



## **Regular Board of Directors Meeting**

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

Monday, December 20, 2021 at 5:30 PM

Posted Locations:

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

Posted Date: 12/13/2021

Attendance Taken at 5:32 PM.

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

Present: 9, Absent: 3.

### **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](http://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.

Roll call was taken at 5:32pm

Board President 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.

2. Roll Call

3. Absent Board Members

Board Members Dawn Lindsley and Dan Hoesly will be absent due to personal reasons. They notified the Administrator of their absences prior to the board meeting.

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

Approval of Board Member absences as presented Passed with a motion by Joyce Baumert and a second by Richard Stephens.

Marni Danhauer: Absent

Dan Hoesly: Absent

Dawn Lindsley: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Donald Ellison: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 9, Nay: 0, Absent: 3

Board Members Dawn Lindsley, Dan Hoesley, and Marni Danhauer are absent due to personal reasons. They notified the Administrator of their absences prior to the board meeting.

4. 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 Donald Ellison.

Marni Danhauer:	Absent
Dan Hoesly:	Absent
Dawn Lindsley:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Donald Ellison:	Yea
Richard Luebbe:	Yea
Jennifer Miller:	Yea
Doug Pauley:	Yea
Richard Stephens:	Yea
Gary Wieseler:	Yea
Jack Young:	Yea
Yea: 9, Nay: 0, Absent: 3	

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

- Policy review with no recommended changes
- 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 Jack Young and a second by Gary Wieseler.

Marni Danhauer: Absent  
 Dan Hoesly: Absent  
 Dawn Lindsley: Absent  
 Bob Arp: Yea  
 Joyce Baumert: Yea  
 Donald Ellison: Yea  
 Richard Luebbe: Yea  
 Jennifer Miller: Yea  
 Doug Pauley: Yea  
 Richard Stephens: Yea  
 Gary Wieseler: Yea  
 Jack Young: Yea  
 Yea: 9, Nay: 0, Absent: 3

1. Minutes

**This is a consent item.**

2. Presentation of Bills #73354 through #73512 totaling \$778,734.75

3. The summary of bills for the current month total:\$778,734.75 - Bills #73354 through #73512

4. Inservice bills total: \$0

5.	6. Amount	7. Vendor	8. Description
9. 733 56	10. \$13,502 .26	11. Amazon	12. Migrant/Tech/SPED /Grants supplies
13. 733 61	14. \$14,760 .00	15. Apple Computer	16. Technology/PD computers/Tech flow through equipment
17. 732 20	18. \$19,928 .78	19. Capital One	20. Tech/SPED/Grants travel and supplies
21. 733 72	22. \$10,863 .26	23. Central NE Rehab Services	24. SPED SLP Services

25. 733 82	26. \$11,000 .86	27. Eakes Office Solutions	28. Copier maintenance/Punch and light for copier
29. 734 04	30. \$9,228. 60	31. Journeymen .com, Inc.	32. School Tech. Equipment flow through
33. 734 42	34. \$7,628. 69	35. Schuyler Comm. Schools	36. Instructional Coach - Schuyler - flow through
37. 734 47	38. \$5,189. 80	39. State of NE - Departme nt of Admin	40. Network Services charges

**This is a consent item.**

41. TRA - Excess Lodging and Meals

Excess Lodging and Meals: The Admin Dept and Board have TRA excesses while attending the 2021 State Education Conference in Omaha, NE, November 17-19. The Admin Dept and Board have TRA excesses while attending the 2021 AESA Annual Conference in Houston, TX, December 1-4.

Excess for lodging and meals:

- 2021 State Education Conference (Omaha, NE: November 17-19, 2021)
  - Joyce Baumert - \$66.43
  - Marni Danhauer - \$102.94
  - Donald Ellison - \$108.68
  - Dawn Lindsley - \$190.15
  - Doug Pauley - \$130.69
  - Larianne Polk - \$89.19
- 2021 AESA Annual Conference (Houston, TX: December 1-4, 2021)
  - Bob Arp - \$159.22+ (Waiting on additional receipts)
  - Donald Ellison - \$159.22+ (Waiting on additional receipts)
  - Dan Hoesly - \$191.20
  - Doug Pauley - - \$159.22+ (Waiting on additional receipts)
  - Larianne Polk - \$38.25
  - Jack Young - \$193.37

**This is a consent item.**

42. Resignations

- Julie Kahler, Early Childhood Speech Language Pathologist - Notice of Retirement
- Paula Peterson, Speech Language Pathologist - Notice of Retirement

43.

**This is a consent item.**

44. Reading of Article II, Section 12, A Minutes

**This is a consent item.**

45. Reading of Article III, Section 1, A ESU Services

**This is a consent item.**

46. Reading of Article III, Section 1, B Core Services to Member Districts

**This is a consent item.**

47. Reading of Article III, Section 1, C Use of core Service Funds and Property Tax Funds

**This is a consent item.**

48. Reading of Article III, Section 1, E Use of Funds from Other Sources

**This is a consent item.**

6. Spotlight - Speech Spotlight for the Speech Department. Tricia Spieker, Speech Language Pathologist Coordinator, reviewed the attached slides and answered questions by the Board. There was much discussion related to recruitment and the SLP shortage.

7. Treasurer's Report

**Review the breakdown of the Treasurer's Report**

8. 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 Richard Luebbe.

- |                       |            |
|-----------------------|------------|
| 9. Marni Danhauer:    | 10. Absent |
| 11. Dan Hoesly:       | 12. Absent |
| 13. Dawn Lindsley:    | 14. Absent |
| 15. Bob Arp:          | 16. Yea    |
| 17. Joyce Baumert:    | 18. Yea    |
| 19. Donald Ellison:   | 20. Yea    |
| 21. Richard Luebbe:   | 22. Yea    |
| 23. Jennifer Miller:  | 24. Yea    |
| 25. Doug Pauley:      | 26. Yea    |
| 27. Richard Stephens: | 28. Yea    |
| 29. Gary Wieseler:    | 30. Yea    |
| 31. Jack Young:       | 32. Yea    |

Yea: 9, Nay: 0, Absent: 3

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 ESU waits for payments from schools and grants.

### 33. Redistricting

At this time, the Center for Public Affairs Research has completed digitizing our 2010 boundaries and has imported our 2020 population counts. The attached map contains boundary changes meeting the requirements of redistricting.

The Center for Public Affairs Research will draft detailed descriptions of each district boundary following the approval of the attached map. Administrator Polk will provide these descriptions to the Board for approval in the December Board Meeting following her receipt of said descriptions.

**Recommendation:** Discuss, consider and take any action necessary to approve the attached ESU 7 District Map.

### 34. Discuss, consider and take any action necessary to approve the attached ESU 7 District Map Passed with a motion by Bob Arp and a second by Richard Luebbe.

- |                       |            |
|-----------------------|------------|
| 35. Marni Danhauer:   | 36. Absent |
| 37. Dan Hoesly:       | 38. Absent |
| 39. Dawn Lindsley:    | 40. Absent |
| 41. Bob Arp:          | 42. Yea    |
| 43. Joyce Baumert:    | 44. Yea    |
| 45. Donald Ellison:   | 46. Yea    |
| 47. Richard Luebbe:   | 48. Yea    |
| 49. Jennifer Miller:  | 50. Yea    |
| 51. Doug Pauley:      | 52. Yea    |
| 53. Richard Stephens: | 54. Yea    |
| 55. Gary Wieseler:    | 56. Yea    |
| 57. Jack Young:       | 58. Yea    |

Yea: 9, Nay: 0, Absent: 3

The Board approved the attached maps and legal descriptions.

### 59. **Administrator's Report General**

- Goals - Attached for your Review
- Quarterly Report
- Board Election Information
- ESUCC Update
  - ESUCC Legislative Day - February 8, 2022
- Upcoming Events

After meeting with the Administrator Evaluation Committee Chair, Dr. Polk will be redesigning the Quarterly Update based on feedback received.

ESUCC Legislative Day will be February 8, 2022.

Administrator Polk will be attending the GRIT conference.

1. Services Update

- SIMPL Update

- SIMPL: Customizing the Annual Planning Process for Nebraska Administrator Polk played the linked video for the Board. Administrator Polk provided an overview of the ESU 7 SIMPL homepage.

2. Facilities Update

The Administrator will provide a facilities update during this item.

- Playground Update
- Update on North Building N1 Doors
- Production Changes

Playground Update: Two vendors provided a walk around outside to discuss the playground project. Administrator Polk and Director Clay will review the proposals and will bring the selected proposal and vendor to the Board Meeting to provide information and give the Board the opportunity to ask questions. There are some potential opportunities for grants and other funding options which will be researched.

Doors Update: All necessary parts have been received. M&O Doors and Applied Connective will coordinate to get the new doors installed.

Production Department: Director Ostmeyer reported the Production Department redesigned the layout of their workspace to allow for greater productivity and additional equipment.

3. Legislative Update

- Nebraska State Board of Education 2021-2022 Legislative and Regulatory Priorities Adopted 8/6/2021
- Historical Progression of State Board of Education (Map)
- 2021 Nebraska Unicameral Legislature (Alphabetical List)

4.

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

60. **Committee Reports**

1. Negotiations Committee Report Negotiations/Budget Joint Committee Meeting on January 17, 2022 in the Walnut Room. Negotiations Committee will meet at 4:00pm and the Budget Committee will join the Negotiations Committee at 4:45pm.

2. **Administrator Evaluation Committee Report** A report of activities from the Administrator Evaluation Committee will be given during this item. Administrator Polk provided an update from the meeting with the Administrator Evaluation Committee Chair, Marni Danhauer. Chairperson Marni

Danhauer was absent from this meeting and a request was made that she provide the evaluation summary to the full body. Administrator Polk will contact Chairperson Danhauer to follow up.

1. Administrator Intent to Extend

61. Conference Report

Conference Attendees will report on their learnings.

- NASB State Education Conference
- AESA Annual Conference
  - Upcoming sites and dates:
    - November 30-December 3, 2022 (Atlanta, GA)
    - November 29-December 2, 2023 (Anaheim, CA)
    - December 4-7, 2024 (Orlando, FL)
    - December 3-6, 2025 (Colorado Springs, CO)

President Doug Pauley attended both conferences, the State Education Conference and the AESA Annual Conference. Most of the sessions President Pauley attended related to mental health. Vice President Jack Young attended the AESA Annual Conference. Vice President Young really enjoyed the wellness sessions. Board Member Gary Weiser attended the State Education Conference and attended a session related to teacher shortages. Board Members Gary Weiser and Donald Ellison also attended the session on ESUs presented by Administrator Polk and Dr. Skretta at the State Education Conference.

62. Adjournment Meeting adjourned at 7:38pm.

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

# Open Meetings Act

## **Neb. Rev. Stat. § 84-1407. Act, how cited.**

Sections 84-1407 to 84-1414 shall be known and may be cited as the Open Meetings Act.

## **Neb. Rev. Stat. § 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.

## **Neb. Rev. Stat. § 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) Virtual conferencing means conducting or participating in a meeting electronically or telephonically with interaction among the participants subject to subsection (2) of section 84-1412.

## **Neb. Rev. Stat. § 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.

**Neb. Rev. Stat. § 84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; virtual meetings 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) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(b) of this section are met:

(i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;

(ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;

(iii) The governing body of a public power district having a chartered territory of more than one county in this state;

(iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

(vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority;

(xiii) A natural resources district; and

(xiv) The Judicial Resources Commission.

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

(i) Reasonable advance publicized notice is given as provided in subsection (1) of this section, including providing access to a dial-in number or link to the virtual conference;

(ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as

would be provided if virtual conferencing was not used;

(iii) At least one copy of all documents being considered at the meeting is available at any physical site open to the public where individuals may attend the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act; and

(iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of 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, the organization may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing. 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 virtual conferencing if the governing body's quarterly meetings are not held by virtual conferencing.

(3) Virtual conferencing, emails, faxes, or other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(4) The secretary or other designee of each public body shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to them of the time and place of each meeting and the subjects to be discussed at that meeting.

(5) When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by virtual conferencing. The provisions of subsection (4) of this section shall be complied with in conducting emergency meetings. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public by no later than the end of the next regular business day.

(6) A public body may allow a member of the public or any other witness to appear before the public body by means of virtual conferencing.

(7)(a) Notwithstanding subsections (2) and (5) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsection (1) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in  
Open Meetings Act

number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (4) of this section shall be complied with in conducting such meetings.

(c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsections (5) and (6) of section 84-1413.

**Neb. Rev. Stat. § 84-1412. Meetings of public body; rights of public; public body; powers and duties.**

(1) Subject to the Open Meetings Act, the public has the right to attend and the right to speak at meetings of public bodies, and all or any part of a meeting of a public body, except for closed sessions called pursuant to section 84-1410, may be videotaped, televised, photographed, broadcast, or recorded by any person in attendance by means of a tape recorder, a camera, video equipment, or any other means of pictorial or sonic reproduction or in writing.

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings, including meetings held by virtual conferencing. 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 shall require any member of the public desiring to address the body to identify himself or herself, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

(4) No public body shall, for the purpose of circumventing the Open Meetings Act, hold a meeting in a place known by the body to be too small to accommodate the anticipated audience.

(5) No public body shall be deemed in violation of this section if it holds its meeting in its traditional meeting place which is located in this state.

(6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if:

(a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;

(b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;

(c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an in-state location to members, the public, or the press, if requested twenty-four hours in advance;

(d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;

(e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and

(f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

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

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

**Neb. Rev. Stat. § 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.

(7) Beginning July 31, 2022, the governing body of a natural resources district, the city council of a city of the metropolitan class, the city council of a city of the primary class, the city council of a city of the first class, the county board of a county with a population greater than twenty-five thousand inhabitants, and the school board of a school district shall make available on such entity's public web site the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the web site at least twenty-four hours before the meeting of

the governing body. Minutes shall be placed on the web site at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public web site for at least six months.

**Neb. Rev. Stat. § 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.

**Neb. Rev. Stat. § 84-1415. Open Meetings Act; requirements; waiver; validity of action.**

No motion, resolution, rule, regulation, ordinance, or formal action made, adopted, passed, or taken at a meeting as defined in section 84-1409 of a public body as defined in such section shall be invalidated because such motion, resolution, rule, regulation, ordinance, or formal action was made, adopted, passed, or taken at a meeting or meetings on or after March 17, 2020, and on or before April 30, 2021, pursuant to a Governor's Executive Order which waived certain requirements of the Open Meetings Act.



## **Regular Board of Directors Meeting**

Educational Service Unit 7, Oak Room  
2657 44th Avenue  
Columbus, NE 68601-8537  
Monday, November 15, 2021 at 5:30 PM  
Posted Locations:

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

Posted Date: 11/08/2021

Attendance Taken at 5:29 PM.

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

Present: 10, Absent: 2.

### 1. Call the Meeting to Order

**LEADERSHIP • SERVICE • SUPPORT**

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

Roll call was taken at 5:30pm  
Board President conducted the meeting.

Staff present:

Larriane Polk, Administrator  
Linda Shefcyk, Business Manager  
Mindy Reed, Secretary to the Board of Directors  
Marc Ostmeyer, Professional Development Director  
Tami Clay, Special Education Director  
Dan Ellsworth, Network Operations Director

1.1. Notification of Open Meetings Law

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

1.2. Roll Call

1.3. Absent Board Members

Board Member Dan Hoesly will be absent due to personal reasons.

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

Approval of Board Member absences as presented Passed with a motion by Richard Stephens and a second by Joyce Baumert.

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

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

Board Members Dan Hoesly and Jennifer Miller were absent due to personal reasons and notified Administrator prior to the meeting.

1.4. 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 Dawn Lindsley and a second by Jack Young.

Dan Hoesly: Absent  
Jennifer Miller: Absent  
Bob Arp: Yea  
Joyce Baumert: Yea  
Marni Danhauer: Yea  
Donald Ellison: Yea  
Dawn Lindsley: Yea  
Richard Luebbe: Yea  
Doug Pauley: Yea  
Richard Stephens: Yea  
Gary Wieseler: Yea  
Jack Young: Yea  
Yea: 10, Nay: 0, Absent: 2

3. Welcome Visitors

No visitors were 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 complete the Request to be Heard Document prior to the start of the board meeting. Citizens wishing to present petitions to the Board may do so at this time. However, the Board will only receive the petitions and not act upon them or their contents.

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
- Policy review with no recommended changes
- 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 Bob Arp.

Dan Hoesly: Absent

Jennifer Miller: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Marni Danhauer: Yea

Donald Ellison: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

#### 5.1. Minutes

**This is a consent item.**

#### 5.2. Reading of Article I, Section 1, E Boundaries

**This is a consent item.**

#### 5.3. Reading of Article I, Section 3, A Election Districts

**This is a consent item.**

5.4. Reading of Article IV, Section 9, D Paid Leaves

**This is a consent item.**

5.5. Presentation of Bills #73206 through #73353 totaling \$850,368.67

The summary of bills for the current month total:\$850,368.67 - Bills #73206 through #73353

Inservice bills total: \$0

	Amount	Vendor	Description
73208	\$14,476.60	Amazon	Migrant/Tech/SPED/Grants supplies
73214	\$6,818.63	Capital One	Tech/SPED/Grants travel and supplies
73220	\$10,951.65	Central NE Rehab Services	SPED SLP Services
73233	\$73,901.77	Eakes Office Solutions	Two new copiers and copier maintenance
73241	\$17,252.00	ESUCC	Master Service Agreement
73300	\$11,187.80	State of NE - Department of Admin	Network Services charges/zoom service
73305	\$5,600.00	Torsh Inc.	PRT grant Talent premium license for software

**This is a consent item.**

6. Spotlight - Learning Academy  
Student Services Principal Leanne Blanchard will provide a Spotlight for the Learning Academy.  
Special Education Director Clay introduced the Student Services Principal Leanne Blanchard, Learning Academy Teacher Anne Baptiste, and Behavior Specialist Brandy Rose. All three members presented the attached slideshow.
7. Treasurer's Report  
Review the breakdown of the Treasurer's Report

**Recommendation:** Discuss, consider and take any action necessary to approve the Treasurer's Report as presented.

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

Dan Hoesly: Absent  
Jennifer Miller: Absent  
Bob Arp: Yea

Joyce Baumert: Yea  
Marni Danhauer: Yea  
Donald Ellison: Yea  
Dawn Lindsley: Yea  
Richard Luebbe: Yea  
Doug Pauley: Yea  
Richard Stephens: Yea  
Gary Wieseler: Yea  
Jack Young: Yea  
Yea: 10, Nay: 0, Absent: 2

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.

8. Reading of Article IV, Section 1, D Employee Benefits

Blue text is new, recommended language.

**Health Insurance**

Qualifying Employees:

Health insurance is available to employees (.40 FTE and above) of Educational Service Unit 7 beginning the 1st day of the first full month after hire. The cost of health insurance is prorated to the personnel's FTE **unless otherwise specified**. Please reference the personnel handbook for insurance rates. **Level III special education program paraeducators who work 1110 hours (185, 6 hour days) are eligible for full-time health benefits.**

**Recommendation:** Discuss, consider and take all necessary action to approve Reading of Article IV, Section 1, D Employee Benefits as presented in rationale.

Discuss, consider and take all necessary action to approve Reading of Article IV, Section 1, D Employee Benefits as presented in rationale Passed with a motion by Jack Young and a second by Bob Arp.

Dan Hoesly: Absent  
Jennifer Miller: Absent  
Bob Arp: Yea  
Joyce Baumert: Yea  
Marni Danhauer: Yea  
Donald Ellison: Yea  
Dawn Lindsley: Yea  
Richard Luebbe: Yea  
Doug Pauley: Yea

Richard Stephens: Yea  
Gary Wieseler: Yea  
Jack Young: Yea  
Yea: 10, Nay: 0, Absent: 2

Changes to the policy are directly related to the paraeducator agenda item approved in the November Special Board Meeting.

9. Reading of Article IV, Section 9, E Sick Leave

Blue text is new, recommended language.

3. *Days Per Leave Year.* Employees have 1 day (8 hours) of sick leave for each month worked. For example, if the employee is Full Time and works 12 months, the employee receives 12 days (96 hours) of sick leave. If the employee works 10 months and is full time, the employee receives 10 sick days (80 hours). **If the employee is a paraeducator, working in a Level III special education program and works .75 FTE, the employee receives 10, 6 hour days (60 hours).** These days are available the first day of the contract year.

5. *Carry-over and Accumulation.* Unused sick leave may be carried over from one leave year to the next succeeding leave year to a maximum of 40 sick leave days (320 hours) **or prorated to your FTE.**

**Recommendation:** Discuss, consider and take all necessary action to approve Article IV, Section 9, E Sick Leave as presented in rationale.

Discuss, consider and take all necessary action to approve Article IV, Section 9, E Sick Leave as presented in rationale Passed with a motion by Donald Ellison and a second by Richard Luebbe.

Dan Hoesly: Absent  
Jennifer Miller: Absent  
Bob Arp: Yea  
Joyce Baumert: Yea  
Marni Danhauer: Yea  
Donald Ellison: Yea  
Dawn Lindsley: Yea  
Richard Luebbe: Yea  
Doug Pauley: Yea  
Richard Stephens: Yea  
Gary Wieseler: Yea  
Jack Young: Yea  
Yea: 10, Nay: 0, Absent: 2

Changes to the policy are directly related to the paraeducator agenda item approved in the November Special Board Meeting.

10. Reading of Article IV, Section 9, G Personal Leave

Blue text is new, recommended language.

1. *Days Per Leave Year.* Employees have 2 days/16 hours of personal leave available per leave year. **If the employee is a paraeducator, working in a Level III special education program and works .75 FTE, the employee receives 2, 6 hour days (12 hours).** These days are available to the employee the first day of the contract year.

3. *Carry-over and Accumulation.* Unused leave may be carried over from one leave year to the next succeeding leave year. Once the maximum is accumulated, no further leave days will be available or granted for the ensuing leave year or years until the accumulated number of days is less than 2 days/16 hours **or prorated to your FTE**, and then only to the extent necessary to restore the total number of available leave days to the maximum of 2 days/16 hours **or prorated to your FTE**.

**Recommendation:** Discuss, consider and take all necessary action to approve Article IV, Section 9, G Personal Leave as presented in rationale.

Discuss, consider and take all necessary action to approve Article IV, Section 9, G Personal Leave as presented in rationale Passed with a motion by Donald Ellison and a second by Gary Wieseler.

Dan Hoesly:	Absent
Jennifer Miller:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Marni Danhauer:	Yea
Donald Ellison:	Yea
Dawn Lindsley:	Yea
Richard Luebbe:	Yea
Doug Pauley:	Yea
Richard Stephens:	Yea
Gary Wieseler:	Yea
Jack Young:	Yea
Yea: 10, Nay: 0, Absent: 2	

Changes to the policy are directly related to the paraeducator agenda item approved in the November Special Board Meeting.

11. Reading of Article IV, Section 9, J Vacation Leave

Blue text is new, recommended language.

1. *Days Per Leave Year*. Full time employees **with 245 day contracts** are granted two weeks (10 days/80 hours) for the first five (5) years of employment and three weeks (15 days/120 hours) the sixth year. Any employment less than 1.0 FTE receives no paid vacation.

**Recommendation:** Discuss, consider and take all necessary action to approve Article IV, Section 9, J Vacation Leave as presented in rationale.

Discuss, consider and take all necessary action to approve Article IV, Section 9, J Vacation Leave as presented in rationale Passed with a motion by Dawn Lindsley and a second by Marni Danhauer.

Dan Hoesly:	Absent
Jennifer Miller:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Marni Danhauer:	Yea
Donald Ellison:	Yea
Dawn Lindsley:	Yea
Richard Luebbe:	Yea
Doug Pauley:	Yea
Richard Stephens:	Yea
Gary Wieseler:	Yea
Jack Young:	Yea
Yea: 10, Nay: 0, Absent: 2	

Changes to the policy reflects current practice.

## 12. Redistricting

At this time, the Center for Public Affairs Research has completed digitizing our 2010 boundaries and has imported our 2020 population counts. The attached map contains boundary changes meeting the requirements of redistricting.

The Center for Public Affairs Research will draft detailed descriptions of each district boundary following the approval of the attached map. Administrator Polk will provide these descriptions to the Board for approval in the December Board Meeting following her receipt of said descriptions.

**Recommendation:** Discuss, consider and take any action necessary to approve the attached ESU 7 District Map.

The Center for Public Affairs Research was unable to provide a more detailed map and full descriptions by the November Board Meeting. This agenda item has been tabled to the

December Board Meeting. Board Member Bob Arp moved to table the motion until the December Board Meeting and Board President Doug Pauley seconded the motion.

### 13. Administrator's Report General

- Goals
  - Administrator Polk will share goals she wrote in response to the strategic planning work and Board goal development.
- ESUCC Update
  - Statewide ESU activities
  - Rule 84 Meeting
  - ESUs and NASB Statewide Conference
    - Thursday, November 18 at 11:15am-12:15pm - ESUs: Measurable Impact & Demonstrated Value for Nebraska's Schools
    - Thursday, November 18 at 2:15pm-3:15pm - Meeting in lieu of NESUBA Meeting in room 205
- Upcoming Events
- Administrator Leave Report

Administrator Polk reviewed the goals on the attached ESU 7 Administrator Goals document.

Administrator Polk made the board aware of the attached article links.

ESUCC will meet with NDE this week per Rule 84.

#### 13.1. Services Update

- SIMPL Update
  - SIMPL: Service Implementation Model Process & Log
- Spanish Class Update
  - 9 employees interested

Migrant Grant Coordinator, Cynthia Alarcon has offered to teach a Conversational Spanish Class for ESU 7 staff members. Nine staff indicated their interest. The classes will take place weekly over the lunch hour, starting in mid January.

SIMPL implementation is occurring in phases. All Nebraska ESUs should have all services online with descriptions by January 2022. The 2nd phase, cost savings for Professional Development, planned to be complete by the end of July 2022.

#### 13.2. Facilities Update

- Updates:
  - Parking Lot
  - Doors

- Audio Visual for Oak/Maple
- Blinds for North Building Main Entrance Area

The Administrator will provide a facilities update during this item. Tarring of the parking lot will need to be advanced to the Spring. The company was unable to get it scheduled prior to the cold weather. The North Building front door project and Oak/Maple audio visual project are on hold, still waiting for parts. Blinds for the North Building's main entrance may be purchased to help with the glare in the reception area.

### 13.3. Personnel

- New Hires
  - Julia Estrada - Paraprofessional
  - Alicia Hastreiter - Paraprofessional

All Classified/Non Cert Hires and Resignations under this item. Not an action item.

Juila Estrada is a paraprofessional new hire for the Cen7ter. Alicia Hastreiter is a paraprofessional new hire for the Learning Academy.

### 13.4. Legislative Update

- ESU Legislative Day - February 8, 2022
- Executive Committee meeting with Senators on February 24, 2022
- Senators attended/attending ESU 7 Superintendent Meetings:
  - Senator Kolterman - November 2, 2021
  - Senator Moser - November 16, 2021
  - Senator Friesen - November 30, 2021
  - Senator Walz - December 14, 2021

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

Administrator Polk reviewed the attached 2022 Legislative Session calendar.

## 14. Committee Reports

### 14.1. Administrator Evaluation Committee Report

A report of activities from the Administrator Evaluation Committee will be given during this item. Administrator Evaluation Committee: Dawn Lindsley, Donald Ellison, Marni Danhauer, and Joyce Baumert.

Administrator Polk and Administrator Evaluation Committee Chair Marni Danhauer have a scheduled meeting on Friday, December 10, 2021 at 10:30am.

Evaluation Timeline:

- **August:** Evaluation Committee to meet in September to go through comments and

- create a summary. Larianne will meet with the Evaluation Committee chair.
- **September:** Full Board is provided a copy of the Administrator Evaluation
  - **October:** Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to full Board for completion by October Board Meeting. Administrator completes Evaluation Tool as self-assessment and sends to Evaluation Committee on or before October 31.
  - **November:** Committee Chair will send the completed Administrator self-assessment to full Board after November 1. Evaluation Committee compiles results of full Board completed evaluations prior to the November Board Meeting.
  - **December:** Evaluation Committee meets prior to December Board Meeting to review with Administrator the results of evaluation. Report to full Board in December Board Meeting following Closed Session requirements with Administrator present.
  - **January:** Confirm Evaluation Committee members. Administrator provides Evaluation Committee with goals and shares with Board at January Board Meeting.

Administrator Evaluation Committee chairperson Marni Danhauer sent out the Administrator evaluation to be completed by all board members by Friday, November 19, 2021.

#### 14.2. Negotiations Committee Report

The Negotiations Committee recommends a 4.5% total compensation package increase for the 2-year Negotiated Agreement 2022-2023 and 2023-2024 for the ESUEA negotiated staff. The next group to be discussed will be paraeducators, followed by the remaining staff groups. The next Negotiations Committee Meeting will be Monday, December 20, 2021 at 4:30pm. There will be a Joint Negotiations and Budget Meeting on Monday, January 17, 2022; the Negotiations Committee will meet at 4:00pm and the Budget Committee will join at 4:45pm.

**Recommendation:** Discuss, consider, and take any necessary action to approve the recommended 4.5% total compensation package increase for the 2-year Negotiated Agreement 2022-2023 and 2023-2024 for the ESUEA negotiated staff.

Discuss, consider, and take any necessary action to approve the recommended 4.5% total compensation package increase for the 2-year Negotiated Agreement 2022-2023 and 2023-2024 for the ESUEA negotiated staff Passed with a motion by Doug Pauley and a second by Richard Luebbe.

Dan Hoesly:	Absent
Jennifer Miller:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Marni Danhauer:	Yea
Donald Ellison:	Yea
Dawn Lindsley:	Yea
Richard Luebbe:	Yea

Doug Pauley: Yea  
Richard Stephens: Yea  
Gary Wieseler: Yea  
Jack Young: Yea  
Yea: 10, Nay: 0, Absent: 2

The Negotiations Committee recommends a 4.5% total compensation package increase per year for the 2-year Negotiated Agreement 2022-2023 and 2023-2024 for the ESUEA negotiated staff. The ESUEA reviewed and approved the Negotiated Agreement.

#### 15. Conference Report

- Nebraska Educator Shortage Summit

Conference Attendees will report on their learnings.

Administrator Polk and Director Ostmeyer attended the Educator Shortage Summit. Four different task forces were created at the summit: certification, praxis, marketing, and recruiting. Director Ostmeyer is the co-chair of the praxis task force. Administrator Polk is on the recruiting/marketing task force. Each task force has been asked to meet twice before Administrator Days 2022.

#### 16. Adjournment

Meeting adjourned at 7:12pm

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	00073354	42.96	12/20/21	10013 ACE HARDWARE	C
10	00073355	210.00	12/20/21	190428 ALMQUIST, MALTZAHN, GALLOWAY & LUTH, PC	C
10	00073356	13,502.26	12/20/21	10391 AMAZON	C
10	00073357	470.00	12/20/21	10479 AMERICAN ASSOCIATION OF SCHOOL ADMINISTR	C
10	00073358	282.80	12/20/21	120155 AMY J SLAMA	C
10	00073359	602.56	12/20/21	130180 AMY MAZANKOWSKI	C
10	00073360	762.48	12/20/21	7633 ANA SANTOS	C
10	00073361	14,760.00	12/20/21	10681 APPLE COMPUTER, INC.	C
10	00073362	2,625.00	12/20/21	388 APPLIED CONNECTIVE TECHNOLOGIES	C
10	00073363	498.00	12/20/21	10799 ASCD CONFERENCE REGISTRATION	C
10	00073364	370.00	12/20/21	6114 AVERA MEDICAL GROUP-O'NEILL	C
10	00073365	4,000.00	12/20/21	20428 BOONE CENTRAL SCHOOLS	C
10	00073366	152.59	12/20/21	6700 BROOKE KAVAN	C
10	00073367	119.84	12/20/21	190669 BROOKE KOLIHA	C
10	00073368	309.28	12/20/21	9253 BROWN COUNTY HOSPITAL	C
10	00073369	19,928.78	12/20/21	30039 CAPITAL ONE BANK (USA), N.A.	C
10	00073370	327.76	12/20/21	1996 CASEY'S MAIL SERVICE LLC	C
10	00073371	55.30	12/20/21	30192 CDW-G	C
10	00073372	10,863.26	12/20/21	8940 CENTRAL NE REHAB SERVICES	C
10	00073373	360.68	12/20/21	30550 CITY OF COLUMBUS WATER & SANIT	C
10	00073374	2,250.00	12/20/21	31035 COLUMBUS PUBLIC SCHOOLS GENERAL FUNDS	C
10	00073375	1,536.50	12/20/21	31029 COLUMBUS PUBLIC SCHOOLS LUNCH FUND	C
10	00073376	80.00	12/20/21	31039 COLUMBUS SCREEN PRINTING	C
10	00073377	382.79	12/20/21	4812 CUBBY'S, INC.	C
10	00073378	600.00	12/20/21	12289 CYBR SCHOOL LLC	C
10	00073379	98.70	12/20/21	11711 DAWN LINDSLEY	C
10	00073380	30.75	12/20/21	876 DOLLAR GENERAL-MSA 410526	C
10	00073381	116.65	12/20/21	4456 DOUG PAULEY	C
10	00073382	11,000.86	12/20/21	40725 EAKES OFFICE SOLUTIONS	C
10	00073383	234.52	12/20/21	50065 EAST CENTRAL DIST HEALTH DEPARTMENT	C
10	00073384	609,846.94	12/20/21	50825 ED SERVICE UNIT 7-PAYROLL	C
10	00073385	820.39	12/20/21	50630 ERNST AUTO CENTER	C
10	00073386	192.01	12/20/21	7560 HOSTED SERVICES	C
10	00073387	303.00	12/20/21	50736 ESU 7 STUDENT SERVICES-SPED	C
10	00073388	125.00	12/20/21	50734 ESU 8	C
10	00073389	125.00	12/20/21	50652 ESUCC	C
10	00073390	848.34	12/20/21	7226 FIREGUARD	C
10	00073391	495.00	12/20/21	7617 FIRST EDUCATIONAL RESOURCES, LLC	C
10	00073392	205.42	12/20/21	60056 FIRST NATIONAL BANK	C
10	00073393	117.60	12/20/21	7510 GARY WIESELER	C
10	00073394	318.90	12/20/21	7013 GREAT PLAINS COMMUNICATIONS	C
10	00073395	348.00	12/20/21	80147 HAMPTON INN	C
10	00073396	963.20	12/20/21	11460 HAYLEY MURPHY	C
10	00073397	18.89	12/20/21	4944 HOBBY LOBBY	C
10	00073398	558.00	12/20/21	80543 HOMETOWN LEASING	C
10	00073399	568.90	12/20/21	80880 HY-VEE	C
10	00073400	23.40	12/20/21	90088 INDOFF, INC	C
10	00073401	732.48	12/20/21	3387 JENNIFER FISTLER	C
10	00073402	100.00	12/20/21	12092 JESSICA OLNES	C
10	00073403	400.00	12/20/21	6017 JILL MCNALLY	C
10	00073404	9,228.60	12/20/21	6319 JOURNEYED.COM, INC.	C
10	00073405	362.88	12/20/21	260092 JUDY A ZADINA	C
10	00073406	1,071.84	12/20/21	110030 JULIE R KAHLER	C
10	00073407	492.49	12/20/21	12424 KASEYA US, LLC	C
10	00073408	2,401.50	12/20/21	110235 KIDDIE CAB	C

## A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00073409	368.00	12/20/21	4839 KSB SCHOOL LAW	C
10	00073410	125.00	12/20/21	120129 LAKEVIEW COMMUNITY SCHOOLS	C
10	00073411	236.64	12/20/21	6718 LAURA PLAS	C
10	00073412	281.00	12/20/21	120207 LEARNING A-Z	C
10	00073413	709.16	12/20/21	120314 LINCOLN JOURNAL STAR	C
10	00073414	720.16	12/20/21	40545 LISA DURANSKI	C
10	00073415	1,838.26	12/20/21	120550 LOUP POWER DIST	C
10	00073416	250.00	12/20/21	130060 MADISON HIGH SCHOOL	C
10	00073417	50.98	12/20/21	130070 MAILBOX, THE	C
10	00073418	211.74	12/20/21	5410 MARK BRADY	C
10	00073419	52.82	12/20/21	130378 MENARDS	C
10	00073420	2,164.00	12/20/21	130547 MNJ TECHNOLOGIES	C
10	00073421	195.00	12/20/21	12475 NACTE SUMMIT	C
10	00073422	100.00	12/20/21	1104 NANCY SMITH	C
10	00073423	200.00	12/20/21	140056 NCECBVI	C
10	00073424	190.00	12/20/21	140351 NCSA	C
10	00073425	2,708.00	12/20/21	140066 NE ASSOC OF SCHOOL BOARDS	C
10	00073426	105.61	12/20/21	140570 NEBRASKA TECHNOLOGY & TELECOM.	C
10	00073427	57.24	12/20/21	150081 OFFICE NET	C
10	00073428	70.00	12/20/21	12122 ONE SOURCE THE BACKGROUND CHECK COMPANY	C
10	00073429	223.57	12/20/21	418 OTIS PIERCE	C
10	00073430	135.20	12/20/21	160450 PIZZA RANCH	C
10	00073431	329.94	12/20/21	160530 PLATTE VALLEY PRINTING	C
10	00073432	172.17	12/20/21	160672 PRESTO-X	C
10	00073433	32.83	12/20/21	170029 QUALITY SOUND	C
10	00073434	77.63	12/20/21	170125 QUILL CORPORATION	C
10	00073435	30.24	12/20/21	21001 RACHEL BURGESS	C
10	00073436	919.84	12/20/21	120140 RAMSEY SOLUTIONS	C
10	00073437	3,346.58	12/20/21	12106 REGION INSIGHTS	C
10	00073438	856.32	12/20/21	11703 ROBERT ARP	C
10	00073439	225.00	12/20/21	20250 RUTT'S HEATING & AIR	C
10	00073440	488.32	12/20/21	30268 SANDY CERNY	C
10	00073441	1,948.80	12/20/21	981 SARAH WACHA	C
10	00073442	7,628.69	12/20/21	190164 SCHUYLER COMMUNITY SCHOOLS	C
10	00073443	270.00	12/20/21	10421 SEI SECURITY	C
10	00073444	519.68	12/20/21	8524 SHAYNA CEPEL	C
10	00073445	58.44	12/20/21	190396 SHERWIN WILLIAMS	C
10	00073446	864.00	12/20/21	130092 SOUTH SIOUX CITY MARRIOTT	C
10	00073447	5,189.80	12/20/21	190850 STATE OF NEBRASKA - DEPARTMENT OF ADMIN	C
10	00073448	254.10	12/20/21	191085 SUPER SAVER	C
10	00073449	36.37	12/20/21	160655 SYMMETRY ENERGY SOLUTIONS, LLC	C
10	00073450	250.00	12/20/21	5797 TAESE ATTN: LeeAnn Lundgreen	C
10	00073451	50.00	12/20/21	200500 TYPHOON WASH	C
10	00073452	112.25	12/20/21	200606 U & I SANITATION	C
10	00073453	100.00	12/20/21	6289 UNIV OF NEBR STATE MUSEUM	C
10	00073454	60.00	12/20/21	210143 UNIVERSITY OF NEBRASKA - LINCOLN	C
10	00073455	200.00	12/20/21	4960 UNIVERSITY OF NEBRASKA AT KEARNEY	C
10	00073456	1,407.79	12/20/21	10320 VERIZON WIRELESS	C
10	00073457	166.97	12/20/21	230049 CAPITAL ONE-WALMART (SPED)	C
10	00073458	84.19	12/20/21	230051 WALMART CAPITAL ONE - MIG	C
10	00073459	397.04	12/20/21	10510 ABBY PFISTER	A
10	00073460	365.12	12/20/21	1082 ANGEL D MAYBERRY	A
10	00073461	100.00	12/20/21	250100 ANGELA ARNDT	A
10	00073462	558.32	12/20/21	990 BRANDY ROSE	A
10	00073463	97.44	12/20/21	110510 CAROLYN KOCH	A

## A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00073464	745.36	12/20/21	5967 CASSANDRA RUTH	A
10	00073465	674.24	12/20/21	9512 CASSIE KRINGS	A
10	00073466	100.00	12/20/21	5096 CHRIS CHVALA	A
10	00073467	510.72	12/20/21	11690 CHRIS HILLIARD	A
10	00073468	100.00	12/20/21	70017 CYNTHIA ALARCON	A
10	00073469	48.16	12/20/21	50579 DAN ELLSWORTH	A
10	00073470	1,202.88	12/20/21	180474 DARLENE RODRIGUEZ	A
10	00073471	510.72	12/20/21	10529 DAVID VANDERHEIDEN	A
10	00073472	103.82	12/20/21	50570 DONALD ELLISON	A
10	00073473	129.92	12/20/21	60033 ELISSA HEIBEL	A
10	00073474	100.00	12/20/21	9822 ELIZABETH LAWRENCE	A
10	00073475	453.04	12/20/21	12262 ELIZABETH PREISTER	A
10	00073476	694.72	12/20/21	7099 HALEY KUNZE	A
10	00073477	901.92	12/20/21	20135 ISAURA BARRETO	A
10	00073478	807.67	12/20/21	4294 JACK YOUNG	A
10	00073479	295.88	12/20/21	8559 JACLYN TERNUS	A
10	00073480	255.36	12/20/21	12220 JALAYNE FREY	A
10	00073481	42.56	12/20/21	9580 JASON TROTTER	A
10	00073482	776.72	12/20/21	10952 JENNIFER RIVERA	A
10	00073483	589.12	12/20/21	11223 JILL WURDEMAN	A
10	00073484	771.68	12/20/21	8540 JOLYNN KAHLANDT	A
10	00073485	339.68	12/20/21	6459 KAISE RECEK	A
10	00073486	40.32	12/20/21	11983 KENDRA GUSTAFSON	A
10	00073487	70.00	12/20/21	100521 KRIS JOHNSON	A
10	00073488	126.84	12/20/21	160636 LARIANNE POLK	A
10	00073489	100.00	12/20/21	190385 LINDA SHEFCYK	A
10	00073490	535.36	12/20/21	12270 LORI DINGEL	A
10	00073491	676.76	12/20/21	190434 LORI SIMANEK	A
10	00073492	983.92	12/20/21	2267 MARCIA OSTMEYER	A
10	00073493	1,769.99	12/20/21	11797 MARIA RODRIGUEZ	A
10	00073494	171.44	12/20/21	7501 MARNI DANHAUER	A
10	00073495	100.00	12/20/21	50632 MEGAN KASSING	A
10	00073496	365.12	12/20/21	11479 MEGAN WELCH	A
10	00073497	595.28	12/20/21	4650 MELINDA VELECELA	A
10	00073498	894.82	12/20/21	12246 MERRIDIE KAUP	A
10	00073499	107.92	12/20/21	11304 MINDY REED	A
10	00073500	641.76	12/20/21	12254 MOLLIE MORROW	A
10	00073501	700.32	12/20/21	8788 NATHALIE VARGAS	A
10	00073502	100.00	12/20/21	6483 NICHOLE BRIGHAM	A
10	00073503	250.08	12/20/21	160280 PAULA PETERSON	A
10	00073504	1,173.76	12/20/21	5983 RACHEL GARNER	A
10	00073505	343.56	12/20/21	10375 RONELLE JACKSON	A
10	00073506	804.16	12/20/21	130708 SHARON M BROWN	A
10	00073507	472.08	12/20/21	10740 SHELLI EICKMEIER	A
10	00073508	298.82	12/20/21	12165 STEPHANIE FOREMAN	A
10	00073509	70.56	12/20/21	11436 TAMRA CLAY	A
10	00073510	226.24	12/20/21	10774 TRICIA SPIEKER	A
10	00073511	920.96	12/20/21	230361 WENDY WOLFE	A
10	00073512	608.16	12/20/21	10545 YARIBEY RODRIGUEZ	A

Total Bank No 10

778,734.75

A/P Summary Check Register

FPREG01A

<u>Bank</u>	<u>Check No</u>	<u>Amount</u>	<u>Date</u>	<u>Vendor</u>	<u>Type</u>
				<b>Total Manual Checks</b>	.00
				<b>Total Computer Checks</b>	753,914.43
				<b>Total ACH Checks</b>	24,820.32
				<b>Total Other Checks</b>	.00
				<b>Total Electronic Checks</b>	.00
				<b>Total Computer Voids</b>	.00
				<b>Total Manual Voids</b>	.00
				<b>Total ACH Voids</b>	.00
				<b>Total Other Voids</b>	.00
				<b>Total Electronic Voids</b>	.00
				<b>Grand Total</b>	778,734.75
				<b>Number of Checks</b>	159

<u>Batch Yr</u>	<u>Batch No</u>	<u>Amount</u>
22	000090	26,206.92
22	000091	90,024.91
22	000093	52,655.98
22	000096	609,846.94

Julie Kahler  
566 Cottonwood  
David City, NE 68632

December 3, 2021

Educational Service Unit #7  
2657 44<sup>th</sup> Avenue  
Columbus, NE 68601

ESU #7 Board,

This letter is to inform you of my intent to retire at the end of this school year. My last date of attendance will be May 20, 2022, which is our last contract day.

For the past 30 years, I have had the opportunity to serve students in nearly every one of our school districts as a Speech-Language Pathologist. For the last half of those 30 years, I have had the privilege of working with the youngest of our students and their families in Early Childhood alongside a team of the most dedicated professionals I have ever met. I have truly enjoyed my time at the Service Unit, and will miss my work family.

Thank you for your support.

Sincerely,

Julie Kahler, MS-SLP

11/30/2021

ESU #7 Board  
2657 44th Ave  
Columbus, NE 68601

Dear ESU #7 Board,

Please accept this formal notice of my resignation as Speech-Language Pathologist with ESU #7. I will be retiring after 11 years at the ESU and 36 years as an SLP. It has been a pleasure working with your team.

Sincerely,  
Paula J. Peterson

## Section 12 - Minutes

### Article II, Section 12, A Minutes

The Board shall keep minutes of all meetings showing the time and place, members present and absent, the substance of all matters discussed, and other matters required by law. The resignation of a Board member or any other circumstance that results in a vacancy in office shall be made a part of the minutes.

The minutes shall be prepared by the Recording Secretary immediately following the meeting.

The minutes shall be written and available for inspection by the public and for distribution to the members of the Board within 10 working days, or prior to the next convened meeting, whichever occurs earlier. The minutes shall be a part of the agenda for the next regular meeting at which time they shall be corrected, if necessary, and approved. The minutes shall be kept at the principle office of ESU 7. The minutes are public records and are open to public inspection during normal business hours. The minutes may be kept as an electronic record.

Legal Reference:	§ 79-570 § 84-1413
Date of Adoption:	May 21, 2018
Date of Review:	May 17, 2021 December 20, 2021

## Section 1 - Services

### Article III, Section 1, A ESU Services

The ESU shall provide educational services as identified and requested by member school districts through a collaborative process, as developed by the ESU.

Legal Reference:	NDE Rule 84, section 1.05D
Date of Adoption:	August 20, 2018
Date of Review:	February 15, 2021 December 20, 2021

**Article III, Section 1, B Core Services to Member Districts**

Core services shall be provided to all member school districts. Core services shall be defined by the ESU as follows:

Core services shall be within the following service areas in order of priority: (i) Staff development which shall include access to staff development related to improving the achievement of students in poverty and students with diverse backgrounds; (ii) technology, including distance education services; and (iii) instructional materials services.

Core services shall improve teaching and student learning by focusing on enhancing school improvement efforts, meeting statewide requirements, and achieving statewide goals in the state’s system of elementary and secondary education. Core services shall provide schools with access to services that: the ESU and its member school districts have identified as necessary services; are difficult, if not impossible, for most individual school districts to effectively and efficiently provide with their own personnel and financial resources; can be efficiently provided by the ESU to its member school districts; and can be adequately funded to ensure that the service is provided equitably to the public school districts.

Core services shall be designed so that the effectiveness and efficiency of the service can be evaluated on a statewide basis. Core services shall be provided by the ESU in a manner that minimizes the costs of administration or service delivery to member school districts.

Legal Reference:	§§ 79-1204 NDE Rule 84, section 3.02 and section 8
Date of Adoption:	August 20, 2018
Date of Review:	February 15, 2021 December 20, 2021

**Article III, Section 1, C Use of Core Service Funds and Property Tax Funds**

Funds generated by the ESU property tax shall only be used for purposes approved by representatives of two-thirds of the member school districts, representing a majority of the students in the member school districts. The valuation of individual school districts shall not be the only consideration in determining the utilization of such funds.

The Administrator is responsible for and is delegated the authority to develop the process and procedures to obtain the required approvals, to include the following:

1. The Administrator or designees shall prepare and transmit a written proposal of core services offerings and use of the property tax levy to all member school districts each fiscal year.
2. The member school districts through their designated representatives shall indicate their approval or disapproval of the proposal within thirty calendar days after receipt of the proposal. Failure to so indicate within such time period shall be deemed approval of the proposal.
3. In the event a proposal fails to receive approval, the Administrator will consult with the designated representatives and/or the Boards of the member school districts. After such consultation, written proposals may be amended and resubmitted.

Legal Reference:	§79-1242 NDE Rule 84, section 1.05D
Date of Adoption:	August 20, 2018
Date of Review:	February 15, 2021 December 20, 2021

### **Article III, Section 1, E Use of Funds from Other Sources**

The Board may receive, for the purpose for which it is made available, any school district, county, state, or federal funds made available to it, or funds or property received from any other source. The Board may use tax revenue from the levy of the ESU for operational expenses and for the purpose of matching any funds that may be made available to it on a matching basis by any state or federal agency. The Board may utilize such personnel or services that may lawfully be offered by any state or federal agency or governmental unit.

It is the policy of the ESU to comply with the conditions of state and federal grant programs in which the ESU participates, including the conditions of the Every Student Succeeds Act (“ESSA”) as applicable.

1. Authority to Sign Applications. The Administrator is authorized to sign applications for grant funds, including ESSA formula grants, on behalf of the ESU and may delegate such authority to other administrators at the discretion of the Administrator. The Administrator shall submit such applications as determined appropriate so long as acceptance of the funds does not include conditions contrary to the policies of the Board.
2. Supplement not Supplant. Federal funds shall be used to supplement, not supplant, the amount of funds or services available from non-federal sources, in compliance with the requirements of federal law. ESSA funds shall not be used to provide services otherwise required by law to be made available.
3. Equitable Allocation. Federal funds shall be used in a manner to ensure equitable allocation of resources. Staff are to be assigned and curriculum materials and instructional supplies are to be distributed to the schools in such a way that equivalence of personnel and materials is ensured among the schools in compliance with the requirements of federal law.
4. Maintenance of Effort. The ESU shall maintain fiscal effort related to ESSA programs in compliance with the requirements of federal law.
5. Resources. The procurement of resources related to ESSA programs, including contracts and purchase or service agreements for such programs, shall be in accordance with the ESU’s written procedures for purchasing and contracting. Purchase orders and invoices shall indicate an appropriate record of expenditures. All equipment purchased with federal funds, including those used in nonpublic and other facilities, shall be appropriately identified, inventoried, and when no longer useful to the program, properly disposed. Resources such as staff, materials and equipment funded by the Federal Program shall be used only for children participating in the program.
6. Maintenance of Records. Records of all federal financial and program information shall be kept for a minimum of 5 years after the start date of the project.
7. Identification of Eligible Children. The Administrator and the designees shall implement an appropriate process to identify children eligible for services provided under federal programs.

8. Coordination of Services. Federal Grant services shall be coordinated and integrated with school district direction, with other agencies providing services, and with other federal, state and local programs.
9. Other Requirements. The Administrator shall take or cause other staff to take such action as required by law for the ESU to maintain compliance with ESSA and specific grant programs in which the ESU participates.

Legal Reference:	§ 79-1224; ESSA
Date of Adoption:	August 20, 2018
Date of Review:	August 16, 2021 December 20, 2021

# **Speech-Language Pathologists**



December 2021 ESU #7 Board Presentation

# Professionally

Highly trained professionals who assess, diagnose, and treat speech, language, social communication, cognitive-communication, and swallowing disorders in children and adults. (ASHA, 2021)



Overall Score 7.5 / 10

- #4 in **Best Health Care Jobs**
- #7 in **100 Best Jobs**

Training log—Master’s degree program, strict requirements for specific clinical hours needed, University budget cuts, many students wanting to become SLPs, few get into graduate school.

UNL-26

UNK-18

UNO-17

61 SLPs graduating in Nebraska this year (less next year due to UNL switching to 3 year program)

# Salary Comparison

2019 National Data

Median Salary: \$79,120

Middle 50%: \$61,940-\$99,380

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2021-2022 ESU #7 Salary Data

Median Salary: \$72,514

Range: \$56,544-\$82,175

# Our Numbers

## Early Childhood SLPs

- 3 SLPs (short 1)
- All ESU #7 districts except CPS, Clarkson B-5 and Cross County 3-5
- 96 hours spent traveling in October 2021
- 173 students served by EC
  - Started in August at 106
- 103 referrals as of 12/9 (6 hours each)

## School-Age SLPs

- 6 full-time SLPs, 1 part-time SLP
- Schuyler, East Butler, Howells-Dodge, Leigh, St. Edward, Humphrey
- As of 11/30/21
  - service to 332 students
  - average caseload of 53 students
  - 239 IEPs attended with an average of 37
  - 87 Evaluations completed with an average of 13.4
  - Case manage 95 students with an average of 14.6
- High Plains has expressed wanting to contract for SLP services for '22-'23 (3-4 days)

# Recruitment

1. UNL Fall Mock Interviews (small groups with 13 students)
2. UNK Virtual Career Fair (met with 3 students)
3. UNO Mock Interviews in January
4. UNL Mock Interviews in January
5. Emailed those who have previously shown interest
  - a. In position working to get an offer ready for 1 SLP
6. Posted job openings on TEACH in Nebraska and ESU #7 web page on Dec. 6th
  - a. Followed up with contact through ESU #7 web page asking about SLP position. Waiting for application.
  - b. Received email from a 3rd interested person who is planning to submit an application

# SLPs in Schools

According to ASHA's Roles and Responsibilities of Speech-Language Pathologists in schools, SLPs...

Have critical roles and are essential members of school faculties in the following ways:

1. Working across all levels (B-21)
2. Serving a range of disorders
3. Ensuring educational relevance
4. Providing unique contributions to curriculum
5. Highlighting language/literacy
6. Providing culturally competent services

Help students meet performance standards for their districts and state in the following ways:

1. Prevention (MTSS/RTI)
2. Assessment
3. Intervention
4. Program Design
5. Data Collection & Analysis
6. Compliance

# Leadership

SLPs provide direction in defining their roles and responsibilities and in ensuring delivery of appropriate services to students

- **Advocacy**—must advocate for appropriate programs and services for children and adolescents, including reasonable workloads and professional development
- **Supervision and Mentorship**—vital role in inducting new professionals by supervising student SLPs, clinical fellows and mentoring new SLPs. They may also supervise paraprofessionals.
- **Professional Development**—SLPs have much to offer other educators, including administrators, teachers, other educational specialists, and paras
- **Parent Training**—provide training to parents of students of all ages with regard to communication development and disorders and helping to create language and literacy-rich environments at home
- **Research**—federal law requires the use of scientific, research-based practices so it is important for SLPs to participate in research to generate and support the use of evidence-based assessment and intervention practices

# Implementation of Roles & Responsibilities

## Possible Realignment

- Current educational context requires reflection to make maximum use of the SLPs' expertise. SLPs and school systems need to work together to set roles & responsibilities that are manageable and meet the needs of the districts and students served. Establishing workload priorities is crucial.
  - For SLPs to be productive, they **MUST** have reasonable workloads. New or expanded roles cannot be additions to already full workloads.

# How do we do this at ESU #7?

Lead–Support–Customize–Innovate

SLPs can support districts in MANY ways, but we have to manage workloads. ESU #7 school-age SLPs all completed a weekly workload calculator this month to determine current workload.

Create a “menu” of services SLPs will provide and additional services they can provide if a district chooses based on their needs/wants. This can look different for each district if they so choose.

Determine FTE for each district based on caseload and what they choose as roles and responsibilities.

# Questions?





**EDUCATIONAL SERVICE UNIT 7 REDISTRICTING RESOLUTION**

WHEREAS, NEB. RE. STAT. § 79-1217.01 requires each Educational Service Unit (ESU) to divide its territory into at least five and up to twelve numbered districts after each decennial census for the purpose of electing members to the board in compliance with section NEB. REV. STAT. § 32-553; and

WHEREAS, NEB. REV. STAT. § 32-553(2) requires the ESU governing board to draw its own district boundaries and requires the board to follow the precinct lines created by the election commissioner or county clerk after each federal decennial census as nearly as possible; and

WHEREAS, the numbered districts must be compact, contiguous, and substantially equal in population; and

WHEREAS, the results of the 2020 decennial census have been reviewed and considered; and

WHEREAS, during the redistricting process the ESU provided notice to the public of its proposed discussions and development of a redistricting plan in compliance with the Nebraska Open Meetings Act.

WHEREAS, the ESU Board considered the proposed redistricting plan at board meetings and has considered any testimony, written comments, written reports as received;

WHEREAS, the ESU Board finds the attached redistricting plan to be in the best interest of its patrons and believes that it complies with all state and federal laws and requirements;

**NOW, THEREFORE, BE IT RESOLVED AND ORDERED AS FOLLOWS:**

1. The existing Educational Service Unit 7 district boundaries are amended as shown on the map attached hereto as Exhibit A and as may be further described in the document(s) attached as Exhibit B and adopted to define ESU 7's district boundaries. Exhibits A and B are incorporated herein and made a part of this Resolution.
2. The ESU 7 Administrator is authorized and directed to submit this Resolution with the attachments to the election commissioner or county clerk.
3. The newly established districts shall apply beginning with the nomination and election of Educational Service Unit board members in 2022.

After the above resolution was read in its entirety, member \_\_\_\_\_ moved that it be adopted. Board member \_\_\_\_\_ seconded the motion. After discussion and on roll call vote, the following members voted in favor of adopting the resolution:

\_\_\_\_\_.

The following members voted against the resolution:

\_\_\_\_\_.

The following members were absent or not voting:

\_\_\_\_\_.

After this resolution was approved, by a majority of the members of the ESU 7 Board at a duly held, properly publicized and lawfully convened meeting, the board president declared it passed and adopted.

Dated this 20th day of December 2021.

**EDUCATIONAL SERVICE UNIT 7**

By: \_\_\_\_\_, Board President

ATTEST:

By: \_\_\_\_\_, Board Secretary

\_\_\_\_\_

## Educational Service Unit Seven

### District One

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

### District Two

Educational Service Units exterior boundaries are set by the legislature. When stated a precinct partially (i.e., part) covers any pieces or size it is referring only to those facets the legislature approves. Following is a list of areas where each subdistrict is recognized: Platte County - Part of Granville/Humphrey Precinct which is also divided into two sections – West and East along 280<sup>th</sup> Ave – The East portion is District Two. Part of BST Precinct, Part of DMR Precinct, Part of HMR Precinct, and Part of UCB Precinct. Cuming County – Part of SSGC Precinct, and Part of SW4 Precinct. Dodge County – Part of Webster Precinct, Part of Pebble Precinct, and Part of Ridgely-Union-Cotterell Precinct- Pleasant Valley Precinct. Colfax County - 4 Precinct, and 5 Precinct. Stanton County - Part of BST Precinct, Part of DMR Precinct, Part of HMR Precinct, and Part of UCB Precinct.

### District Three

Educational Service Units exterior boundaries are set by the legislature. When stated a precinct partially (i.e., part) covers any pieces or size it is referring only to those facets the legislature approves. Following is a list of areas where each subdistrict is recognized: Nance County – Part of CTS Precinct, BGCP Precinct, CLFWE Precinct, and Fullerton Precinct. Merrick County – Clarksville East Precinct, and Silver Creek Precinct. Platte County - Lost Creek/Burrows Precinct, Butler/Loup Precinct, and Oconee/Monroe Precinct.

### District Four

Educational Service Units exterior boundaries are set by the legislature. When stated a precinct partially (i.e., part) covers any pieces or size it is referring only to those facets the legislature approves. Following is a list of areas where each subdistrict is recognized: Platte County - Columbus Ward 2D, Columbus Ward 2C, Columbus Ward 2B, Columbus Ward 3C is divided into two sections – North and South along 38<sup>th</sup> Street – The North portion is District Four, and Columbus Twp B Precinct.

### District Five

Educational Service Units exterior boundaries are set by the legislature. When stated a precinct partially (i.e., part) covers any pieces or size it is referring only to those facets the legislature approves. Following is a list of areas where each subdistrict is recognized: Platte County - Columbus Twp A Precinct is divided into three sections – Part One (i.e., a smaller portion next to Columbus), Part Two (i.e., larger portion that surrounds the Eastern side of Columbus down to 8<sup>th</sup> Street) and Part 3 (the area south of 8<sup>th</sup> Street) along [Break 1] Lost Creek Pkwy/38<sup>th</sup> Street/14<sup>th</sup> Ave [Break 2] 8<sup>th</sup> Street – Part One (i.e., the area to the

Southwest, and South of the denoted arc) is District Five, Columbus Ward 4A, Columbus Ward 4B, Columbus Ward 4C, Columbus Ward 4D, and Columbus Ward 3A is divided into two sections – North and South along 32<sup>nd</sup> Street – The North portion is District Five.

#### District Six

Educational Service Units exterior boundaries are set by the legislature. When stated a precinct partially (i.e., part) covers any pieces or size it is referring only to those facets the legislature approves. Following is a list of areas where each subdistrict is recognized: Platte County - Columbus Ward 3C is divided into two sections – North and South along 38<sup>th</sup> Street – The South portion is District Six, Columbus Ward 3A is divided into two sections – North and South along 32<sup>nd</sup> Street – The South portion is District Six, Columbus Ward 3B, and Columbus Ward 3D.

#### District Seven

Educational Service Units exterior boundaries are set by the legislature. When stated a precinct partially (i.e., part) covers any pieces or size it is referring only to those facets the legislature approves. Following is a list of areas where each subdistrict is recognized: Platte County - Columbus Ward 1A, Columbus Ward 1C, Columbus Ward 2A, and Columbus Twp A Precinct is divided into three sections – Part One (i.e., a smaller portion next to Columbus), Part Two (i.e., larger portion that surrounds the Eastern side of Columbus down to 8<sup>th</sup> Street) and Part 3 (the area south of 8<sup>th</sup> Street) along [Break 1] Lost Creek Pkwy/38<sup>th</sup> Street/14<sup>th</sup> Ave [Break 2] 8<sup>th</sup> Street – Part Three (i.e., the area south of 8<sup>th</sup> Street) is District Seven. Butler County - Alexis Precinct, Savannah Precinct, and Franklin-Bone Creek Precinct is divided into two sections – North and South along 39<sup>th</sup> Road – The North portion is District Seven.

#### District Eight

Educational Service Units exterior boundaries are set by the legislature. When stated a precinct partially (i.e., part) covers any pieces or size it is referring only to those facets the legislature approves. Following is a list of areas where each subdistrict is recognized: Platte County - Bismark Precinct, and Columbus Twp A Precinct is divided into three sections – Part One (i.e., a smaller portion next to Columbus), Part Two (i.e., larger portion that surrounds the Eastern side of Columbus down to 8<sup>th</sup> Street) and Part 3 (the area south of 8<sup>th</sup> Street) along [Break 1] Lost Creek Pkwy/38<sup>th</sup> Street/14<sup>th</sup> Ave [Break 2] 8<sup>th</sup> Street – Part Two (i.e., larger portion that surrounds the Eastern side of Columbus down to 8<sup>th</sup> Street) is District Eight. Colfax County - 2 Precinct is divided into two sections – West and East along Road 9 – The West portion is District Eight, 3 Precinct is divided into two sections – North and South along US Hwy 30 – The North portion is District Eight, and 1 Precinct is divided into two sections – West and East along approx. Road S – The East portion is District Eight. Butler County - Linwood-Skull Creek - Platte Precinct is divided into two sections – North and South along 38<sup>th</sup> Street – The North portion is District Eight.

#### District Nine

Educational Service Units exterior boundaries are set by the legislature. When stated a precinct partially (i.e., part) covers any pieces or size it is referring only to those facets the legislature approves. Following is a list of areas where each subdistrict is recognized: Colfax County - 2 Precinct is divided into two sections – West and East along Road 9 – The East portion is District Nine, 3 Precinct is divided into two sections – North and South along US Hwy 30 – The South portion is District Nine, and 1 Precinct is divided into two sections – West and East along approx. Road S – The West portion is District Nine.

#### District Ten

Educational Service Units exterior boundaries are set by the legislature. When stated a precinct partially

(i.e., part) covers any pieces or size it is referring only to those facets the legislature approves. Following is a list of areas where each subdistrict is recognized: Howard County – Part of Spring Creek Precinct, Part of St. Libory Precinct, and Part of St. Paul Ward 2. Hamilton County – Part of #7 Precinct, and Part of #8 Precinct. Merrick County – Part of Chapman Precinct, Part of Prairie Creek Precinct, Part of Vieregg Precinct, and the Balance of Merrick County.

#### District Eleven

Educational Service Units exterior boundaries are set by the legislature. When stated a precinct partially (i.e., part) covers any pieces or size it is referring only to those facets the legislature approves. Following is a list of areas where each subdistrict is recognized: York County – Part of Arborville/Morton/Bradshaw/Lockridge Precinct, and Part of New York/Waco/Beaver/West Blue, and Part of Thayer/Stewart. Polk County – Part of South Canada Precinct, and Balance of Polk County. Butler County - Summit-Reading-Read Precinct is divided into two sections – North and South along 27<sup>th</sup> Road – The North portion is District Eleven and whole.

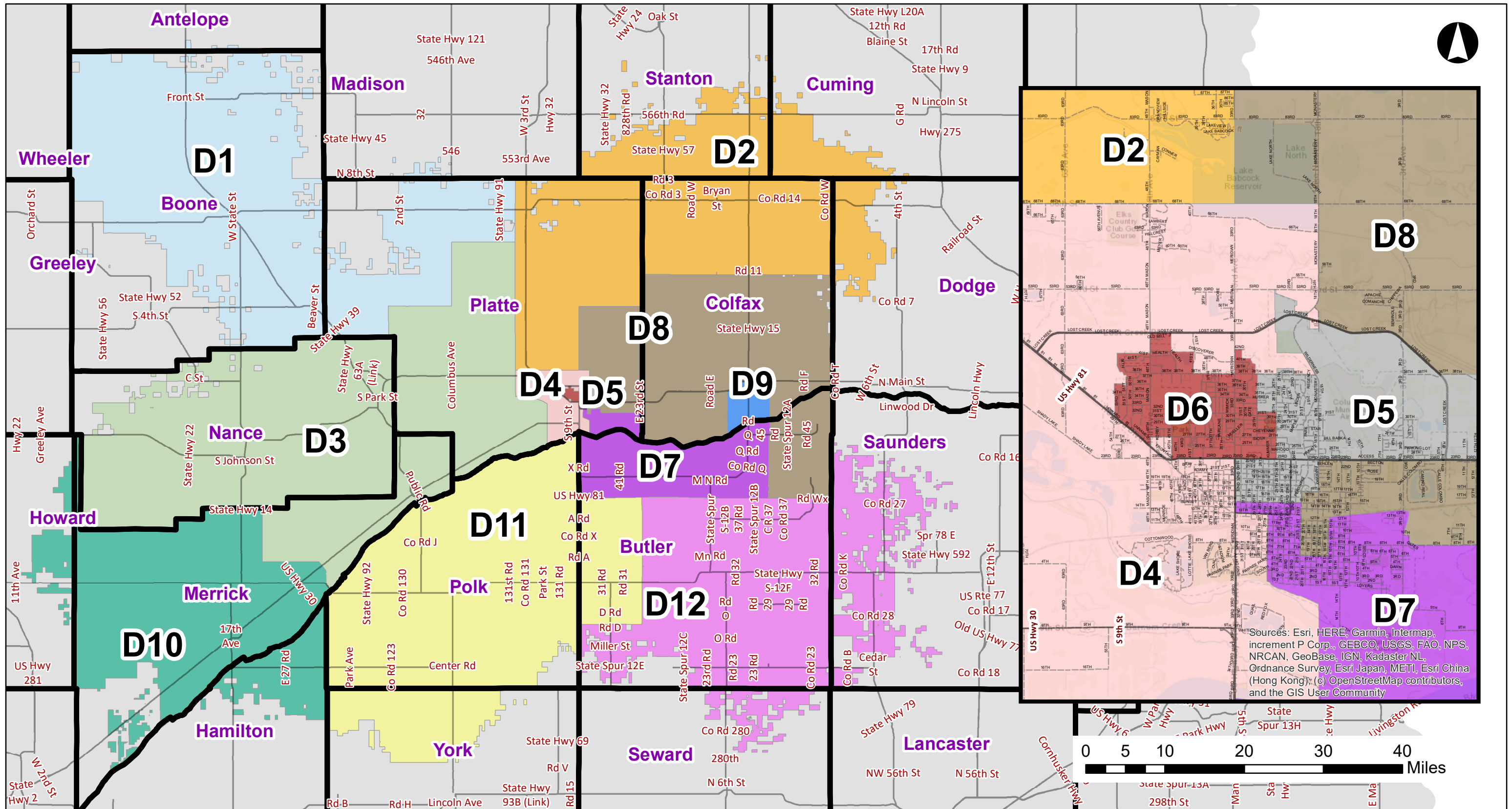
#### District Twelve

Educational Service Units exterior boundaries are set by the legislature. When stated a precinct partially (i.e., part) covers any pieces or size it is referring only to those facets the legislature approves. Following is a list of areas where each subdistrict is recognized: Butler County - Summit-Reading-Read Precinct is divided into two sections – North and South along 27<sup>th</sup> Road – The South portion is District Twelve and is a part of the whole, Part of Ulysses-Plum Creek-Richardson Precinct, Oak Creek-Center Precinct, Oak Creek-Center Precinct, Franklin-Bone Creek Precinct is divided into two sections – North and South along 39<sup>th</sup> Road – The South portion is District Twelve, and Linwood-Skull Creek - Platte Precinct is divided into two sections – North and South along 38<sup>th</sup> Street – The South portion is District Twelve. Seward County – Part of B Precinct, and Part of H Precinct. Saunders County – Part of Malmo Precinct, Part of Prague Precinct, Part of Valparaiso Precinct, and Part of Weston Precinct.

# EDUCATION SERVICE UNIT #7 DISTRICT MAP

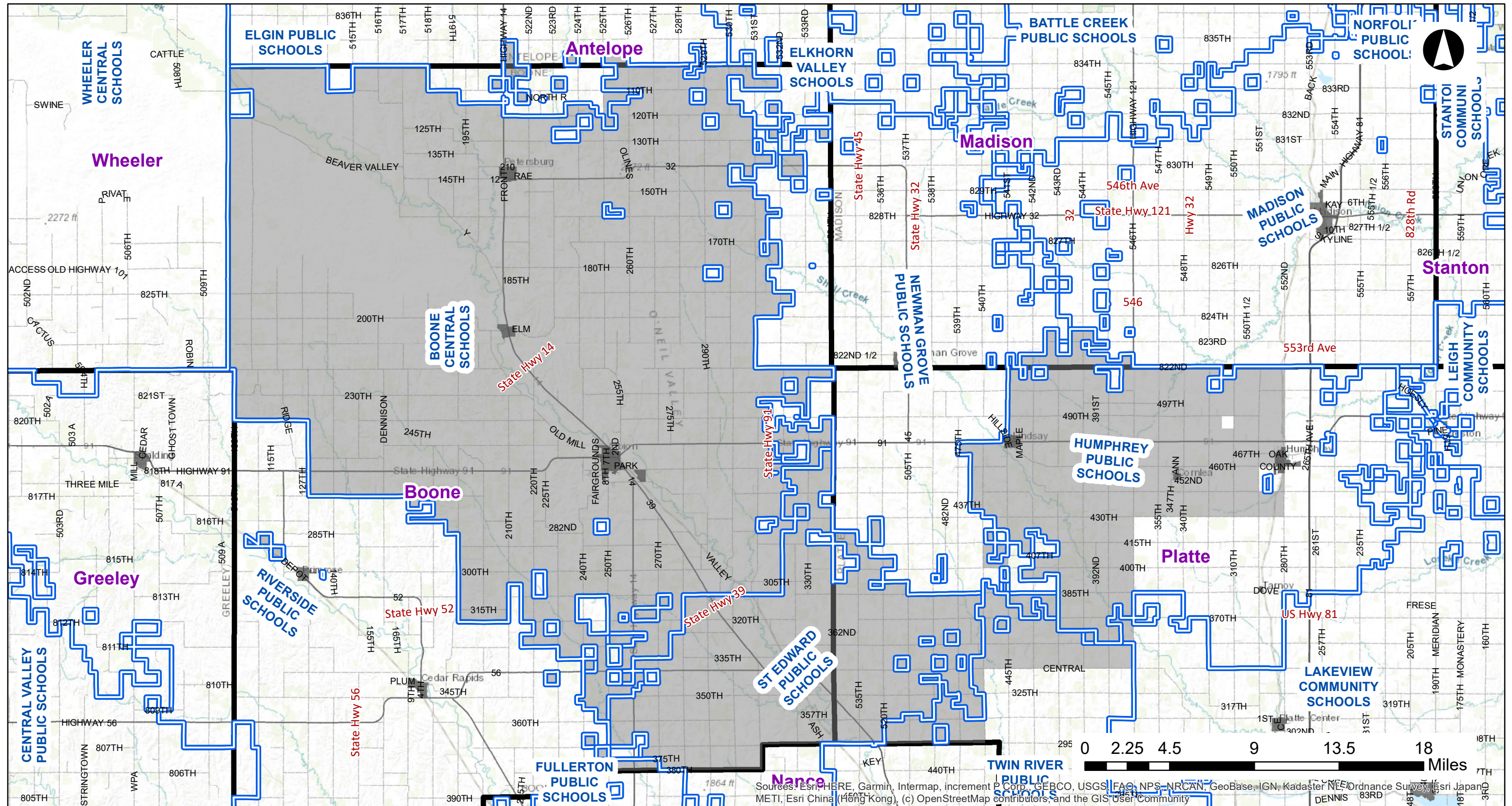
LEGEND District

D1	D2	D3	D4	D5	D6	D7	D8	D9	D10	D11	D12
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# EDUCATION SERVICE UNIT #7 - SUB DISTRICT #1 MAP

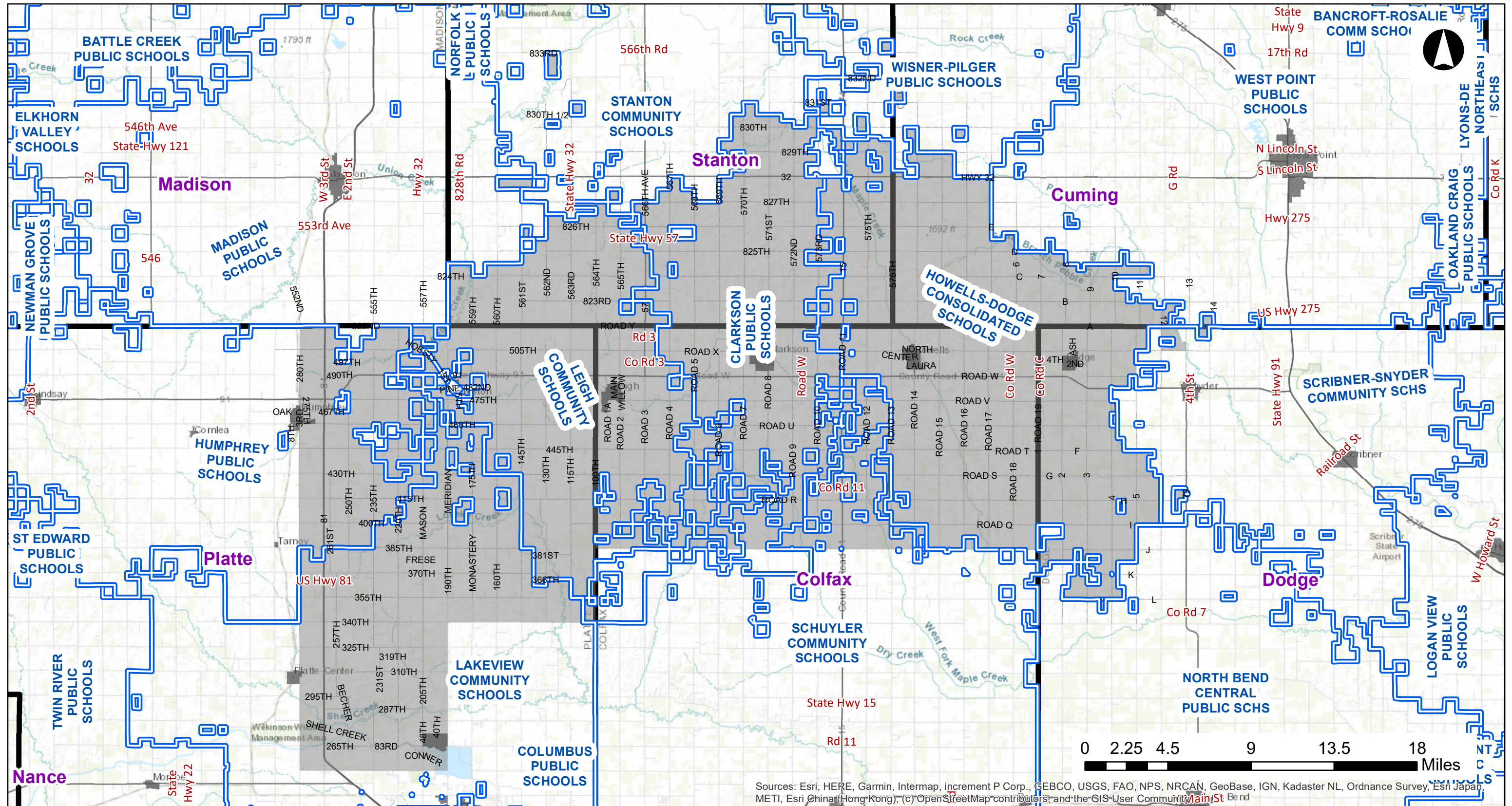
LEGEND  School Districts  Sub District #1



Sources: Esri, HERE, Garmin, Intermap, increment P Corp., GEBCO, USGS, FAO, NPS, NRCAN, GeoBase, IGN, Kadaster NL, Ordnance Survey, Esri Japan, METI, Esri China (Hong Kong), (c) OpenStreetMap contributors, and the GIS User Community

# EDUCATION SERVICE UNIT #7 - SUB DISTRICT #2 MAP

LEGEND  School Districts  Sub District #2

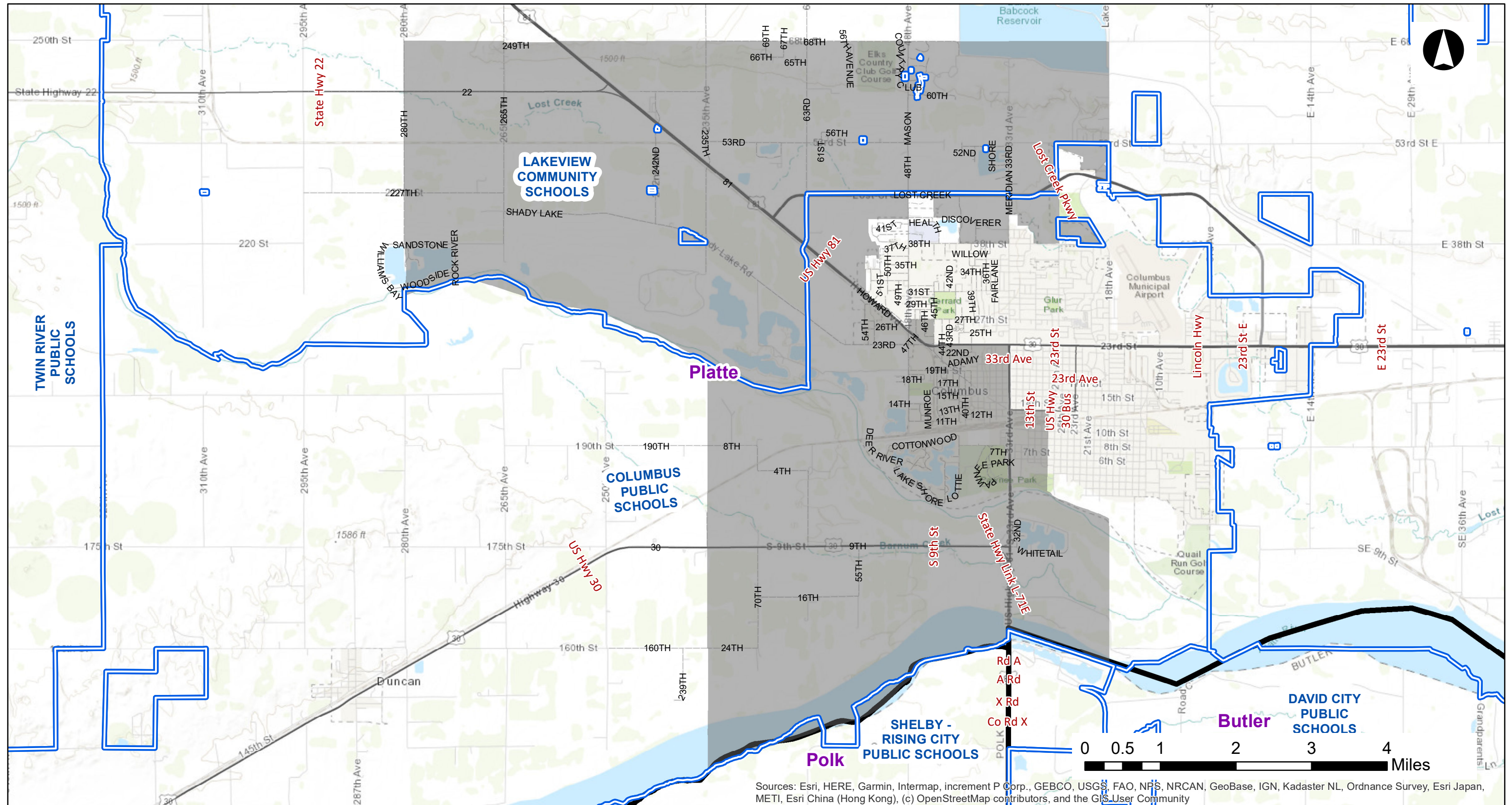


Sources: Esri, HERE, Garmin, Intermap, increment P Corp., GEBCO, USGS, FAO, NPS, NRCAN, GeoBase, IGN, Kadaster NL, Ordnance Survey, Esri Japan, METI, Esri China (Hong Kong), (c) OpenStreetMap contributors, and the GIS User Community.



# EDUCATION SERVICE UNIT #7 - SUB DISTRICT #4 MAP

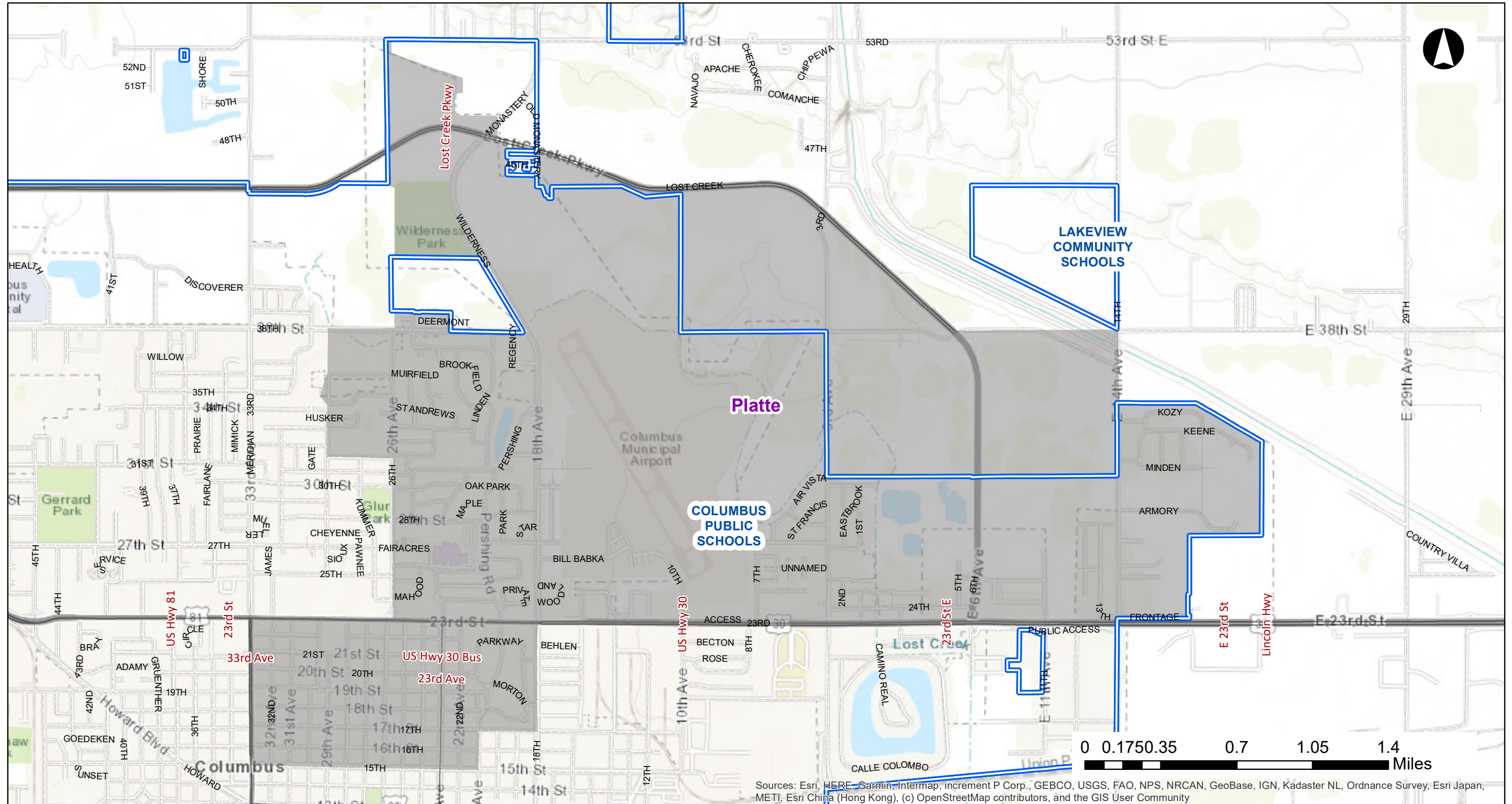
LEGEND  School Districts  Sub District #4



Sources: Esri, HERE, Garmin, Intermap, increment P Corp., GEBCO, USGS, FAO, NPS, NRCAN, GeoBase, IGN, Kadaster NL, Ordnance Survey, Esri Japan, METI, Esri China (Hong Kong), (c) OpenStreetMap contributors, and the GIS User Community

# EDUCATION SERVICE UNIT #7 - SUB DISTRICT #5 MAP

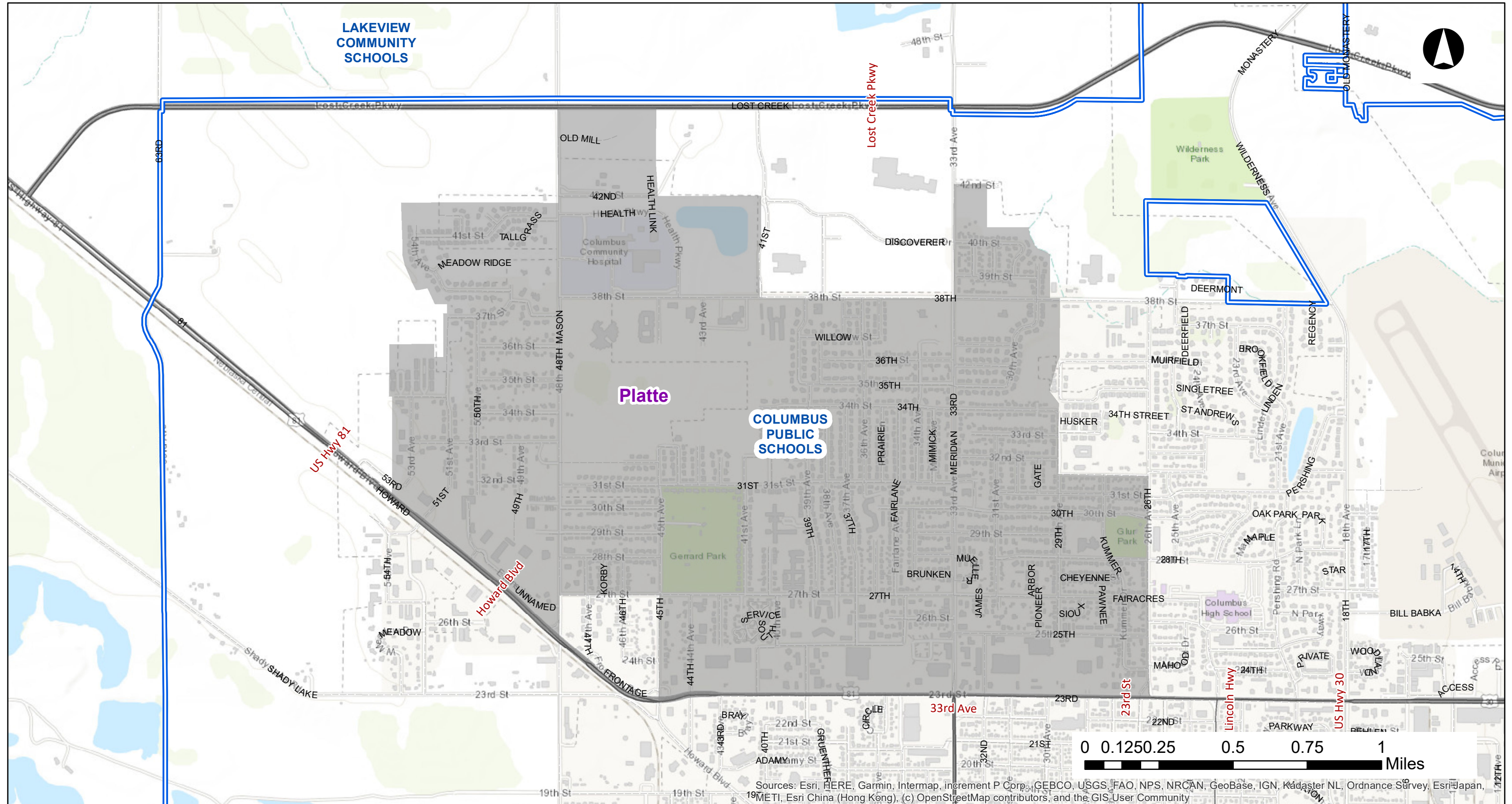
LEGEND  School Districts  Sub District #5



Sources: Esri, HERE, Garmin, Intermap, increment P Corp., GEBCO, USGS, FAO, NPS, NRCAN, GeoBase, IGN, Kadaster NL, Ordnance Survey, Esri Japan, METI, Esri China (Hong Kong), (c) OpenStreetMap contributors, and the GIS User Community

# EDUCATION SERVICE UNIT #6 - SUB DISTRICT #6 MAP

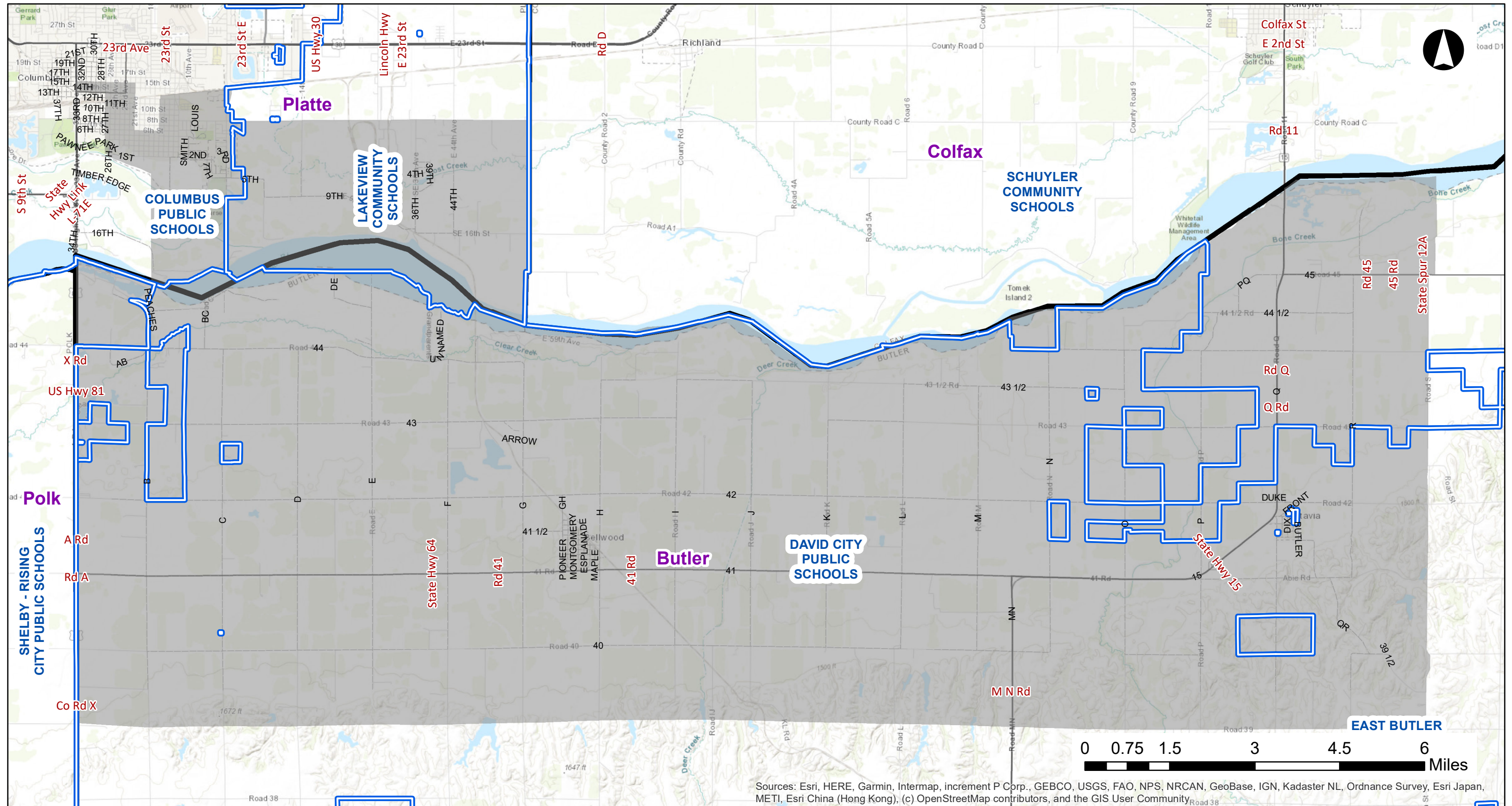
LEGEND  School Districts  Sub District #6



Sources: Esri, HERE, Garmin, Intermap, increment P Corp., GEBCO, USGS, FAO, NPS, NRCAN, GeoBase, IGN, Kadaster NL, Ordnance Survey, Esri Japan, METI, Esri China (Hong Kong), (c) OpenStreetMap contributors, and the GIS User Community

# EDUCATION SERVICE UNIT #7 - SUB DISTRICT #7 MAP

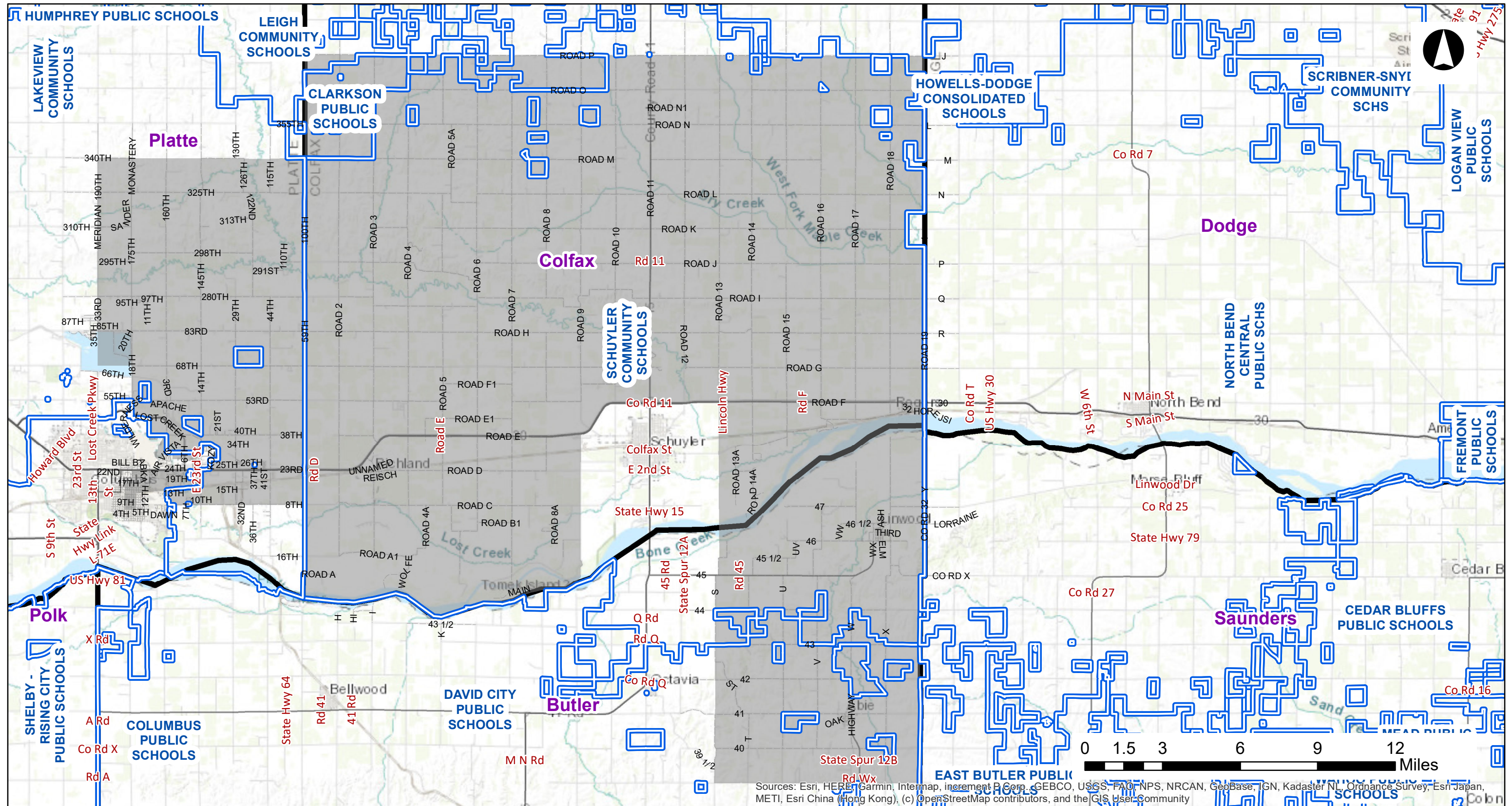
LEGEND  School Districts  Sub District #7



Sources: Esri, HERE, Garmin, Intermap, increment P Corp., GEBCO, USGS, FAO, NPS, NRCAN, GeoBase, IGN, Kadaster NL, Ordnance Survey, Esri Japan, METI, Esri China (Hong Kong), (c) OpenStreetMap contributors, and the GIS User Community

# EDUCATION SERVICE UNIT #8 - SUB DISTRICT #8 MAP

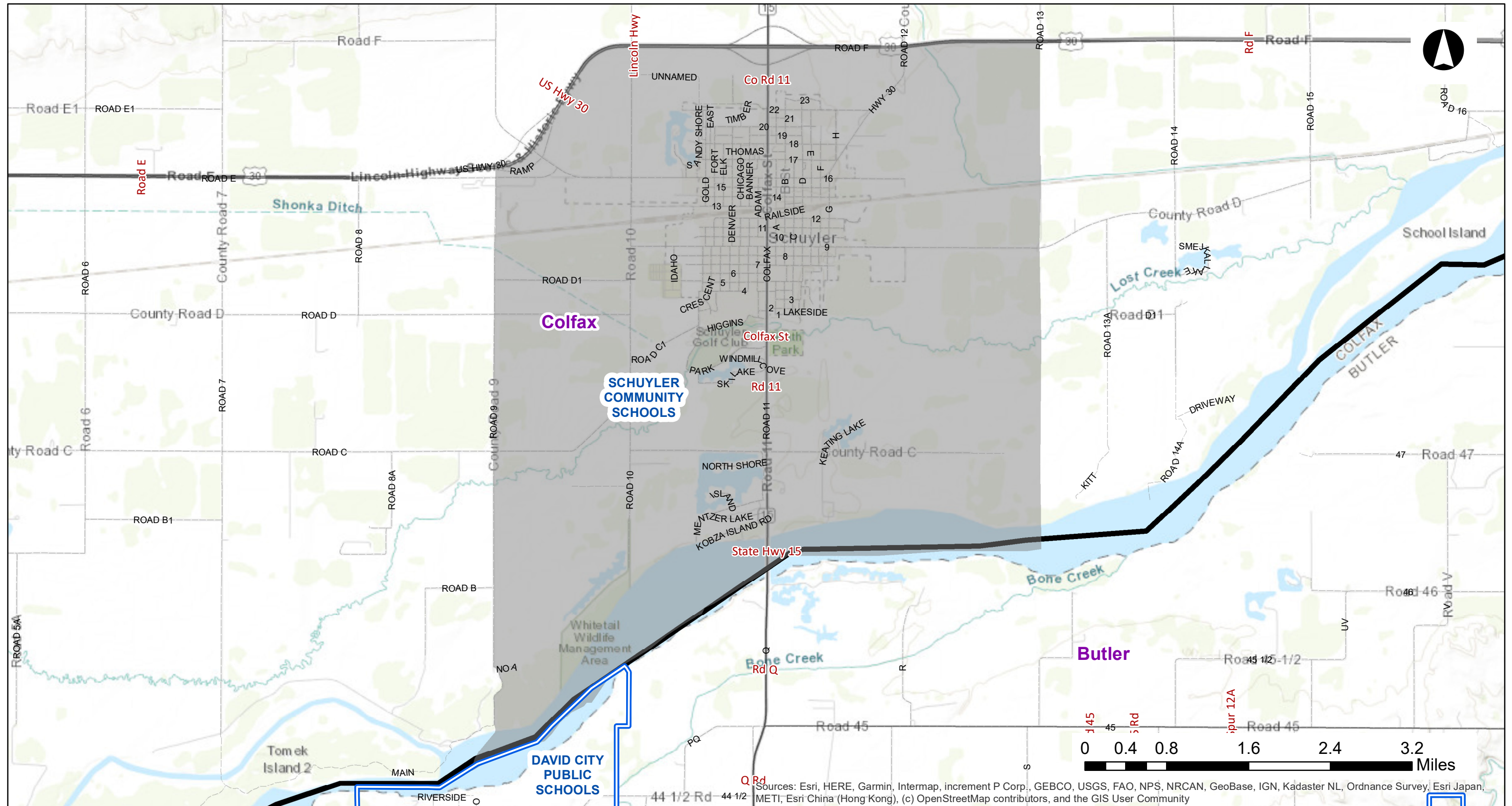
LEGEND  School Districts  Sub District #8



Sources: Esri, HERE, Garmin, Intermap, increment P Corp., GEBCO, USGS, FAO, NPS, NRCAN, GeoBase, IGN, Kadaster NL, Ordnance Survey, Esri Japan, METI, Esri China (Hong Kong), (c) OpenStreetMap contributors, and the GIS User Community

# EDUCATION SERVICE UNIT #7 - SUB DISTRICT #9 MAP

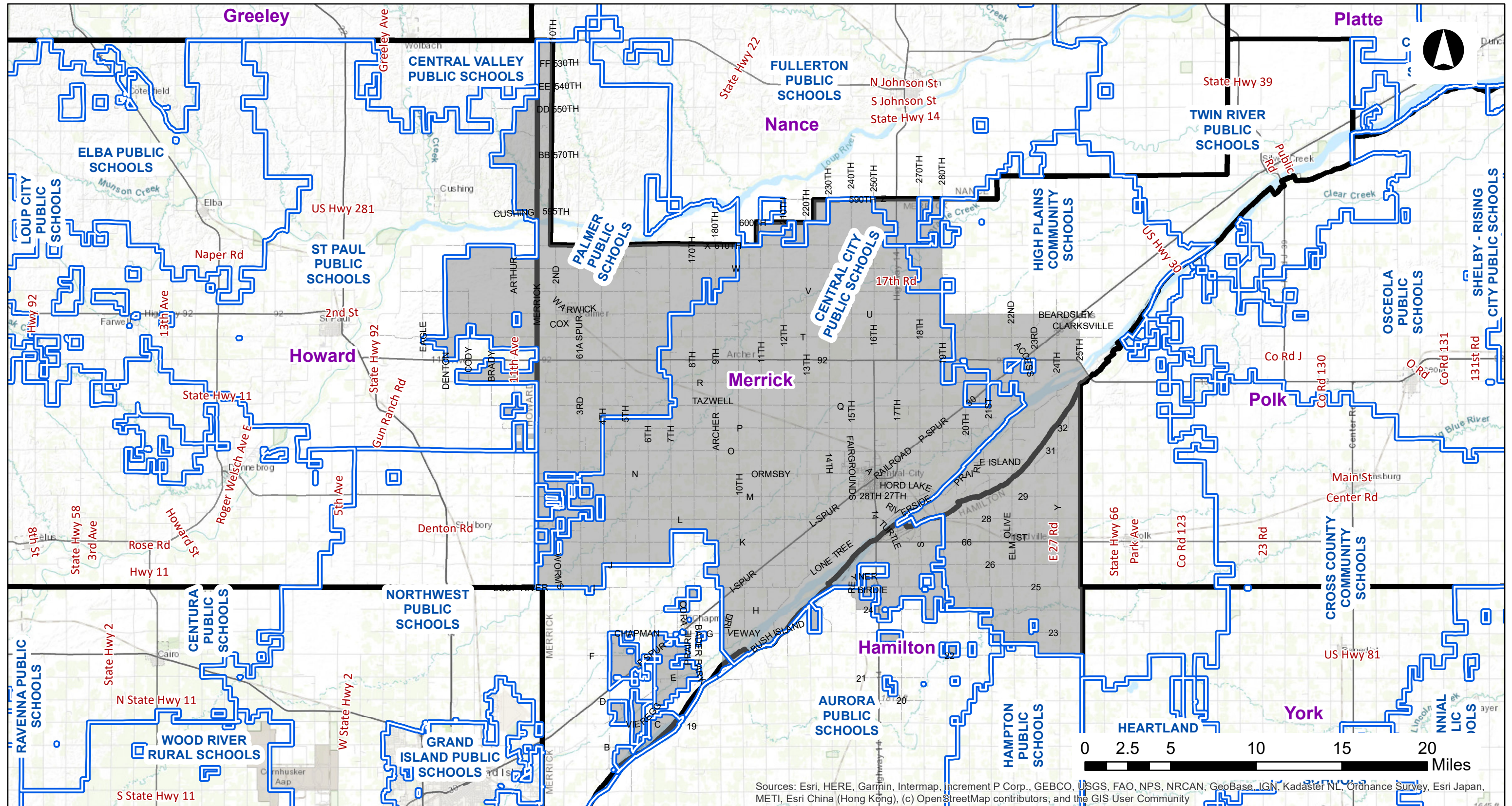
LEGEND  School Districts  Sub District #9



Sources: Esri, HERE, Garmin, Intermap, increment P Corp., GEBCO, USGS, FAO, NPS, NRCAN, GeoBase, IGN, Kadaster NL, Ordnance Survey, Esri Japan, METI, Esri China (Hong Kong), (c) OpenStreetMap contributors, and the GIS User Community

# EDUCATION SERVICE UNIT #7 - SUB DISTRICT #10 MAP

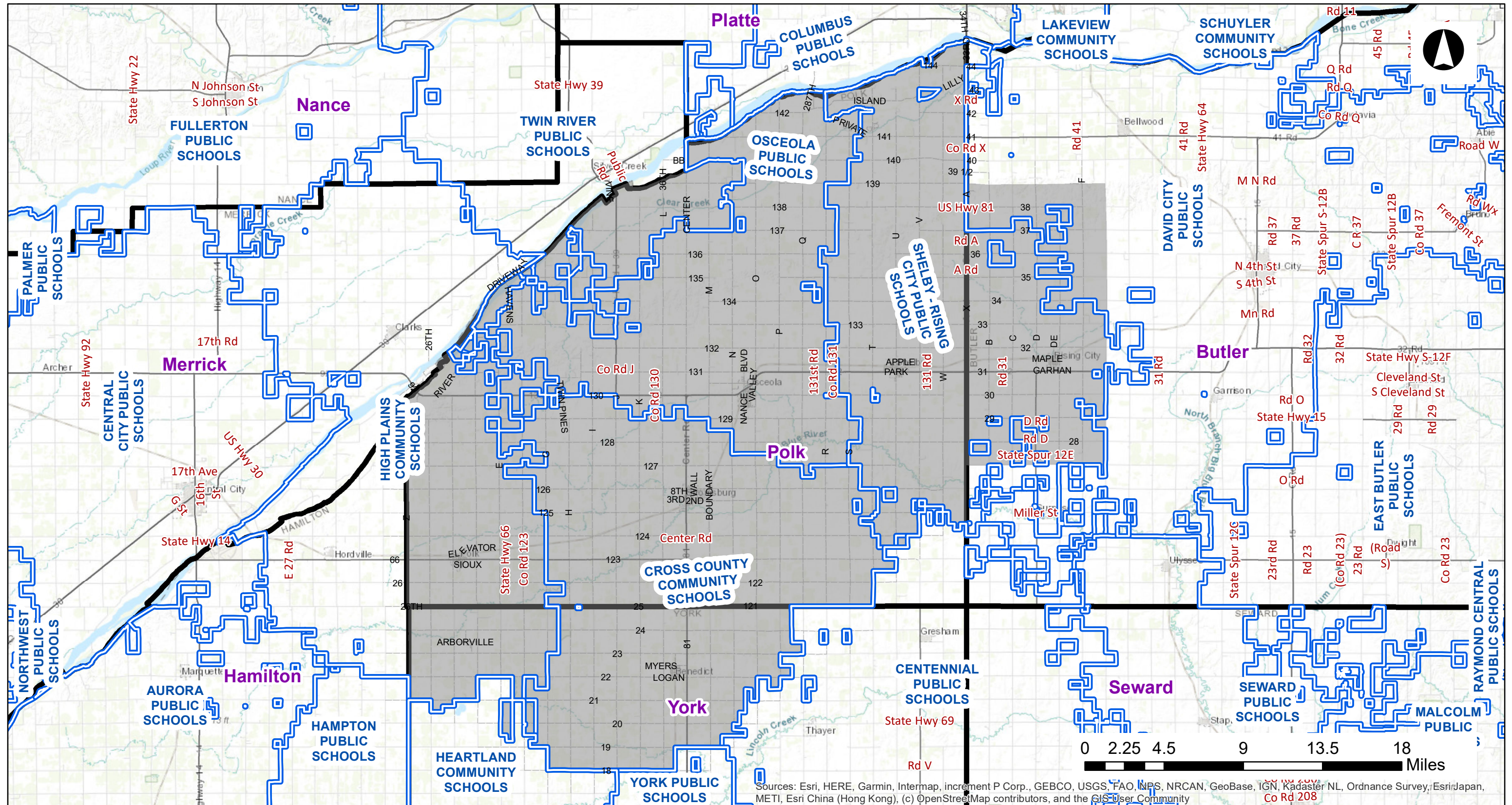
LEGEND  School Districts  Sub District #10



Sources: Esri, HERE, Garmin, Intermap, increment P Corp., GEBCO, USGS, FAO, NPS, NRCAN, GeoBase, IGN, Kadaster NL, Ordnance Survey, Esri Japan, METI, Esri China (Hong Kong), (c) OpenStreetMap contributors, and the GIS User Community

# EDUCATION SERVICE UNIT #7 - SUB DISTRICT #11 MAP

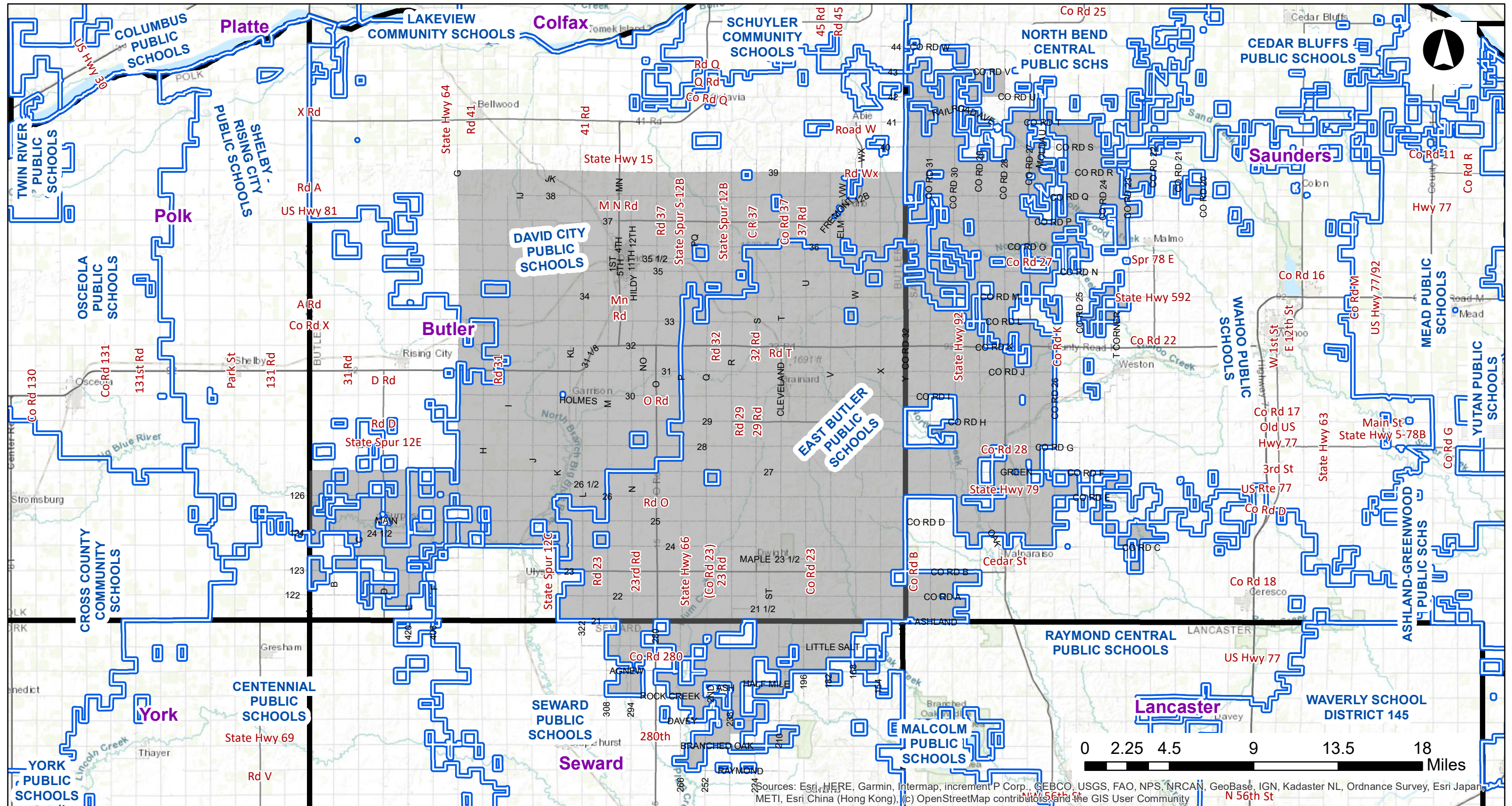
LEGEND  School Districts  Sub District #11



Sources: Esri, HERE, Garmin, Intermap, increment P Corp., GEBCO, USGS, FAO, NPS, NRCAN, GeoBase, IGN, Kadaster NL, Ordnance Survey, Esri/Japan, METI, Esri China (Hong Kong), (c) OpenStreetMap contributors, and the GIS User Community

# EDUCATION SERVICE UNIT #7 - SUB DISTRICT #12 MAP

LEGEND  School Districts  Sub District #12



Sources: Esri, HERE, Garmin, Intermap, increment P Corp., GEBCO, USGS, FAO, NPS, NRCAN, GeoBase, IGN, Kadaster NL, Ordnance Survey, Esri Japan, METI, Esri China (Hong Kong), (c) OpenStreetMap contributors, and the GIS User Community



# ESU 7 Goals

## Board of Directors

- Goal 1: By July 2024 the ESU 7 board will create, roll out, and operationalize a formalized process for board recruitment, onboarding, mentoring, and boardsmanship.
  - Pre-Post engagement survey
  - Pre-Post process survey
- Goal 2: By July 2024 the ESU 7 board will attend at least two professional/personal learning events annually.
  - Pre-Post data
- Goal 3: By July 2024 the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
  - Pre-Post data
- Goal 4: By July 2024 the ESU 7 board will create, roll out, and operationalize communication materials detailing tailored services and outcomes.
  - Pre-Post data

## Administrator

- Goal 1: Administrator will research and present drafted processes for recruitment, onboarding, mentoring, and boardsmanship for board consideration, revision, and adoption.
- Goal 2: Administrator will provide the board with an ongoing menu of available learning opportunities at each board meeting aligned to the ESU 7 vision, mission, and/or beliefs.
- Goal 3: Administrator will coordinate the scheduling of regular board visits over a rolling two year period and will organize a board member summit for ESU 7 area boards to participate in professional learning.
- Goal 4: Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize.

## Directors

- Goal 1: By July 31, 2022, Directors will identify different methods of measurement and visualization of key data points on service performance and service selection.

## Agency Team

- Goal 1: By May 20, 2022, Agency Team will coordinate the implementation of agency wide processes by documenting progress on all topics
- Goal 2: In order to meet our vision, Agency Team will develop processes to enable staff to provide innovative services and to grow as professionals.



*Serving the schools of Boone, Butler, Colfax, Merrick, Nance, Platte, and Polk counties*

## Departments

- Administration: By July 31, 2022 ESU 7 will fully implement a document management system across departments.
- Cen7ter: Cen7ter staff will increase their team mentality and get to know each other better by implementing a team building exercise at least once per month in order to collaborate more effectively.
- Early Childhood: By May 2022, Early Childhood team will develop and clarify roles, responsibilities and expectations amongst service providers from different agencies or districts.
- Grants: By May 2022, the Grants Department will have a document prepared to be disseminated to districts (Google Doc & Hardcopy) which outlines services and resources available.
- Learning Academy: By May 2022, Learning Academy staff will learn how to navigate and implement Acellus to effectively support our students in progressing academically as evidenced by student progress and grades.
- Mental Health: By May 2022, the Mental Health Department will formalize a belief system and solidify service delivery across districts utilizing consistent protocols.
- Migrant: By the end of the 21-22 MEP performance period, we will increase the communication, engagement, and participation among migrant families and students.
- Network Operations: During the 21-22 school year, the Technology Department will work toward equalizing technology knowledge and abilities among team members.
- Production: By July 2022, ensure that every staff member is trained and proficient in every area of the department.
- Professional Development: By May 2022, we will develop and implement a process to maximize and optimize our service planning and delivery.
- Psychology: By May of 2022, members of our department will intentionally select, participate in, and apply professional development learning to meet the needs of our districts.
- Speech: By May 20, 2022, the Speech Department will share a presentation with current districts and ESU 7 Administrators about the roles and responsibilities of Speech Language Pathologists in schools.
- Vision: By May 2022, the Vision Team will explore ways to efficiently serve districts, families and students with visual impairments in underserved areas of the state, in addition to students in the ESU 7 area as measured by number of students served.



# Quarterly Update

October 2021 - December 2021

Administrator: Dr. Larianne Polk

### Component 1. Relations with the Board

- Administrator Board Report: September, October, and November
- Policy reviews:
  - Article I, Section 1, A ESU Name
  - Article I, Section 1, B Vision, Mission, Beliefs
  - Article I, Section 1, C Statutory Role
  - Article I, Section 1, D Principle Office
  - Article I, Section 1, E Boundaries
  - Article I, Section 2, A Board's Name and Role
  - Article I, Section 2, C Chief Administrator Evaluation
  - Article I, Section 3, A Election Districts
  - Article I, Section 3, C Role of Individual Board Members
  - Article I, Section 3, G Compensation of Board Members
  - Article III, Section 5, I Credit Card Purchasing Program
  - Article IV, Section 1, D Employee Benefits
  - Article IV, Section 9, D Paid Leaves
  - Article IV, Section 9, E Sick Leave
  - Article IV, Section 9, G Personal Leave
  - Article IV, Section 9, J Vacation Leave
  - Article IV, Section 10, C Supervision, Assignment, and Evaluation When Serving Schools
  - Article V, Section 8, A Procedures for Control of Infectious Diseases
- ESUCC Updates to Board: September, October, and November
- Committee Meetings
  - Budget: September
  - Negotiations: September and October
- Email Communication: COVID Correspondence, Legislative updates, Board packets, NASB Board, and DYKs
- Monthly Meeting with the Board President: September, October, and November
- Monthly Meeting with the Board Vice President: September and October
- Board Members that utilize Health Insurance: Dan Hoesly and Jack Young utilize Dental

**Administrator Goal 1:** Administrator will research and present drafted processes for recruitment, onboarding, mentoring, and boardsmanship for board consideration, revision, and adoption.

**Administrator Goal 2:** Administrator will provide the board with an ongoing menu of available learning opportunities at each board meeting aligned to the ESU 7 vision, mission, and/or beliefs.

### Component 2. Community Relationships

- Attend and Participate in ESUCC/NDE Collaborative Planning Meetings: Ongoing
- Partnership with CCC regarding Distance Learning
- ESU 7 Presentation for Doug Kluth's CCC Class in November
- Partnership Opportunities since January 1: Problem solving with Nebraska Department of Education and ESU Coordinating Council 2-3x/wk, ESU Coordinating Council Leadership Meetings 1-2x/wk, East Central District Health Department with Superintendents 2-4x/wk, Central District Health Department with Merrick Foundation and Superintendents 1-2x/wk, Four Corners District Health Department with Superintendents 1x/wk, Director meetings 3-6x/wk, Agency Team 1-2x/wk, and Communications Campaign.

**Board Goal 3:** By July 2024, the ESU 7 Board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.

**Board Goal 4:** By July 2024, the ESU 7 Board will create, roll out, and operationalize communication materials detailing



tailored services and outcomes.

**Administrator Goal 3:** Administrator will coordinate the scheduling of regular board visits over a rolling two year period and will organize a board member summit for ESU 7 area boards to participate in professional learning.

**Administrator Goal 4:** Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize.

**Cen7ter Goal:** Cen7ter staff will increase their team mentality and get to know each other better by implementing a team building exercise at least once per month in order to collaborate more effectively.

### Component 3. Staff and Personnel Relationships

- Agency Team meetings: September and November
- Committee Meetings: All Staff, Digital Marketing, and Safety
- All Staff Meeting: October
- Director Meetings: Multiple times a week in October, November, and December
- Ongoing Staff Evaluation and Goal Setting
- Production Department Transition: Ongoing
- Did You Knows: September, October, and November

**Agency Team Goal 1:** By May 20, 2022, Agency Team will coordinate the implementation of agency wide processes by documenting progress on all topics.

**Agency Team Goal 2:** In order to meet our vision, Agency Team will develop processes to enable staff to provide innovative services and to grow as professionals.

**Administration Goal:** By July 31, 2022 ESU 7 will fully implement a document management system across departments.

**Early Childhood Goal:** By May 2022, the Early Childhood team will develop and clarify roles, responsibilities, and expectations amongst service providers from different agencies or districts.

**Grants Goal:** By May 2022, the Grants Department will have a document prepared to be disseminated to districts (Google Doc & Hardcopy) which outlines services and resources available.

**Mental Health Goal:** By May 2022, the Mental Health Department will formalize a belief system and solidify service delivery across districts utilizing consistent protocols.

**Migrant Goal:** By the end of the 21-22 MEP performance period, we will increase the communication, engagement, and participation among migrant families and students.

**Network Ops Goal:** During the 21-22 school year, the Technology Department will work toward equalizing technology knowledge and abilities among team members.

**Production Goal:** By July 2022, ensure that every staff member is trained and proficient in every area of the department.

**Professional Development Goal:** By May 2022, we will develop and implement a process to maximize and optimize our service planning and delivery.

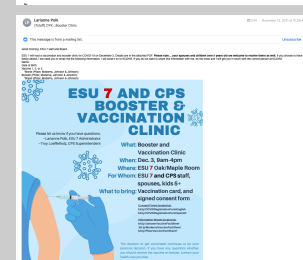
**Psychology Goal:** By May of 2022, members of our department will intentionally select, participate in, and apply professional development learning to meet the needs of our districts.

**Speech Goal:** By May 20, 2022, the Speech Department will share a presentation with current districts and ESU 7 Administrators about the role and responsibilities of Speech Language Pathologists in schools.

**Vision Goal:** By May 2022, the Vision Team will explore ways to efficiently serve districts, families and students with visual impairments in underserved areas of the state, in addition to students in the ESU 7 area as measured by number of students served.

### Component 4. Educational Leadership

- Superintendent Meetings: Bi-weekly in October, November, and December
- SIMPL training and ongoing correspondence all ESUs with monthly Meetings
- Meetings with Lakeview and Columbus Public School Leadership: Monthly
- Agency Team Meetings: September and November
- Director Meetings: Multiple times a week in October, November, and December
- Software development meetings for SIMPL: ESU 10 Partnership Ongoing Bi-Weekly
- Chair of ESUCC Special Populations Committee and a member of PD and Executive Committees
- NNNC meetings: Monthly
- ESUCC President (2019-2021)
- Participated in Nebraska ELLC Meetings: October, November, and December
- Participated in Statewide Teacher and Principal Support Conversations
- Member of NRCSA (Nebraska Rural Council of School Administrators) Legislative Committee
- Member of Commissioner's Advisory Group
- Member of Nebraska Schoolmasters Club
- Member of DLRT (Diverse and Learner Ready Teachers) Initiative
- Stakeholder for Nebraska Teacher and Principal Performance Standards
- Co-Facilitate Goal Setting and Data Analysis for High Plains Community Schools Board
- Coordinate ESSA Designations Conversation with ESU 7 Executive Committee and NDE
- Attend and facilitate Joint Bold Step Committee Meetings (Monthly)
- Attended the State Board Business Meeting in October
- Attended the Labor Relations Conference in October



- Attended the Nebraska Educator Shortage Summit in October
- Attended the NENCAP Board Meeting in October
- Attended and presented at the NASB State Education Conference in November
- Attended AESA in December
- Attended the NCSA Legislative Preview in December
- Partnership Opportunities since July 1: Problem solving with Nebraska Department of Education and ESU Coordinating Council 2-3x/wk, ESU Coordinating Council Leadership Meetings 1-2x/wk, East Central District Health Department with Superintendents 1x/bi-wk, Central District Health Department with Merrick Foundation and Superintendents 1x/bi-wk, Four Corners District Health Department with Superintendents 1x/wk, Director meetings 1x/bi-wk, and Communications Campaign.

**Board Goal 2:** By July 2024, the ESU 7 Board will attend at least two professional/personal learning events annually.

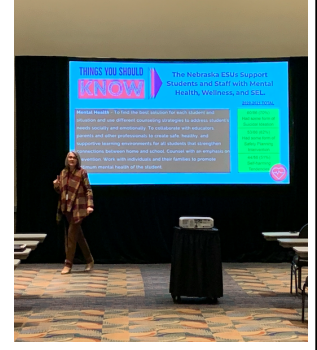
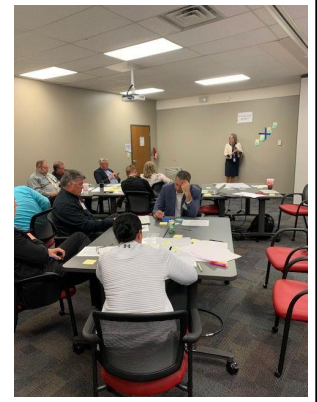
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**Administrator Goal 2:** Administrator will provide the board with an ongoing menu of available learning opportunities at each board meeting aligned to the ESU 7 vision, mission, and/or beliefs.

**Administrator Goal 3:** Administrator will coordinate the scheduling of regular board visits over a rolling two year period and will organize a board member summit for ESU 7 area boards to participate in professional learning.

**Administrator Goal 4:** Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize.

**Learning Academy Goal:** By May 2022, Learning Academy staff will learn how to navigate and implement Acellus to effectively support our students in progressing academically as evidenced by student progress and grades.



#### Component 5. Business and Finance

- Sign/Inspect Monthly Bills
- Budget Maintenance with Agency Team: Monthly
- Accounts Payable work and examination: Monthly
- Revenue flow status work
- Budget Development work with business manager and Directors: Monthly

**Board Goal 1:** By July 2024, the ESU 7 Board will create, roll out, and operationalize a formalized process for board recruitment, onboarding, mentoring, and boardsmanship.

**Administrator Goal 4:** Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize.

#### Component 6. Professional/Personal Qualities

- Interactions with ESU staff, school staff, school leadership, and Board
- Monthly Meetings with Coordinators/Directors (Marci, Tami, Dan, Cynthia)
- Monthly Meetings with Support Staff (Linda and Mindy)
- Growth and planning meetings with Production as needed
- Daily Secretary Meetings

#### Component 7. Professional Growth

- ESUCC Committees and ESUCC/Board Meetings: October and November
- NNNC Tech Budgeting Discussions: Monthly
- Books Read: 100+ Leaders

**Director Goal:** By July 31, 2022, Directors will identify different methods of measurement and visualization of key data points on service performance and service selection.

Stakeholder Satisfaction	Leadership Practices Inventory	Services Available	Services Accessed	Implementation Objectives Met
2.475	Coming Spring 2022	60	27	Reporting under construction
0=Unsatisfactory	1=Basic	2=Proficient	3=Distinguished	

A large red geometric graphic consisting of overlapping shapes, including a triangle and a parallelogram, is positioned on the left side of the slide.

# ESU 7 Board Meeting

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December 20, 2021

# Admin Report Overview

- Goals
- Quarterly Report
- Board Election Information
- ESUCC Update
- Upcoming Events
- Services Update
- Facilities Update
- Legislative Update
- Committee Reports
- Conference Report



# Admin Report - Goals



## ESU 7 Administrator Goals

- Goal 1: Administrator will research and present drafted processes for recruitment, onboarding, mentoring, and boardsmanship for board consideration, revision, and adoption.
- Goal 2: Administrator will provide the board with an ongoing menu of available learning opportunities at each board meeting aligned to the ESU 7 vision, mission, and/or beliefs.
- Goal 3: Administrator will coordinate the scheduling of regular board visits over a rolling two year period and will organize a board member summit for ESU 7 area boards to participate in professional learning.
- Goal 4: Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize.

# Admin Report - Goals

## ESU 7 Goals

### Board of Directors

- **Goal 1:** By July 2024 the ESU 7 board will create, roll out, and operationalize a formalized process for board recruitment, onboarding, mentoring, and boardmanship.
  - Pre-Post engagement survey
  - Pre-Post process survey
- **Goal 2:** By July 2024 the ESU 7 board will attend at least two professional/personal learning events annually.
  - Pre-Post data
- **Goal 3:** By July 2024 the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
  - Pre-Post data
- **Goal 4:** By July 2024 the ESU 7 board will create, roll out, and operationalize communication materials detailing tailored services and outcomes.
  - Pre-Post data

### Administrator

- **Goal 1:** Administrator will research and present drafted processes for recruitment, onboarding, mentoring, and boardmanship for board consideration, revision, and adoption.
- **Goal 2:** Administrator will provide the board with an ongoing menu of available learning opportunities at each board meeting aligned to the ESU 7 vision, mission, and/or beliefs.
- **Goal 3:** Administrator will coordinate the scheduling of regular board visits over a rolling two year period and will organize a board member summit for ESU 7 area boards to participate in professional learning.
- **Goal 4:** Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize.

### Directors


- **Goal 1:** By July 31, 2022, Directors will identify different methods of measurement and visualization of key data points on service performance and service selection.

### Agency Team

- **Goal 1:** By May 20, 2022, Agency Team will coordinate the implementation of agency wide processes by documenting progress on all topics
- **Goal 2:** In order to meet our vision, Agency Team will develop processes to enable staff to provide innovative services and to grow as professionals.

### Departments

- **Administration:** By July 31, 2022 ESU 7 will fully implement a document management system across departments.
- **Center:** Center staff will increase their team mentality and get to know each other better by implementing a team building exercise at least once per month in order to collaborate more effectively.
- **Early Childhood:** By May 2022, Early Childhood team will develop and clarify roles, responsibilities and expectations amongst service providers from different agencies or districts.
- **Grants:** By May 2022, the Grants Department will have a document prepared to be disseminated to districts (Google Doc & Hardcopy) which outlines services and resources available.
- **Learning Academy:** By May 2022, Learning Academy staff will learn how to navigate and implement Acellus to effectively support our students in progressing academically as evidenced by student progress and grades.
- **Mental Health:** By May 2022, the Mental Health Department will formalize a belief system and solidify service delivery across districts utilizing consistent protocols.
- **Migrant:** By the end of the 21-22 MEP performance period, we will increase the communication, engagement, and participation among migrant families and students.
- **Network Operations:** During the 21-22 school year, the Technology Department will work toward equalizing technology knowledge and abilities among team members.
- **Production:** By July 2022, ensure that every staff member is trained and proficient in every area of the department.
- **Professional Development:** By May 2022, we will develop and implement a process to maximize and optimize our service planning and delivery.
- **Psychology:** By May of 2022, members of our department will intentionally select, participate in, and apply professional development learning to meet the needs of our districts.
- **Speech:** By May 20, 2022, the Speech Department will share a presentation with current districts and ESU 7 Administrators about the roles and responsibilities of Speech Language Pathologists in schools.
- **Vision:** By May 2022, the Vision Team will explore ways to efficiently serve districts, families and students with visual impairments in underserved areas of the state, in addition to students in the ESU 7 area as measured by number of students served.

Leading  Serving  Supporting

**ESU 7**

Educational Service Unit 7

Serving the schools of Boone, Butler, Colfax, Merrick, Nassau, Plains, and Polk counties

# Admin Report - Quarterly Report

- [December 20, 2021 Quarterly Report](#)



# Admin Report - Board Member Election Information

- Elections 2022 - Filing deadline June 15, 2022
  - District 1 - Richard Stephens
  - District 3 - Jennifer Miller
  - District 5 - Jack Young
  - District 7 - Dan Hoesly
  - District 9 - Joyce Baumert
  - District 11 - Donald Ellison

# Admin Report - ESUCC Update

- ESUCC Legislative Day
  - February 8, 2022

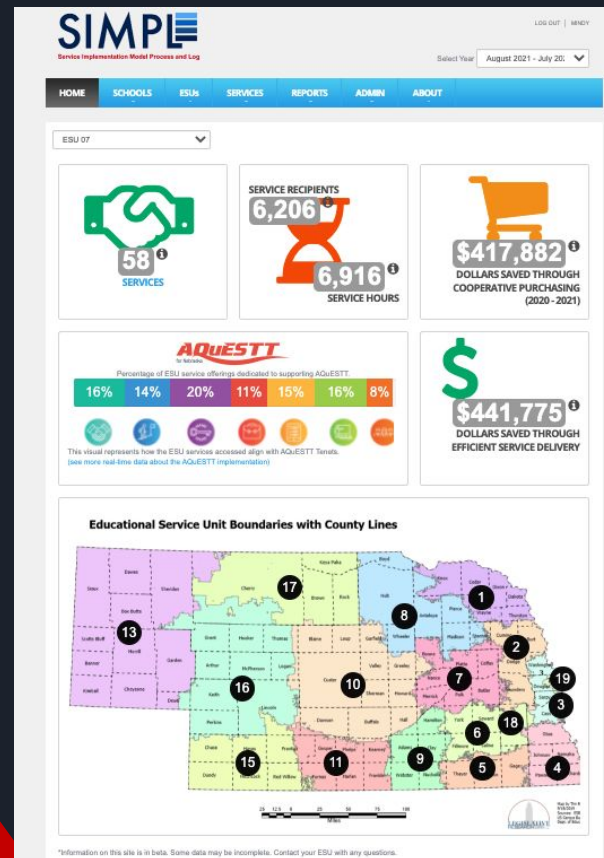


# Admin Report - Upcoming Events

- Board President's Retreat (Kearney) - January 17, 2022
- Legislative Issues Conference - January 30-31, 2022
- Board President's Retreat (Norfolk) - January 31, 2022
- GRIT Conference - March 9, 2022
- NASBO State Convention - April 20-22, 2022
- Administrator Days - July 27-29, 2022

# Admin Report - Services

- SIMPL Update
  - [SIMPL: Customizing the Annual Planning Process for Nebraska](#)



# Admin Report - Facilities

- Playground Update
- Doors Update (North Building N1 Doors)
- Production Changes



# Admin Report - Legislative Update

- [Nebraska State Board of Education 2021-2022 Legislative and Regulatory Priorities Adopted 8/6/2021](#)
- [2021 Nebraska Unicameral Legislature \(Alphabetical List\)](#)
- [Historical Progression of State Board of Education \(Map\)](#)

# Committee Reports

- Negotiations Committee Report
- Administrator Evaluation Committee Report
  - Evaluation Timeline:
    - **December:** Evaluation Committee meets prior to December Board Meeting to review with Administrator the results of evaluation. Report to full Board in December Board Meeting following Closed Session requirements with Administrator present.
    - **January:** Confirm Evaluation Committee members. Administrator provides Evaluation Committee with goals and shares with Board at January Board Meeting.
  - [Intent to Extend](#)

# Conference Report

- NASB State Education Conference
- AESA Annual Conference
  - Upcoming sites and dates:
    - November 30-December 3, 2022 (Atlanta, GA)
    - November 29-December 2, 2023 (Anaheim, CA)
    - December 4-7, 2024 (Orlando, FL)
    - December 3-6, 2025 (Colorado Springs, CO)



**NEBRASKA STATE BOARD OF EDUCATION  
2021-2022 LEGISLATIVE AND REGULATORY PRIORITIES  
ADOPTED 8/6/2021**

The foundation for the Nebraska State Board of Education 2021-2022 Legislative and Regulatory Priorities aligns with the Nebraska State Board of Education's Strategic Vision and Direction.

The 2017-2026 Nebraska State Board of Education's Strategic Vision and Direction describes multiple roles assumed by the Nebraska Department of Education (NDE) in carrying out the complex work of supporting a state education system. These roles include Champion, Regulator, Capacity Builder, Connector, and Change Agent. NDE will lead for educational equity through intentional and data-informed operationalization of these agency roles. Because of the NDE commitment to leading educational equity intentionally and through multiple agency roles, districts and educational partners will be better equipped to advance educational equity and increase the number of Nebraskans who are ready for success in postsecondary education, career, and civic life. The following themes frame the Legislative Priorities.

**LEGISLATIVE PRIORITIES**

**Behavioral and Mental Health**

The State Board supports policy that ensures there are sufficient and equitable services for behavioral and mental health needs for all Nebraskans. The State Board supports and advocates for efforts to ensure a solid system of care is developed statewide and will support legislation and appropriations for:

- Investment and coordination of behavioral and mental health supports through DHHS, regional public health districts, school districts, ESUs, and non-profit organizations
- Incentives for entry into fields of counseling and social work for children and families
- School districts in professional development for trauma informed practices
- Systems of support for teachers and practitioners as they deal with trauma
- Coordinate behavioral and mental health efforts between and among partners and break down barriers to information and resources sharing
- Coordinated school health including a specialist at the NDE to provide assistance to schools and communities
- Investment and coordination of social and emotional supports for youth that have been impacted by isolation and other traumas during the COVID-19 pandemic

**Early Childhood Education**

The State Board supports policy that promotes high quality early childhood experiences. The Board supports legislation that changes statutes that would address the equitable access to early childhood opportunities that:

- Allow flexibility in PreK early childhood laws to allow 5-year-olds to attend PreK if it is determined by parents, school officials, program funding, based on the best developmental interest of the child
- Establish and ensure local funding is allowed to expand capacity of local programs through laws and regulation that allow local school districts to meet full requirements under the law

**NEBRASKA STATE BOARD OF EDUCATION  
2021-2022 LEGISLATIVE AND REGULATORY PRIORITIES  
ADOPTED 8/6/2021**

**Equitable and Value Added and Alignment of Services and Supports**

The State Board supports policy that scales certain services and supports at the regional and statewide levels that will equitably serve schools across the state. The value-added proposition of such services and supports should be in alignment with partner entities including ESUs, school districts, and other educational and human services partners. The Board supports legislation that:

- Secures appropriations to create a digital content repository to provide equitable access to high quality digital content efficiently and effectively to all Nebraska students
- Secures state resource investment in personal learning plans, student engagement, and climate surveys
- Ensures ESU core services meet the needs of member school districts in an efficient and effective manner
- Supports implementation of the Reading Improvement Act, secures appropriations for a specialist at the NDE and to scale up evidence-based assessments, interventions, and strategies on early literacy to ensure students are on grade level in reading
- Secures appropriations for specialists at the NDE to scale up improvement and turnaround efforts to ensure priority schools are increasing student achievement

**School Finance and School Organization**

The State Board supports policy that promotes a stable, reliable, and equitable system of funding that addresses both the equity of available funding for schools, as well as the equity of burden on taxpayers.

**School Safety**

The State Board supports policy that sets standards and promotes partnerships with other state and local level organizations for safe school environments. The Board supports legislation that:

- Addresses coordination and sharing of information and resources that address issues pertaining to school security and safety
- Dedicates resources to school safety

**Workforce Development**

The State Board supports policy that promotes workforce development activities within the PK-12 school system. The State Board supports legislation and appropriations for:

- Expanded resources for reVision to further develop business, community and school linkages at a local level and support statewide efforts with Economic Development, Labor, and other agencies
- Resources for Nebraska Career Connections as part of the personal learning plan and scaled services for college, career, and civic readiness
- Expanded use of the ACT and assessment products that would better inform and prepare students about career opportunities
- Expanded access to dual credit with colleges and efforts that improve the number of career and technical educational opportunities for students in elementary, middle, and high school
- Expand value added resources to support Career Academies

**NEBRASKA STATE BOARD OF EDUCATION  
2021-2022 LEGISLATIVE AND REGULATORY PRIORITIES  
ADOPTED 8/6/2021**

**REGULATORY PRIORITIES**

**Approval, Accreditation, and Accountability**

The State Board supports policy that continues to connect a well-aligned approval, accreditation, and accountability system for schools in Nebraska. The State Board respects the Legislature's support for the development of a well-aligned system of approval, accreditation, and accountability. The State Board continues to review and refine accreditation strategies to better identify and support the schools most in need of improvement. Areas of Regulatory focus by the Board include:

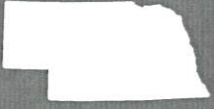
- Defining the role of the State Board and the NDE when priority schools are not making progress
- Expanding a level of flexibility and innovation in processes for accreditation

**Educator Preparation and Certification**

The State Board supports policy that ensures students have access to qualified, credentialed, and effective educators throughout their learning experiences. As such, the State Board of Education is engaged in regulatory changes in the following areas:

- Alternate and non-traditional certification paths for educators consistent with Nebraska's high expectation for effective educators
- Consideration of reciprocity with and between states that remove barriers for educators entering the State of Nebraska to teach with minimal additional requirements
- Eliminating barriers for individuals entering the education profession that represent racial, cultural, economic, and social diversity consistent with Nebraska's high expectations for effective educators
- Shifting from multicultural content minimums to capacity for respect of the multiple cultures with an equity perspective

Provide a quality education system for Nebraska students through policy-making decisions.



## FIVE UNIFIED GOALS

1

### Strong and Healthy Kids

- Mental and physical health resources
- Continuity of learning
- Special education resources

2

### Nurturing Environment

- Quality professionals
- Safe learning environment
- Early childhood opportunities

3

### Strong and Responsible Communities

- Local decision making
- Protection of school authority on spending
- Stabilized funding with flexibility

4

### Efficiency of Resources Through Collaboration

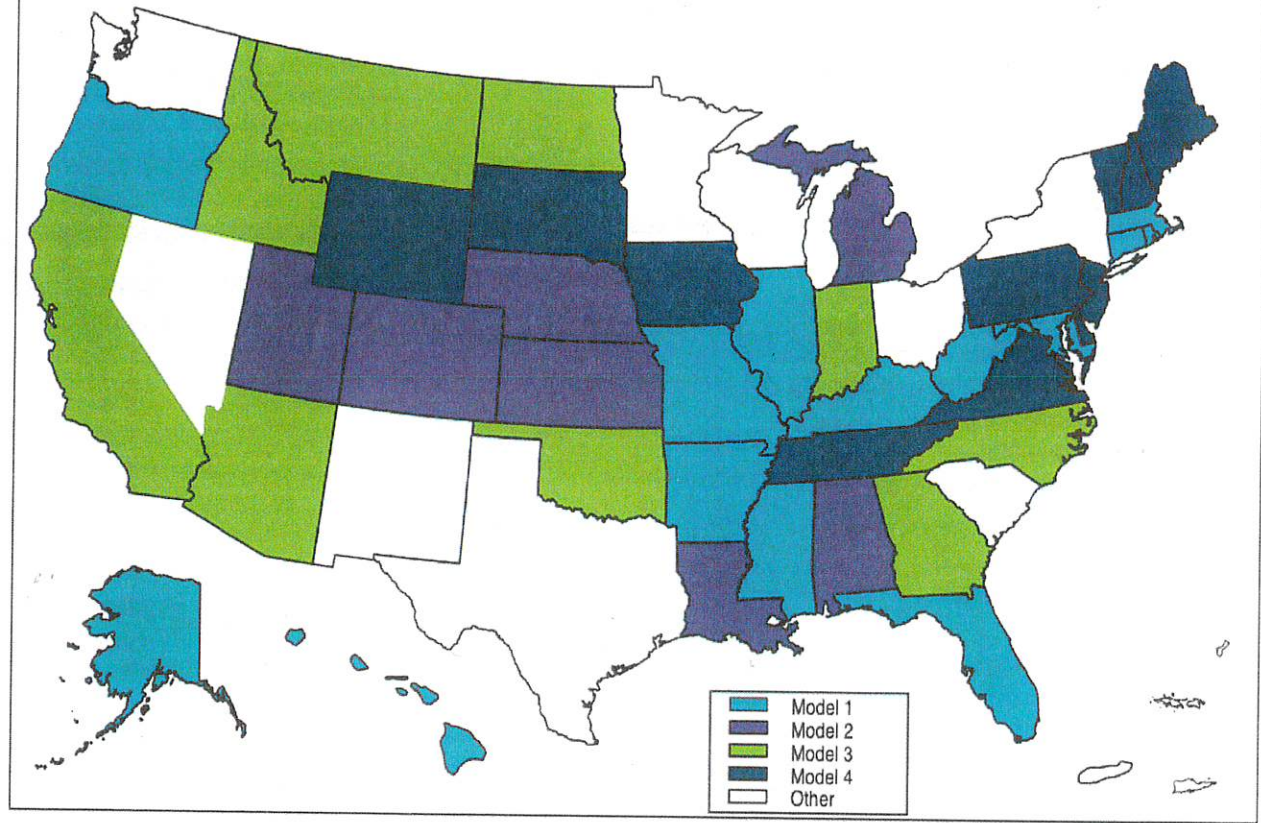
- Reduction of unfunded mandates
- Leverage resources and economy of scale
- Equitable and value-added supports and resources

5

### Strong State and Strong Economy

- Workforce development
- Sufficient resources to accommodate education across the state
- Well-planned decisions to prevent unintended consequences

# State Governance Models: 50-State Map



**2021 NEBRASKA UNICAMERAL LEGISLATURE**  
**Alphabetical List**

**Capitol Mailing Address:** Senator \_\_\_\_\_  
 District # State Capitol  
 PO Box 94604  
 Lincoln NE 68509-4604

*As of 10/20/2021*

<b>Senator</b>	<b>District</b>	<b>Capitol Phone</b>	<b>Room</b>	<b>City</b>
<b>Aguilar, Raymond</b>	35	(402) 471-2617	1118	Grand Island
<b>Albrecht, Joni</b>	17	(402) 471-2716	12 <sup>th</sup> Floor	Thurston
<b>Arch, John</b>	14	(402) 471-2730	1117	La Vista
<b>Blood, Carol</b>	3	(402) 471-2627	10 <sup>th</sup> Floor	Bellevue
<b>Bostar, Eliot</b>	29	(402) 471-2734	10 <sup>th</sup> Floor	Lincoln
<b>Bostelman, Bruce</b>	23	(402) 471-2719	1210	Brainard
<b>Brandt, Tom</b>	32	(402) 471-2711	1528	Plymouth
<b>Brewer, Tom</b>	43	(402) 471-2628	1423	Gordon
<b>Briese, Tom</b>	41	(402) 471-2631	1306	Albion
<b>Cavanaugh, John</b>	9	(402) 471-2723	8 <sup>th</sup> Floor	Omaha
<b>Cavanaugh, Machaela</b>	6	(402) 471-2714	11 <sup>th</sup> Floor	Omaha
<b>Clements, Robert</b>	2	(402) 471-2613	1120	Elmwood
<b>Day, Jen</b>	49	(402) 471-2725	11 <sup>th</sup> Floor	Omaha
<b>DeBoer, Wendy</b>	10	(402) 471-2718	12 <sup>th</sup> Floor	Bennington
<b>Dorn, Myron</b>	30	(402) 471-2620	1208	Adams
<b>Erdman, Steve</b>	47	(402) 471-2616	1124	Bayard
<b>Flood, Michael</b>	19	(402) 471-2929	1206	Norfolk
<b>Friesen, Curt</b>	34	(402) 471-2630	1110	Henderson
<b>Geist, Suzanne</b>	25	(402) 471-2731	12 <sup>th</sup> Floor	Lincoln
<b>Gragert, Tim</b>	40	(402) 471-2801	11 <sup>th</sup> Floor	Creighton
<b>Groene, Mike</b>	42	(402) 471-2729	1302	North Platte
<b>Halloran, Steve</b>	33	(402) 471-2712	1115	Hastings
<b>Hansen, Ben</b>	16	(402) 471-2728	1308	Blair
<b>Hansen, Matt</b>	26	(402) 471-2610	12 <sup>th</sup> Floor	Lincoln
<b>Hilgers, Mike</b>	21	(402) 471-2673	2103	Lincoln
<b>Hilkemann, Robert</b>	4	(402) 471-2621	10 <sup>th</sup> Floor	Omaha
<b>Hughes, Dan</b>	44	(402) 471-2805	2108	Venango
<b>Hunt, Megan</b>	8	(402) 471-2722	1523	Omaha
<b>Kolterman, Mark</b>	24	(402) 471-2756	1101	Seward
<b>Lathrop, Steve</b>	12	(402) 471-2623	1103	Omaha
<b>Lindstrom, Brett</b>	18	(402) 471-2618	8 <sup>th</sup> Floor	Omaha
<b>Linehan, Lou Ann</b>	39	(402) 471-2885	1116	Elkhorn
<b>Lowe, John S., Sr.</b>	37	(402) 471-2726	12 <sup>th</sup> Floor	Kearney
<b>McCollister, John S.</b>	20	(402) 471-2622	12 <sup>th</sup> Floor	Omaha
<b>McDonnell, Mike</b>	5	(402) 471-2710	10 <sup>th</sup> Floor	Omaha
<b>McKinney, Terrell</b>	11	(402) 471-2612	11 <sup>th</sup> Floor	Omaha
<b>Morfeld, Adam</b>	46	(402) 471-2720	10 <sup>th</sup> Floor	Lincoln
<b>Moser, Mike</b>	22	(402) 471-2715	1529	Columbus
<b>Murman, Dave</b>	38	(402) 471-2732	1522	Glenvil
<b>Pahls, Rich</b>	31	(402) 471-2327	1403	Omaha
<b>Pansing Brooks, Patty</b>	28	(402) 471-2633	10 <sup>th</sup> Floor	Lincoln
<b>Sanders, Rita</b>	45	(402) 471-2615	11 <sup>th</sup> Floor	Bellevue
<b>Slama, Julie</b>	1	(402) 471-2733	11 <sup>th</sup> Floor	Sterling
<b>Stinner, John P.</b>	48	(402) 471-2802	1305	Gering
<b>Vargas, Tony</b>	7	(402) 471-2721	8 <sup>th</sup> Floor	Omaha
<b>Walz, Lynne</b>	15	(402) 471-2625	1107	Fremont
<b>Wayne, Justin T.</b>	13	(402) 471-2727	1212	Omaha
<b>Williams, Matt</b>	36	(402) 471-2642	1401	Gothenburg
<b>Wishart, Anna</b>	27	(402) 471-2632	8 <sup>th</sup> Floor	Lincoln

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27	<b>Wishart, Anna</b>	(402) 471-2632	8 <sup>th</sup> Floor	Lincoln
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49	<b>Day, Jen</b>	(402) 471-2725	11 <sup>th</sup> Floor	Omaha

*Nebraska Council of School Administrators*  
Historical Progression: Article VII, Nebraska Constitution  
Dr. Mike Dulaney

- VII-1 Legislature; free instruction in common schools; provide.
- VII-2 State Department of Education; general supervision of school system.
- VII-3 State Board of Education; members; election; manner of election; term of office.
- VII-4 State Board of Education; Commissioner of Education; appointment; powers; duties.

LB 212 (1951)

Approved by the voters at the November 1952 General Election ..... For: 243,116  
Against: 144,426

Eliminated all previous provisions and references relating to the State Superintendent of Public Instruction.

Established a Department of Education comprised of a State Board of Education and a Commissioner of Education. State Board comprised of six districts and six-year terms of office.

The Department of Education would have general supervision and administration of the school system of the state and of such other activities as the Legislature may direct.

The Commissioner would be appointed by the Board with compensation established by the Board. The Commissioner would be the Executive Officer of the State Board and the administrative head of the Department and would have such powers and duties as the Legislature may direct.

Required the Board to appoint all employees of the State Department of Education on the recommendation of the Commissioner.

LB 254 (1965)

Approved by the voters at the November 1966 General Election ..... For: 268,029  
Against: 141,722

Increased composition of board to eight members and reduced term of office to four years.

Constitutional Convention, 1919-1920

The purpose of the amendment is to permit courts to send unfortunate and incorrigible children under eighteen years of age to such schools instead of sending them to the penitentiary after they are sixteen and before they are eighteen years of age.

**PRESENT CONSTITUTION  
(NEW SECTION)**

**PROPOSED AMENDMENT**

Submitted as No. 25 on the ballot.

Sec. 13. The general government of the state normal schools, as now existing, and such other normal schools as may be established by law, shall be vested, under the direction of the Legislature, in a board of seven members to be styled Board of Education of State Normal Schools, six of whom shall be appointed by the Governor, with the advice and consent of the senate, two each for a term of two, four, and six years, and two each biennium thereafter for a term of six years, and the State Superintendent of Public Instruction shall be a member ex-officio. The duties and powers of said board shall be prescribed by law, and the members thereof shall receive no compensation for the performance of their duties, but may be reimbursed their actual expenses incurred therein.



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Larriane Polk, Administrator

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Doug Pauley  
2657 44th Avenue  
Columbus, NE 68601

December 1, 2021

Dear Mr. Pauley,

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

Thank you for your thoughtful consideration.

Sincerely,

A handwritten signature in blue ink, appearing to read "Larriane Polk", is written over a light blue horizontal line.

Dr. Larriane Polk