated Nov 5, 2020

Platte County election results are work in progress, board chairman says

Updated Nov 4, 2020

Brown happy to be back with CPS

Nov 7, 2020

ESU 7 seeks board member

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Nov 7, 2020

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A Sandhills Ranch - In Platte County???

Updated Nov 6, 2020

ESU 7 seeks board member

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Revenue

\$9,986,181.18

- Property Taxes \$2,606,033
- Special Education \$3,672,944
- Other \$109,056
- Flow-Through \$937,101
- State/Federal Grants \$2,661,047



Expenditures

\$8,938,187.01

- SPED \$3,660,810
- Admin \$321,645
- PD \$750,576
- Telecom \$511,739
- Title I \$733,704
- Grants - SPED \$399,038
- Other Grants \$1,127,486
- Board/Business \$189,955
- Media/Production \$308,876
- Plant \$21,013
- Flow-Through/Other \$858,079

Levy

.015 cents



**Service
Recipients
in Districts
8,338**

**Service
Hours
in Districts *
6,650**

**Event
Attendance
2,480**



**66
Services**

**Event
Hours
11,386**

**\$1,247,704
Dollars Saved**

*Service Hours only include Professional Development and Technology

**19
School
Districts**

**7
Counties**



**87
Staff
Members**

**12
Board
Members**

**6
Legislative
Districts**

**11
Departments**

Cen7ter

Distance Learning



Grant Facilitation



Resource Coach



Special Education

Psychology

Speech and Language



Production

Technology



Instructional Resources

Services



Early Childhood

Mental Health



Professional Development



Learning Academy

Deaf Education



Vision

Program Supervision

Behavior Specialist



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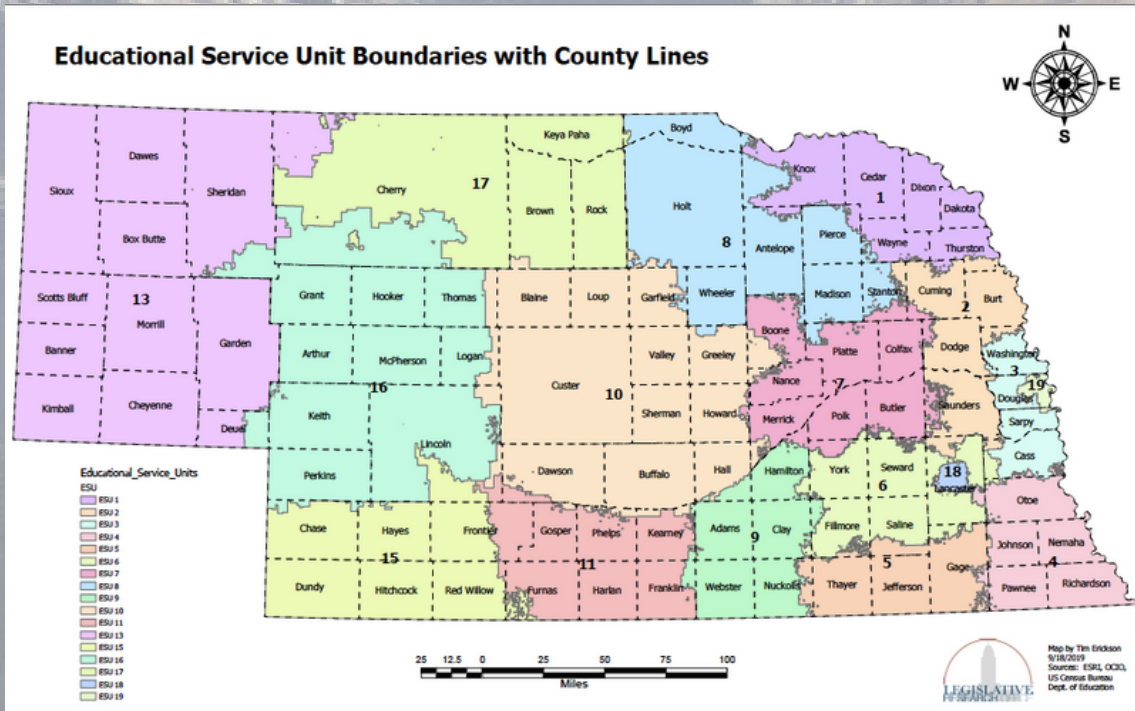
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"We walk behind our schools to keep them moving, beside them to help them stay focused and on track, and far enough in front of them to not only see where they are going, but to anticipate their needs." - Administrator Polk



**BOARD OF DIRECTORS
2019-2020**

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#esu7



ESU 7 Policy Manual

Ana Karen Garcia

Ainsworth NE, 69210

402-760-1558

Oct. 28, 2020

To whom it may concern:

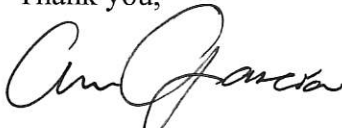
I would like to formally inform you that I am resigning from my position as Service Provider for the Migrant Education Program at ESU7 effective November 7, 2020.

Thank you for giving me the wonderful opportunity of working with such gracious and kindhearted people. From the beginning I always felt welcome and excited to work with all of you. As a former migrant student myself, it was an incredible experience for me to be able to give back to my community, and others around, through the exact same program that had given support to my family. I have enjoyed walking into the main building to be greeted with warm smiles, although the very first one I saw is no longer with us, it will forever be what describes how truly warming and beautiful this job has been for me. I could really go on forever talking about how amazing the people at ESU7 are...but I'll just cut it down to a little example. I think it is important for you to know how truly incredible you all are. I recall at my first All Staff meeting during the "updates" portion hearing Darus tell an incredible story of a student and their progress and the way that Darus expressed his excitement for that student. Immediately I knew this was the place for me to work at. I think that working in education, people need to be as excited about childrens' and familys' successes as they would be about their own and I believe that at ESU7 that is exactly what is happening.

I am grateful for the closeness of this family and all of the support I have received throughout my year and a half with you. I appreciate the encouragement and the support to continue my journey in whatever lies ahead of me.

If I can ever be of some assistance to ESU7 I wholeheartedly would like to do whatever it could need of me. Maybe some chaperoning for Close Up? *wink*

Thank you,

A handwritten signature in black ink, appearing to read 'Ana Garcia', written in a cursive style.

Ana Karen Garcia