



Regular Board of Education Meeting

Educational Service Unit 7, Oak Room

2657 44th Ave

Columbus, NE 68601-8537

Monday, February 17, 2025 at 5:30 PM

Posted Locations:

Columbus Telegram Newspaper

Columbus Telegram Website

ESU 7 North Building Front Door

Posted Date: 01/11/2025

Attendance Taken at 5:31 PM.

Bob Arp: Present

Joyce Baumert: Present

Amy Blaser: Absent

Marni Danhauer: Present

Karen Gomez: Absent

Don Graff: Present

Beth Kabes: Absent

Dawn Lindsley: Present

Richard Luebbe: Present

Doug Pauley: Present

Richard Stephens: Present

Jack Young: Present

Present: 9, Absent: 3.

{{Name: Agenda Item Name}}

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.

Board President Doug Pauley called the meeting to order at 5:30 pm.

1.1. Notification of Open Meetings Law

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

1.2. Roll Call

1.3. Absent Board Members

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

Karen Gomez notified Board President Doug Pauley via text prior to the meeting. Amy Blaser notified Administrator Elmshaeuser via email prior to the meeting. Discuss, consider and take all necessary action to approve Board member absences as presented Passed with a motion by Bob Arp and a second by Jack Young.

Amy Blaser:	Absent
Karen Gomez:	Absent
Beth Kabes:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Marni Danhauer:	Yea
Don Graff:	Yea
Dawn Lindsley:	Yea
Richard Luebbe:	Yea
Doug Pauley:	Yea
Richard Stephens:	Yea
Jack Young:	Yea

Yea: 9, Nay: 0, Absent: 3

Board Members, Karen Gomez, Amy Blaser and Beth Kabes are absent. They notified Board President Doug Pauley and Administrator Elmshaeuser prior to the meeting. Board Member Beth Kabes notified the morning of the meeting, she is not listed on the agenda.

Administrator Elmshaeuser referred to policies attached which are also in the ESU 7 Policy Manual. Prior to the meeting, Board President Doug Pauley and Administrator Elmshaeuser discussed the Code of Ethics, which the Board signs annually in January, specifically section 5, which refers to board member attendance. Board President Doug Pauley also stated that members were elected to attend the meetings, so it is with high hopes that most members can attend the meetings most of the time. As stated in Article I, Section 3, B, "The Board member must notify the Administrator or Board President, prior to the Board Meeting, with the reason for absence in order to be considered for an excused absence."

Board Secretary Dawn Lindsley asked if everyone had notified ahead of time that they would be absent. Administrator Elmshaeuser confirmed.

1.4. Pledge of Allegiance

2. Board Code of Ethics and Oath of Office Annually, Board Members participate in the Oath of Office and sign their Code of Ethics. Board members Don Graff and Richard Stephens were not present at the January meeting, thus still need to participate in the Oath of Office and sign the Code of Ethics.

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

3. Approval of Agenda

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

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

Discuss, consider and take all necessary action to approve the agenda as presented

Passed with a motion by Joyce Baumert and a second by Jack Young.

Amy Blaser:	Absent
Karen Gomez:	Absent
Beth Kabes:	Absent
Bob Arp:	Yea

Joyce Baumert: Yea
Marni Danhauer: Yea
Don Graff: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Jack Young: Yea

Yea: 9, Nay: 0, Absent: 3
No discussion.

4. Virtual Conferencing Option Nebraska Revised Statute § 84-1411 authorizes virtual meetings for educational service units if the requirements of subdivision (2)(b) are met. Section (3)(b)(iv) states "No more than one-half of the meetings of the state entities, advisory committees, boards, councils, organization or governing bodies are held by virtual conferencing in a calendar year."

The board has used 2 (January, February) of 5 zoom options this calendar year (January-December).

Administrator Recommendation: Discuss, consider and take all necessary action to approve the virtual conferencing option for the _____ board meeting. Administrator Elmshaeuser reported there does not have to be a vote every month for a virtual option for the next meeting. Board President Doug Pauley stated the decision should be made 1 week prior to the Public Notice being published. Administrator Elmshaeuser also clarified that meetings are counted throughout the calendar year, January through December, and must be less than one half the number of meetings in the year. A total of 5 virtual meetings are allowed.

Board Secretary Dawn Lindsley asked for more conversation and clarity on the policy. Line one of Article II, Section 8, A in the policy manual states, "Board members must be personally present at the Board meeting in order to vote" but historically, board members have been allowed to vote if they are attending virtually. Board Member Bob Arp believes the second sentence clarifies this by "Attendance via virtual conferencing means is permitted if the procedures for a virtual conference meeting are followed." It was noted the policy has not been updated since 2022 so Administrator Elmshaeuser will send the policy over to Justin Knight with Perry Law Firm for clarity.

Board Member Bob Arp stated he would like to wait until closer to the next meeting to make the decision on having a virtual option. Board Secretary Dawn Lindsley agreed, stating she believes Board President Doug Pauley, Board Vice-President Jack Young and Administrator Elmshaeuser can make that decision for the entire Board. The rest of the board agreed.

5. Welcome Visitors Visitors included Beth Ericson, ESU 7's new Professional Development Director starting July 1, 2025 and East Butler Superintendent Mike Eldridge who is speaking on agenda item number seven.
6. 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 comment.

7. Approval of the 2025-2026 Services Plan
The ESU 7 Executive Committee Chair attending will make a summary report to the Board on the plan for ESU 7 Services for 2025-2026.

Administrator Recommendation: Discuss, consider and take all necessary action to approve the 2025-2026 Services Plan as presented.

Discuss, consider and take all necessary action to approve the 2025-2026 Services Plan as presented Passed with a motion by Dawn Lindsley and a second by Joyce Baumert.

Amy Blaser:	Absent
Karen Gomez:	Absent
Beth Kabes:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Marni Danhauer:	Yea
Don Graff:	Yea
Dawn Lindsley:	Yea
Richard Luebbe:	Yea
Doug Pauley:	Yea
Richard Stephens:	Yea
Jack Young:	Yea

Yea: 9, Nay: 0, Absent: 3

East Butler Superintendent and Executive Committee Chair Mike Eldridge presented the service plan process. The process starts in September with the Superintendents reviewing the current services being offered and the potential for services being offered for the next year. The principals go through the same process. This year, three main ideas came forward; Professional Development for Paraprofessionals, Strategic Planning, and ELL (English Language Learners) Support. Those services were brought to the Executive Committee, who recommended moving forward with Professional Development for Paraprofessionals and Strategic Planning as a paid service. There were two services eliminated; Principal & Teacher Evaluation and Board Member Development. School districts expressed little interest in these services

and were not taking part in them. Once the 2025-2026 service plan was created, it was sent out to all the districts for approval prior to this meeting.

Board President Doug Pauley asked Superintendent Eldridge if board members were receiving professional development in other places, and he confirmed they were, naming NASB and NRCSA Conferences.

Board Secretary Dawn Lindsley asked why ELL Support was not added as a service this year. Administrator Elmshaeuser stated there needs to be more research regarding ELL support due to the difference in needs across the districts. Some districts need support for their teachers, others need interpreting support. All of our districts are seeing the need for ELL support, there just needs to be a better idea of how to provide this service. Director Ostmeyer noted we already offer interpreting services which schools may be unaware we provide. Professional Development Coordinator Mark Brady provides ELL support in school districts already, but Superintendents are saying they need more. Board President Doug Pauley asked who is doing this research. Administrator Elmshaeuser said this topic will come up during her Superintendent's visits in the next several months. Director Ostmeyer also added that annual consultations are beginning next week and during their planning process, ELL Support will be investigated. Director Ostmeyer also noted this same process brought Professional Development Coordinator Kendra Gustafson to our team as the MTSS Specialist. Board Secretary Dawn Lindsley asked if there were any staff with ELL certification or training and Director Ostmeyer stated that none of our staff currently hold this certification.

8. Level III Bridges Program Construction Tour The board will tour the Level III Bridges Program ongoing construction in the South Building. The tour will be rescheduled to the March Board Meeting.
9. February 2025 Board Spotlight - Print Shop Professional Development Director Marci Ostmeyer, will present the February Board Spotlight by giving a tour of the Print Shop. Director Ostmeyer will give a tour at a future meeting.
10. **Consent Agenda**

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

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

Consent Agenda Includes:

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

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

Discuss, consider and take all necessary action to approve the consent agenda as presented Passed with a motion by Joyce Baumert and a second by Doug Pauley.

Amy Blaser: Absent

Karen Gomez: Absent
 Beth Kabes: Absent
 Bob Arp: Yea
 Joyce Baumert: Yea
 Marni Danhauer: Yea
 Don Graff: Yea
 Dawn Lindsley: Yea
 Richard Luebbe: Yea
 Doug Pauley: Yea
 Richard Stephens: Yea
 Jack Young: Yea

Yea: 9, Nay: 0, Absent: 3

10.1. Minutes

This is a consent item.

10.2. Presentation of Bills #79255 through #79402 totaling \$1,013,068.06

The summary of bills for the current month total: \$1,013,068.06 - Bills #79255 through #79402

General Activity Fund total: no activity

Check #	Amount	Vendor	Description
79255	\$5,144.03	402 Electric	Replace breaker panel/AV project
79258	\$6,014.00	Amy Mazankowski	Contracted Bridges Admin.
79264	\$48,032.33	B-D Construction	Bridges Project 3rd payment
79278	\$14,078.07	Eakes Office Solutions	Copier Maintenance
79322	\$53,887.90	Rutt's Heating & Air	HVAC remodel 8th payment
79326	\$5,857.40	State of NE DAS State Accounting	Network service charges
79379	\$6,990.00	MECA	CCLC flow through

This is a consent item.

10.3. Reading of Article I, Section 2, B Duties and Functions of the Board

This is a consent item.

10.4. Reading of Article I, Section 3, C Role of Individual Board Members

This is a consent item.

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

This is a consent item.

10.6. Reading of Article I, Section 3, G Compensation of Board Members

This is a consent item.

10.7. Reading of Article I, Section 4, G Removal from Officer Position

This is a consent item.

10.8. Reading of Article I, Section 4, H Filling a Vacancy in an Officer Position

This is a consent item.

10.9. Reading of Article I, Section 5, B Appointments

This is a consent item.

10.10. 2025-2026 NASB Dues **This is a consent item.**

11. Treasurer's Report

Review the breakdown of the Treasurer's Report.

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

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

Amy Blaser:	Absent
Karen Gomez:	Absent
Beth Kabes:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Marni Danhauer:	Yea
Don Graff:	Yea
Dawn Lindsley:	Yea
Richard Luebbe:	Yea
Doug Pauley:	Yea
Richard Stephens:	Yea
Jack Young:	Yea

Yea: 9, Nay: 0, Absent: 3

No discussion.

12. 2023-2024 Audit Report

The 2023-2024 Romans Wiemer and Associates Audit Report is attached for the Board's review.

Administrator Recommendation: Discuss, consider and take all necessary action to

accept the 2023-2024 Audit Report as presented.

Discuss, consider and take all necessary action to accept the 2023-2024 Audit Report as presented Passed with a motion by Joyce Baumert and a second by Bob Arp.

Amy Blaser: Absent
Karen Gomez: Absent
Beth Kabes: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Don Graff: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Jack Young: Yea

Yea: 9, Nay: 0, Absent: 3

Administrator Elmshaeuser shared that she visited with Gale Steiger, our CPA, who reported no findings, deficiencies or non-compliance.

13. **Administrator's Report General**

- ESUCC Update
- ESU 7 - Pilot for the new GMS System
- ESU 7 - Fiscal Monitoring Desk Audit
- Professional Development and Production/Print Shop Report - Director Ostmeier
- Special Education Report - Director Clay
- Technology Report - Director Ellsworth
- Upcoming ESU 7 Events
 - Board Recognition Dinner (April 22, 2025), The Oak Room of Columbus
 - Board Meeting 4:00-5:00
 - Dinner 5:30-8:30
- Upcoming Professional Events
 - NRCSA Legislative Forum in Lincoln, NE (February 20, 2025)
 - NASB Finance Workshops
 - Kearney, NE (March 4, 2025)
 - Crete, NE (March 11, 2025)
 - Norfolk, NE (April 9, 2025)
 - NAEP State Convention in Kearney, NE (March 19-20, 2025)
 - NRCSA Spring Conference in Kearney, NE (March 20-21, 2025)
 - NASB Amplified Finance Workshop in Kearney, NE (March 27, 2025)
 - NASB Open Meetings Law Workshops

- Gering, NE (March 25, 2025)
- Kearney, NE (March 26, 2025)
- Norfolk, NE (March 31, 2025)
- Lincoln, NE (April 1, 2025)

The ESUCC Board met the first week of February. AESA presented a strategic planning process that ESUCC may look at contracting for this service. PowerSchool presented and reported seven staff members at ESUCC provide support to 103 districts throughout the state of Nebraska. Dr. Polk provided legislative updates. These are attached in agenda item 13.4. Dr. Polk shared that ESUCC asked Senator DeBoer to sponsor LB 599 regarding Cybersecurity, but cautioned that anything with a price tag may not move forward. The ESUCC Board also approved the ESUCC Master Service Agreement. ESU 7 will be receiving money for the literacy position to begin training in coaching. Administrator Elmshaeuser will be attending the Legislative day hosted by ESUCC on February 25, 2025. ESU 7 will be hosting student leaders to ask a question of the Governor on March 27, 2025. This event is being coordinated by ESUCC and will have students at each ESU across the state.

All of ESU 7's grants are housed in the GMS system. ESU 7 will be a pilot for this new system in GMS. Grants Bookkeeper Carolyn Koch has a heavy hand to play in this. ESU 7 will also have a Monitoring Desk Audit for both programmatic and financial. The programs will be monitored on March 5, 2025 while the financial monitor has not been scheduled yet.

Director Ostmeyer provided an update for Professional Development: Annual Consultations will be February 24-28, 2025. Part of ESU 7's philosophy is to provide customized and innovative services, so Director Ostmeyer, Director Ellsworth, Director Clay and the respective service providers, meet via Zoom for an hour with the district's Superintendent, Principals and anyone else they invite. During this meeting, districts work through their customized service plan.

Print Shop is updating their online ordering system and is in the process of testing and modifications. The launch date is tentatively between the first and middle of March 2025.

Director Ellsworth provided an update for Network Operations: This is their planning time of year, and helped schools apply for e-rate category 2. This helps save schools around \$100,000 a year. However, this is the last of five years for this program unless the government continues for another five years. Also spending time renewing group purchases and renewing the web filter that all our schools use. We are able to get the best price in the state because we brought the program to Nebraska. Cybersecurity is struggling, teachers are continuing to use the same password for everything. There's an initiative to put a device in schools to act as a hacker to find and fix problems in the process. Network Computer System Engineer Travis Kassing is working on network monitoring and load balancing. We have almost 100 virtual servers in the data center. We are planning on deploying this to schools in the summer months.

Board Secretary Dawn Lindsley asked how the technology sessions during the

Professional Development day went and if districts are still on board and moving forward with changes. Director Ellsworth said the main focus was launching the Lastpass, which is now starting to get national attention. There are 56 schools in Nebraska using it. However, this first year of LastPass is free, and we are approaching the second year, which means schools will have to pay for it. Board Member Dawn Lindsley asked to know what schools are utilizing LastPass that the Board Members represent.

Director Clay is absent, no report.

13.1. Goal Update

Goal 1: By July 2025, the ESU 7 board will have advertised for a Chief Administrator, completed the initial process, sent a contract, hired and Chief Administrator, made the announcement, and begun the onboarding process.

- Completed

Goal 2: By July 2025, the EUS 7 board will attend at least two professional/personal learning events annually.

Goal 3: By July 2025, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.

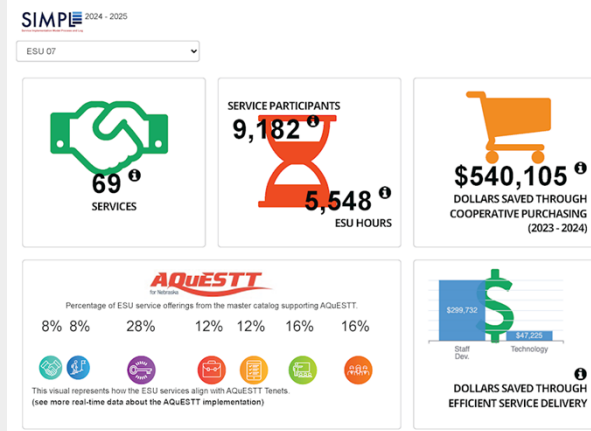
- Completed:
 - Clarkson - 10.9.2024
 - Fullerton - 11.11.2024
 - Boone Central - 1.13.2025
 - Osceola - 2.10.2025
 - East Butler - 2.12.2025
- Upcoming:
 - Rescheduling High Plains

Goal 4: By July 2025, the ESU 7 board will continue to use operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district. Board members Richard Stephens, Richard Luebbe, and Amy Blaser have not attended any professional development opportunities.

Administrator Elmshaeuser and Board Secretary Dawn Lindsley attended the East Butler board meeting last week. High Plains is being rescheduled.

13.2. Services Update

- SIMPL Update



No discussion.

13.3. Personnel

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

New Hire:

- Jan Marie Locket, Receptionist/Administrative Secretary. First day February 3, 2025.

Resignation:

- Shelby Sudduth, Bridges Paraprofessional. Last day, February 14, 2025

The new Receptionist/Administrative Secretary provides a plethora of expertise & knowledge in graphic design.

13.4. Legislative Update During this item, the Administrator will provide a Legislative Update to members of the Board. Administrator Elmshaeuser attended the hearing for LB 389 introduced by Senator Murman, on February 7, 2025. There was 1 proponent and many opponents. This bill eliminates the tax authority of ESUs. Dr. Polk was the first to testify and showed how the state has not fulfilled their promise to the ESUs in the last 11 years. It is unsure if the bill is still in committee or if it has moved to general file; there may be an amendment added before it moves.

Board Member Bob Arp asked about the national 504 program issue and where it's going.

Administrator Elmshaeuser mentioned Title IX has reverted to 2020, what was proposed under the Biden Administration is out. The vouchers are being pushed again so the dollars going to public education can go to families to attend home school or private school. Adrian Smith is backing the bill.

Board Secretary Dawn Lindsley asked if ESU 7 had lost any grants because of the recent federal changes. Administrator Elmshaeuser stated we have not. Director Ostmeyer clarified that Migrant is a program, not a grant.

14. Committee Reports

14.1. Buildings and Grounds Committee Report The Buildings and Grounds Committee Chairperson Robert Arp will provide an update.

Committee Recommendation: Board Member Bob Arp provided an update on the 3 big projects. The HVAC in the North Building is functioning but not completed yet. Contractors are still completing the punch lists. The Bridges construction is on schedule with a tentative completion date of April 1, 2025. For the playground, there is still discussion regarding surfacing. There has to be a certain amount of drainage per square footage of ground. All of this falls under city codes which we have to abide by. Board Member Bob Arp noted the price when receiving bids may be higher than expected due to new tariffs on steel and other building materials.

Board Secretary Dawn Lindsley asked why the pourable rubbery surface was not an option. Administrator Elmshaeuser stated it did not provide enough drainage. Board Secretary Dawn Lindsley asked if there was an option to petition the city. Administrator Elmshaeuser and Board President Doug Pauley reported the city has already allowed changes to the playground, and it was advised against petitioning for this change. Since the surface has to be permeable, turf or tiles were the option given, we have chosen tiles.

- 14.2. Negotiations Committee Report Reports of activities and discussions from the Negotiations Committee will take place during this item by Chairperson Richard Stephens.

Committee Recommendation: Negotiation meeting is being rescheduled, no report.

15. Conference Report Conference Attendees will report on their learnings. Board Secretary Dawn Lindsley reported that she attended the NASB Legislative Conference with Administrator Elmshaeuser and Director Ostmeyer. Over 700 bills were proposed, and every bill proposed gets a hearing. The bill that affects ESU's the most is LB 389 regarding levy authority. Board Secretary Dawn Lindsley brought back NASB Membership Guides for the Board members.

Board Secretary Dawn Lindsley stated now is the time to reach out to senators regarding these bills that have been proposed. If you cannot testify in person, email is the quickest and allows the most information to be shared. Phone calls are still effective but may not present the information well enough depending on how well the individual taking notes captures the discussion.

16. Adjournment Board President Doug Pauley adjourned the meeting at 6:39 pm.

NEBRASKA OPEN MEETINGS ACT

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

84-1408. Declaration of intent; meetings open to public. It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret. Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

84-1409. Terms, defined. For purposes of the Open Meetings Act, unless the context otherwise requires:

(1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and

(b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders, and (iii) the Judicial Resources Commission or subcommittees or subgroups of the commission;

(2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and

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

84-1410. Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.

(1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as:

(a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;

(b) Discussion regarding deployment of security personnel or devices;

(c) Investigative proceedings regarding allegations of criminal misconduct;

(d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;

(e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or

(f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

(2) The vote to hold a closed session shall be taken in open session. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The public body holding such a closed session shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken. For purposes of this section, formal action shall mean a collective decision or a collective commitment or promise to make a decision on any question, motion, proposal, resolution, order, or ordinance or formation of a position or policy but shall not include negotiating guidance given by members of the public body to legal counsel or other negotiators in closed sessions authorized under subdivision (1)(a) of this section.

(3) Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

(4) Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting, and no public body shall designate itself a subcommittee of the whole body for the purpose of circumventing the Open Meetings Act. No closed session, informal meeting, chance meeting, social gathering, email, fax, or other electronic communication shall be used for the purpose of circumventing the requirements of the act.

(5) The act does not apply to chance meetings or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened, if there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; videoconferencing or telephone conferencing authorized; emergency meeting without notice; appearance before public body.

(1) Until January 1, 2025:

(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 website.

(ii) In the case of the governing body of a city of the second class or village or such body's advisory committee or the governing body of a rural or suburban fire protection district, 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 website; or

(B) Posting written notice in three conspicuous public places in such city, village, or district. 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.

(iv) In case of refusal, neglect, or inability of the newspaper to timely publish the notice, the public body shall (A) post such notice on its website, if available, and (B) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(c) In addition to a method of notice required by subdivision (1)(b)(i) or (ii) of this section, such notice may also be provided by any other appropriate method designated by such public body or such advisory committee.

(d) Each public body shall record the methods and dates of such notice in its minutes.

(e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a

meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2) Beginning January 1, 2025:

(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 (2)(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 given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

(B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper.

(ii) In the case of the governing body of a city of the second class or village, any advisory committee of such governing body, or the governing body of a rural or suburban fire protection district, such notice shall be given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper;

(B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

(C)(III) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted by the public body in the same three places for each meeting.

(iii) In the case of a public body not described in subdivision (2)(b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

(iv) In case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (A) post such notice on its website, if available, (B) submit a post on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (C) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(3)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (3)(b) of this section are met:

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

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

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

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

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

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

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority; and

(xiii) A natural resources district.

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

(i) Reasonable advance publicized notice is given as provided in subsections (1) and (2) of this section, including providing access to a dial-in number or link to the virtual conference;

(ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used;

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

(iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of (A) an organization created under the Interlocal Cooperation Act that sells electricity or natural gas, (B) an organization created under the Municipal Cooperative Financing Act, (C) a governing body of a risk management pool and any advisory committee of such governing body, or (D) any advisory committee of any state entity created in response to the Opioid Prevention and Treatment Act, such the organization, governing body, or committee may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing.

(4) 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.

(5) 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.

(6) 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 (5) 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.

(7) 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.

(8)(a) Notwithstanding subsections (3) and (6) 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 subsections (1) and (2) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (5) of this section shall be complied with in conducting such meetings.

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

(9) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (3)(a) of this section may hold a meeting by virtual conferencing if:

(a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body;

(b) No action is taken by the public body at the virtual meeting; and

(c) The public body complies with subdivisions (3)(b)(i) and (ii) of this section.

84-1412. Meetings of public body; rights of public; public body; powers and duties.

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

(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 instate location to members, the public, or the press, if requested twenty-four hours in advance;

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

(e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; 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 instate location for virtual conferencing as required by subdivision (6)(c) of this section, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting, either in paper or electronic form. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

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

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

(2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public.

(3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.

(4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours.

(5) Minutes shall be written or kept as an electronic record and shall be available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing or keeping the minutes is absent due to a serious illness or emergency.

(6) Beginning July 31, 2022, the governing body of a natural resources district, the city council of a city of the metropolitan class, the city council of a city of the primary class, the city council of a city of the first class, the county board of a county with a population greater than twenty-five thousand inhabitants, and the school board of a school district shall make available on such entity's public website the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the website at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the website at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public website for at least six months.

84-1414. Unlawful action by public body; declared void or voidable by district court; when; duty to enforce open meeting laws; citizen's suit; procedure; violations; penalties.

(1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action.

(2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.

(3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section.

(4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.

Operative 4/17/24


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Article I, Section 3, B Filling Vacancies

Whenever a vacancy occurs on the Board, the remaining members of the Board shall appoint an individual residing within the election district for which the vacancy exists who meets the qualifications for the office to fill such vacancy for the balance of the unexpired term.

A “vacancy” may occur when, unless excused by a majority of the remaining members of the Board, a member is absent from the geographical boundaries of ESU 7 for a continuous period of sixty days at one time or from more than two consecutive regular meetings of the Board.

In all cases, the Board member must notify the Administrator or Board President, prior to the Board Meeting, with the reason for absence in order to be considered for an excused absence.

Legal Reference:	§ 79-1217(2)
Date of Adoption:	January 15, 2018
Date(s) of Review:	January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 3, F Code of Ethics for Board Members

Board members of ESU 7, like all public officers in the State, “stand in a fiduciary relationship to the people whom they have been elected or appointed to serve. As fiduciaries and trustees of the public wealth they are under an inescapable obligation to serve the public with the highest fidelity. In discharging the duties of their office they are required to display such intelligence and skill as they are capable of, to be diligent and conscientious, to exercise their discretion not arbitrarily but reasonably, and above all to display good faith, honesty and integrity. They must be impervious to corrupting influences and they must transact their business frankly and openly in the light of public scrutiny so that the public may know and be able to judge them and their work fairly. These obligations are assumed by them as a matter of law upon their entering public office.”

To assure that the entire Board acts in accordance with the foregoing legal responsibilities and to ensure the effective functioning of the Board, each Board member will sign a Board-approved Code of Ethics for ESU 7 Board Members (attached). The Code of Ethics is to be signed upon assumption of office and at each annual meeting.

Legal Reference:	<i>Nebraska Legislature on behalf of the State of Nebraska v. C. David Hergert, 271 Neb. 976, 1011 (2006)</i>
Date of Adoption:	January 15, 2018
Date(s) of Revision:	February 20, 2023
Date(s) of Review	January 18, 2021 January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Code of Ethics for ESU 7 Board Members

Members of the Board of ESU 7 are expected to abide by the following Code of Ethics in performance of their duties as a Board member and will be requested to acknowledge their intent to do so:

1. **Follow Laws:** I will uphold and enforce the constitutions, laws, rules and regulations of the state and federal governments, the state and federal agencies, binding court orders

pertaining to educational service units, and the policies and regulations of ESU 7. Desired changes shall be brought about only through legal and ethical procedures.

2. **Non-Discrimination:** I will not make decisions which affect personnel, students, parents, the public, or otherwise on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, or on the basis of constitutionally protected speech.

3. **Welfare of Students:** I will make decisions in terms of the educational welfare of students served by ESU 7 and will seek to develop and maintain services and programs that meet the individual needs of students served by the ESU regardless of their sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, social standing, or personal feelings not associated with the best interests of ESU 7 and the students.

4. **Role of the Board:** I will confine my action as a member of the Board to policy making, planning, and evaluation of the Administrator. I will carry out my responsibility, not to administer ESU 7 or its services and programs, but, together with my fellow board members, to see that they are well run. I will refer all complaints which I may receive to the Administrator and will act on the complaints at public meetings only after failure of an administrative solution. I will support decisions made by the Board, even if it is not the one I would have made, although I will reserve my independent right to seek a change using appropriate procedures. I will recognize that authority rests with the Board as a whole and will make no personal promises nor take any private action that may compromise the Board.

5. **Meetings of the Board:** I will attend all meetings of the Board except when I am unable to attend for excusable reasons, will be prepared to be an active participant at such meetings, and will follow appropriate rules of order at such meetings. I will fulfill my responsibilities on any committees and any officer positions to which I may be elected, assigned or appointed. I will not attempt to circumvent the open meetings laws by participating in meetings with a quorum of other members of the Board to make decisions on ESU 7 matters. I will not seek closed session meetings or participate in closed session meetings except as permitted by law.

6. **Independent Judgment:** I will refuse to surrender my independent judgment to special interest or partisan political groups.

7. **Confidentiality:** I will hold confidential all matters pertaining to ESU 7 which, if disclosed, would needlessly injure individuals, the Board, or ESU 7. I will not ask for legally confidential information about staff or students when not required to fulfill my duties as a Board member. When such information is made available to me in my role as a Board member, I will maintain the confidentiality of such information.

8. **Conflicts:** I will not use my position as a Board member for personal gain or for the gain of family or friends. Where I have a personal conflict of interest which affects or may be reasonably seen by others as affecting my ability to make a fair and impartial decision on a matter before the Board, I will follow the law and Board policy to avoid the conflict from affecting the decision of the entire Board.

9. **Personnel Matters:** I will vote to appoint the best qualified personnel available after consideration of the recommendation of the administration. I will support and protect personnel in the proper performance of their duties but likewise will hold staff accountable, on matters which reach the Board, to the standards and expectations of the Board and the administration.

10. **Role Model.** I understand that my personal actions may reflect on ESU 7 and the schools and communities served by ESU 7 due to my position as a Board member. I will in all respects serve as a proper role model and engage in conduct which is reflective of a good citizen in the communities served by ESU 7.

Agreed to by the members of the Board of Educational Service Unit 7 on this ___ day of _____, 20__.

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Article I, Section 3, E Oath of Office

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

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

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

Article I, Section 3, F Code of Ethics for Board Members

Board members of ESU 7, like all public officers in the State, “stand in a fiduciary relationship to the people whom they have been elected or appointed to serve. As fiduciaries and trustees of the public wealth they are under an inescapable obligation to serve the public with the highest fidelity. In discharging the duties of their office they are required to display such intelligence and skill as they are capable of, to be diligent and conscientious, to exercise their discretion not arbitrarily but reasonably, and above all to display good faith, honesty and integrity. They must be impervious to corrupting influences and they must transact their business frankly and openly in the light of public scrutiny so that the public may know and be able to judge them and their work fairly. These obligations are assumed by them as a matter of law upon their entering public office.”

To assure that the entire Board acts in accordance with the foregoing legal responsibilities and to ensure the effective functioning of the Board, each Board member will sign a Board-approved Code of Ethics for ESU 7 Board Members (attached). The Code of Ethics is to be signed upon assumption of office and at each annual meeting.

Legal Reference:	<i>Nebraska Legislature on behalf of the State of Nebraska v. C. David Hergert</i> , 271 Neb. 976, 1011 (2006)
Date of Adoption:	January 15, 2018

Code of Ethics for ESU 7 Board Members

Members of the Board of ESU 7 are expected to abide by the following Code of Ethics in performance of their duties as a Board member and will be requested to acknowledge their intent to do so:

1. **Follow Laws:** I will uphold and enforce the constitutions, laws, rules and regulations of the state and federal governments, the state and federal agencies, binding court orders pertaining to educational service units, and the policies and regulations of ESU 7. Desired changes shall be brought about only through legal and ethical procedures.

2. **Non-Discrimination:** I will not make decisions which affect personnel, students, parents, the public, or otherwise on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, or on the basis of constitutionally protected speech.

3. **Welfare of Students:** I will make decisions in terms of the educational welfare of students served by ESU 7 and will seek to develop and maintain services and programs that meet the individual needs of students served by the ESU regardless of their sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, social standing, or personal feelings not associated with the best interests of ESU 7 and the students.

4. **Role of the Board:** I will confine my action as a member of the Board to policy making, planning, and evaluation of the Administrator. I will carry out my responsibility, not to administer ESU 7 or its services and programs, but, together with my fellow board members, to see that they are well run. I will refer all complaints which I may receive to the Administrator and will act on the complaints at public meetings only after failure of an administrative solution. I will support decisions made by the Board, even if it is not the one I would have made, although I will reserve my independent right to seek a change using appropriate procedures. I will recognize that authority rests with the Board as a whole and will make no personal promises nor take any private action that may compromise the Board.

5. **Meetings of the Board:** I will attend all meetings of the Board except when I am unable to attend for excusable reasons, will be prepared to be an active participant at such meetings, and will follow appropriate rules of order at such meetings. I will fulfill my responsibilities on any committees and any officer positions to which I may be elected, assigned or appointed. I will not attempt to circumvent the open meetings laws by participating in meetings with a quorum of other members of the Board to make decisions on ESU 7 matters. I will not seek closed session meetings or participate in closed session meetings except as permitted by law.

6. **Independent Judgment:** I will refuse to surrender my independent judgment to special interest or partisan political groups.

7. **Confidentiality:** I will hold confidential all matters pertaining to ESU 7 which, if disclosed, would needlessly injure individuals, the Board, or ESU 7. I will not ask for legally confidential information about staff or students when not required to fulfill my duties as a Board member. When such information is made available to me in my role as a Board member, I will maintain the confidentiality of such information.

8. **Conflicts:** I will not use my position as a Board member for personal gain or for the gain of family or friends. Where I have a personal conflict of interest which affects or may be reasonably seen by others as affecting my ability to make a fair and impartial decision on a

matter before the Board, I will follow the law and Board policy to avoid the conflict from affecting the decision of the entire Board.

9. **Personnel Matters:** I will vote to appoint the best qualified personnel available after consideration of the recommendation of the administration. I will support and protect personnel in the proper performance of their duties but likewise will hold staff accountable, on matters which reach the Board, to the standards and expectations of the Board and the administration.

10. **Role Model.** I understand that my personal actions may reflect on ESU 7 and the schools and communities served by ESU 7 due to my position as a Board member. I will in all respects serve as a proper role model and engage in conduct which is reflective of a good citizen in the communities served by ESU 7.

Agreed to by the members of the Board of Educational Service Unit 7 on this ___ day of _____, 20__.

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Section 8 - Board Member Attendance

Article II, Section 8, A Personal Presence at Meetings and Telephone Conference or Videoconference Meetings

Board members must be personally present at the Board meeting in order to vote or otherwise participate in the meeting in their position as a board member. Attendance via virtual conferencing means is permitted if the procedures for a virtual conference meeting are followed, and for emergency meetings, if the procedures for an emergency meeting are followed.

The procedures for a virtual conference meeting are as follows:

1. Reasonable advance publicized notice must be given, including the dial-in number or link to the virtual conference;
2. Reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided by the Open Meetings Act;
3. Reasonable seating will be provided in at least one designated site in a building open to the public and identified in the meeting notice with at least one member of the ESU Board holding such meeting present at each site;
4. A recording of the meeting's hearing by audio or visual recording devices;
5. A reasonable opportunity for input, such as public comment or questions, will be provided to at least the same extent as would be provided if virtual conferencing was not used;
6. 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 ESU will 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;
7. No more than one-half of the ESU's meetings are held by virtual conferencing in a calendar year.

Legal Reference:	§ 84-1411 (2) (3), (5) and (6)
Date of Adoption:	May 21, 2018
Date of Revision:	August 16, 2021
Date(s) of Review:	April 19, 2021 September 15, 2022

Service Plan Details : ESU 07

School Name: **ESU 07**

Service Plan Year: **2025 - 2026**

ESU: **ESU 07**

Show Service Descriptions Show Funding Sources

STAFF DEVELOPMENT SERVICES (84-002.05A)

1101.00 - Continuous Improvement Process

Workshops, consultation or direct work with school districts to assist with the continuous improvement process 'CIP'. Examples: steering committee meeting, mission/ vision work, data support, data dashboard, comprehensive needs assessment, CIP goal selection, action plans, program evaluation, preparing for the CIP external visit; support for Comprehensive Support and Improvement 'CSI', and Targeted Support and Improvement 'TSI' and Additional Targeted Support and Improvement 'ATSI' student designations.

1101.07 - Strategic Planning

Direct work with the district board, staff and community to define an organization's long-term goals and determine the best approach to achieve them. It involves analyzing the current situation, setting objectives, identifying resources, and developing actionable plans to guide decision-making. The goal is to align the organization's mission and vision with its priorities, ensuring long-term success and adaptability in a changing environment.

1102.00 - Multi-Tiered System of Supports (MTSS/RDA)

Workshops, consultation or direct work with school districts to establish Multi-tiered System of Support processes and practices, including Positive Behavioral Interventions and Supports 'PBIS' and Social Emotional and Behavioral Learning 'SEBL'. Examples: regional meetings, team meeting, data analysis, action plans, creating process/protocols, on-site coaching, Targeted Improvement Plan 'TIP', Results Driven Accountability 'RDA', Performance Enhancement and Knowledge 'PEaK' Project, NeMTSS.

1103.00 - Crisis/School Safety

Training, support and consultation for sustaining, improving and re-establishing school environments that are conducive and supportive of learning. Examples: school safety teams and plans, crisis teams, psychological first aid, standard protocol response training, suicide prevention, staff and student wellness, self care, trauma informed care, school law webinars, Title IX training, de-escalation training (Mandt, Crisis Prevention Institute 'CPI'), equity.

1103.07 - BITS

1104.01 - Principal Development

ESU 7 Principals have the opportunity to meet 5 times each year for opportunities to collaborate. Additionally, principal trainings are scheduled as needs are identified.

1104.02 - Superintendent Development

Superintendent networking meetings on ESU campus throughout the year. Visits by ESU Administrator to school district Superintendents to discuss, plan and problem solve services provided to the districts. KSB training series. Perry Law Firm policy updates. Other topics for superintendents.

1105.01 - Develop, Revise, and Assess Curriculum based on Standards

Assisting schools in developing, revising, and aligning curriculum based on current content standards through a three-phase process. This process includes understanding instructional shifts, unpacking and prioritizing standards, and creating pacing guides. The final phase of this process could include building proficiency scales, program evaluation, and building assessments.

1105.02 - Instructional Materials Adoption

Instructional materials adoption assistance and materials alignment

1106.01 - Instructional Models

Professional development surrounding instructional models (Danielson, Marzano, ITIP, homegrown, etc.), strategies, and planning.

1106.02 - English Language Arts (ELA) Content Training

Training specific to reading, phonemic awareness, phonics, decoding fluency, comprehension, vocabulary, grammar, and writing instruction and strategies.

1106.03 - Math Content Training

Professional learning based on best practices of content and pedagogy in math, PK-12

1106.04 - Science Content Training

Professional learning based on best practices of content and pedagogy in science, PK-12.

1106.11 - Instructional Strategies

Kagan, Differentiation, Vocabulary, BlendED, Direct Instruction

1106.12 - Other/Non-NSCAS Content Trainings

Trainings and support for content areas not tested through NSCAS. Such trainings as for guidance counselors, special education staff, and para educators.

1107.01 - NWEA Training/Support

NWEA Certified Facilitators providing on-site consultation, training, and data analysis for administrators, teachers and staff.

1108.00 - Technology Integration

Provides professional development of staff and/or individuals with the integration of technology into the classroom.

1108.02 - Digital Learning including BlendEd

Professional learning and direct support for districts and teachers in digital learning. This includes: remote learning, hybrid learning, blended learning, and the tools and resources used to facilitate digital learning.

1109.01 - Classroom Coaching

Cognitive Coaching for Teachers

1109.03 - Principal Coaching

Cognitive Coaching for Principals

1109.05 - Personalized PD

Assistance/mentoring for teachers (or small groups of teachers) needing assistance with implementing specific strategies.

1110.00 - New Teacher Cohort

Study and implementation of research-based, best practices designed to support beginning teachers. Includes a clear focus on career-long excellence in the classroom and the legacy we create. Topics could include: lesson design, classroom management, student engagement, high yield strategies, technology integration, SPED, parent-teacher conferences

1112.01 - PD for Paraprofessionals**1112.05 - LAN Manager Training**

Provide support and training to school LAN Managers.

1112.08 - Special Education PD

Special education trainings offered to school district personnel.

1112.09 - Early Childhood Professional Learning & Support

Workshops, consultation or direct work with individuals who serve children birth to age five.

1112.13 - EL Professional Learning

English Learners Instructional Support--providing guidance, materials, scheduling, placement, and assessment to schools. Not related to Title III grant consortium facilitation services

1112.20 - Career Academy Coordinator

Act as liason between school districts and post secondary for the purpose of coordinating early college, career academy development, academic plans of study. Will work closely with school district leadership and counselors as well as early college personnel in higher ed institutions.

INSTRUCTIONAL MATERIALS SERVICES (84-002.05C)**1201.00 - Products and Subscriptions**

EdReady, World Book, Other

1202.00 - Media Lending Library

Provides tangible resources for schools. ex: DVDs, Real Care Babies, assessment rentals

TECHNOLOGY (84-002.05B)**1301.00 - Technology Support**

General technology and technical support.

1301.01 - Internet and WAN Support

Support of internet and WAN (Wide Area Network) circuits.

1301.05 - Hardware Repair

Computer, Device, A/V, and other equipment repair.

1301.06 - Distance Learning & Videoconferencing Support

Codecs, Virtual Field Trips, Zoom, etc.

1301.07 - Contracted Technology Support

Dedicated FTE assigned directly to school district(s) under a contract for personnel arrangement.

1301.08 - Planning & Consultation

Strategic planning, general consultations, etc.

1301.09 - Electronic Recycling

1302.05 - Server Hosting

Physical or virtual server hosting.

1304.00 - Information Security

1306.00 - E-Rate

Universal Service E-Rate filing and consultation.

STUDENT SERVICES

1401.00 - Program Supervision

Compliance, financials, training

1402.00 - Speech Language

Provide diagnostic, therapeutic, and consultative services for students. Provide services for Birth-21 years of age in many areas, including receptive language, expressive language, articulation, voice, fluency, literacy, and social communication. Individual plans and service delivery made for each student to ensure FAPE.

Participate on transition teams.

1403.00 - Vision

The ESU7 Vision Team provides resources, services, and support in preparing children/youth, ages birth to 21, who have a visual impairment for success in life through collaboration with schools, families, and community agencies. Vision services are available for students experiencing vision problems. Certified vision personnel provide evaluation, consultation, and intervention for these children. This assistance may include the use of adaptive equipment, assistive technology, instruction in Braille, orientation and mobility, and other skills for accessing the general curriculum, and acquire Adapted Core Curriculum skills specific to individuals with vision impairments.

1404.00 - Early Childhood Special Education

Early Childhood Special Education services includes managing referrals and conducting evaluations of children birth to 5 years old. If children are in need of special education services; it also includes evidence based service delivery of comprehensive services in homes, childcare and preschool settings that adhere to IDEA Part C and Part B (619) rules and regulations. The teams also works to smoothly transition verified children to their elementary schools as they move on to kindergarten. Schools can utilize coordinators to help manage their Teaching Strategies GOLD requirements.

1404.01 - Part B 619 Early Childhood Special Education

1404.02 - Part C Early Intervention

1405.00 - Psychology

Provide direct and indirect support through general education and special education processes. Provide individual, team, and systems-level supports and services to various problem-solving teams.

Academic, social emotional, and behavioral assessment, consultation, collaboration with classroom teachers, special education staff, specialists, parents, administration, and school personnel to develop an effective plan to meet the needs of each individual student.

1406.01 - Special Education Level III Behavior

1406.02 - Cen7ter

Cen7ter is designed to meet the needs of students ages 14 to 21 with developmental disabilities. Cen7ter's mission is to empower students to use their strengths to assist in preparing each individual to gain employment and independent living skills. Cen7ter program emphasis is placed on life skills academics, social skills, independent living, recreation/leisure, and prevocational opportunities. Cen7ter services are IEP driven and available 1 - 5 days a week.

1406.05 - Bridges

1407.00 - Resource Coach

The ESU7 Resource Coach focus is working with teachers, other district staff, and families to assist, provide guidance, training, resources, and strategies for working with students by utilizing programming and materials to improve learning through meeting each individual student's needs (ages 0-21). Training Topics: Functions of Behavior and Behavior Strategies, Classroom Management Strategies, Stages of Behavior Escalation, Least Restrictive Environment, Functional Behavior Assessment/Behavior Intervention Plan, Paraprofessional Roles & Responsibilities, Writing Measurable IEP goals, General/Special Education Teacher Responsibilities, Disability Awareness, Social Skills, and Verbal Behavior Available Services: Implement verbal behavior program, IEP development-how to write measurable goals, District IEP meeting facilitation, Direct teaching to assist IEP implementation, Para, Parent & Teacher training-Behavior strategies, role modeling, coaching, & data collection, Model, instruct and collect data for social skills & functional life skills, Develop data collection systems, Direct student services in the home, Differentiate instruction, Provide resources (web sites, trainings, and curriculum materials, evidence based research)

1408.00 - Deaf Education

Provision of supports and services, including technology and self-advocacy, for students who are deaf or hard of hearing. Examples: Regional programs, direct services, consultation, DHH Teacher, DHH Interpreter

1411.00 - Transition

A transition specialists primary focus is preparing students with disabilities to transition from high school to life after graduation. The specialist supports districts through training opportunities, linkages to agencies and specialists, and providing student workshops on transition-related topics.

1414.00 - Behavior & Mental Health Support

Behavior and mental health support includes conducting Functional Behavior Assessments to determine why a behavior is occurring and then develop a Behavior Intervention Plan to address the challenging behaviors. Individuals providing support works closely with school administrators, teachers, paraprofessionals, and school psychologists. Services can be minimal, such as conducting an observation and helping with classroom strategies, or much more extensive. Some students may require intensive behavior interventions, social skills training and/or emotional behavioral health support. Training for districts to discuss the basics of behavior, classroom strategies to help manage challenging behaviors, de-escalation strategies, and various other topics that the school district specifies are also provided.

1415.01 - Contracted Interpretation-Translation Support

Facilitates interpretation (oral) and translation (written) communication between schools and Spanish-speaking families.

GRANT SERVICES

1501.01 - Autism Spectrum Disorders Grant

The Northeast Regional ASD Network is available to provide Resources and Training to local school districts in the areas of: Assessment and verification of ASD ?Program planning, including identification and implementations of appropriate strategies and interventions for students with ASD The Northeast region has a lending library consisting of books, videos, and other resources that is available to school districts and parents upon request. These may be checked out from the ESU7 Media Department.

1501.02 - Perkins Grant

Provides grant facilitation, management, professional development, and networking for Career and Technical Education teachers through the Carl D Perkins Grant Consortium.

1501.03 - Title 1 Contract

Provide support in coordinating school wide and targeted assistance Title 1 programs. Training and support provided for teachers, administrators, and bookkeepers.

1501.04 - Title IC Migrant Education Program

The Migrant Education Program (MEP) provides supplemental educational and support services to eligible students to assist with their academic success.

1501.05 - Title II-A Consortium

The ESU 7 Title II-A Consortium supports the goal of Title II-A: Increase the academic achievement of all students through strategies such as improving teacher and Principal quality and increasing the number of highly qualified teachers in the classroom and highly qualified Principals and leaders in schools.

1501.06 - Title III - English Learners

Trainings, support and resources to assist schools in meeting the needs of English Learners.

1501.07 - Title IV

Title IV-A Consortium supports the goal of Title IV-A: Well rounded education opportunities, safe and healthy students, and effective use of technology.

1501.09 - Transition Grant

A transition specialists primary focus is preparing students with disabilities to transition from high school to life after graduation. The specialist supports districts through training opportunities, linkages to agencies and specialists, and providing student workshops on transition-related topics.

1501.11 - Planning Region Team

Planning Region 7 is an organized group of parents, advocates and representatives from school districts, agencies, educational service units, Head Start, and other relevant agencies or persons responsible for assisting in the planning and implementation of the Early Intervention Act in each local community or region. PRT also tracks, arranges or provides the required NDE training for PART C providers and is the entity to compliance monitoring of Part C in our 7 counties.

1501.12 - PEaK

PEaK, formerly known as ILCD stands for Improving Learning for Children with Disabilities, a Nebraska Department of Education Initiative designed to enhance program improvement that will result in better outcomes for children with disabilities. The ESU7 PEaK Coordinator assists school districts with their improvement activities for students with disabilities. The Facilitator partners with districts to gather and analyze data in collaboration with the Continuous School Improvement Process and to assist in the development of Targeted Improvement Plans. Each Nebraska school district will develop a Targeted Improvement Plan that will lead to better child and student performance and report annually to NDE on the Plan's progress.

1501.13 - Early Learning Connection (ELC)

Nebraska's Early Learning Connection (ELC) is an integrated system of early childhood professional development. The ELC consists of a statewide hub at the Early Childhood Training Center and seven regional Early Learning Connection partnerships, along with other state and regional partners. It is designed as a system that supports the career and professional development of all who provide programs and services for young children birth through age eight.

1502.00 - Grant Writing

Coordinates and oversees the grant application by researching, identifying potential new funding sources, developing and responding to public and private grant opportunities for ESU 7 and districts. Responsible for writing proposals and other supporting documents at the federal and state level, and with private funding agencies.

OTHER SERVICES

1601.00 - Production/Print Shop

The ESU 7 Production Department provides schools with copy and finishing services, lamination, flash and word cards, writing paper pads, and poster printing.

1604.00 - Group Purchasing

Volume purchases for various vendor services to optimize purchasing efficiencies for such items as John Baylor, policy updates, etc

OTHER (NOT A REQUIREMENT OF SIMPL)

ESUCC SERVICES



ESU 7 Service Planning Summary

December 12, 2024



Introduction

The Service Implementation Model Process and Log (SIMPL) is a data-driven decision-making process to systematically identify needs and develop services and supports to fill the gaps. This process was utilized by the stakeholders of the Educational Service Unit 7 for the purpose of identifying services necessary for ESU 7 to include in its service plan that will positively impact student achievement.

Stakeholders Present:

Superintendents, September 17, 2024

Member District Superintendents Administrators: Joel Bohlken (Palmer), Jason Cline (Lakeview), Chad Denker (David City), Michael Eldridge (East Butler), Mark Ernst (Howells-Dodge), Cole Fischer (Leigh), Brent Hollinger (Cross County), Chip Kay (Columbus Public), Brice King (Humphrey), Jason Lavaley (Osceola), Chris Lecher (Twin River), Rich Lemburg (Clarkson), Bret Schroder (Schuyler), Tucker Tejkl (Shelby-Rising City)

ESU 7 Personnel: Kris Elmshaeuser (Chief Administrator), Dan Ellsworth (Technology Director), Tami Clay (Special Education Director), Marci Ostmeyer (PD Director)

LAN Managers, September 11, 2024

Member District LAN Managers: Justin Bailey, Jimmy Biggs, Matthew Carley, Brandon Detlefsen, Luke Dobbins, Kayla Dobson, Adam Ebbeka, Ron Engel, Vicki Jones, Lauren Lindburg, Darci Lindgren, Kathy Lundstrom, Justin Oder, Cherie Reinhart, Dan Rinkol, Michael Roscoe

ESU 7 Personnel: Dan Ellsworth, Chris Chvala, Devon Gronenthal, Alexis Hitz, Travis Kassing, Liz Lawrence, Jeremiah Salyard, Richard Stuart, Jason Trotter

Principals, October 22, 2024

Member District Principals: Kylie Hollatz (Lindsay Academy), Kristin Reimers (Palmer), Sherise Loefflebein (Palmer), Evan Feezell (Osceola), Lindsay Tenski (St Edward), Teri Ruybalid (Schuyler), Andy Banahan (Twin River), Lee Schneider (Clarkson), Steve Borer (Lakeview), Brandon Nygren (Lakeview), Shawn Biltoft (East Butler), Mark Cidlik (East Butler), Brett Webster (Osceola),

ESU 7 Personnel: Marci Ostmeyer, Mark Brady, Amy Richards, Brooke Koliha, Otis Pierce, Brooke Kavan, Ernie Valentine, Kendra Gustafson, Brandy Thompson

Day 2, December 12, 2024

Member District Principals and Superintendents: Jeff Anderson (Fullerton), Andy Banahan, Chris Lecher (Twin River), Shawn Biloft, Mark Cidlik (East Butler), Ken Booth, Brent Hollinger (Cross County), Steve Borer, Brandon Nygren, Jason Cline, Erin Craven (Lakeview), Jason Brown, Micah Fisher, Bre Helgoth (High Plains), Bill Comley, David Cunningham, Teri Ruybalid (Schuyler), Chad Denker (David City), Marcus Donner, Tucker Tejkl (Shelby-Rising City), Mark Ernst, Zach Rosenboom (Howells-Dodge), Andrew Faltys, Cole Fischer (Leigh), Evan Feezell, Jason Lavaley (Osceola), Chip Kay (Columbus), Brice King, Josh Rathje (Humphrey), Rich Lemburg, Lee Schneider, Bret Schroder (Clarkson), Sherise Loeffelbein, Kristin Reimers (Palmer), Damon McDonald (Boone Central), Stephen Osborn, Lindsay Tenski (St. Edward),

ESU 7 Personnel: Kris Elmshaeuser, Dan Ellsworth, Tami Clay, Marci Ostmeier

Stage I - Data Dig

Data for SIMPL analysis are both qualitative and quantitative. Prior to the data dig, necessary data resources were identified for making decisions that would impact the 2025-2026 ESU 7 Service Plan. The data dig is designed to do the following:

- Identify challenges & opportunities from and with the existing ESU 7 Service Plan
- Prioritize needs identified in the challenges in order to focus problem solving discussions around the most highly considered areas
- Generate a theory of action or suggestions for solutions to these priorities
- Hypothesize impact of these solutions on ESU 7 schools as a region, should the priorities get resolved with the developed action(s)

Data Sources

Part 1 of the data dig occurred on September 11, 2024 (LAN Managers), September 17, 2024 (Superintendents), and October 22, 2024 (Principals), and focused on qualitative data.

Successes currently evident in the districts were shared at the start of the planning session. At the end of that session, a list of primary and secondary priorities were generated by the participants to bring for analysis at Part 2 of the data dig on December 12, 2024. The list below is the synthesis of those challenges:

Successes

- Superintendents
 - Clarkson - Process of doing a bond on the November ballot.
 - Columbus - 1st year as CPS Supt. 4100 kids. Off to a good start.
 - Cross County - Budget is done. Small growth in students. Moved up to 11 man football.
 - David City - Budget and tax request passed
 - East Butler - Second year in a row of increased enrollment. Found a bus driver.
 - Howells-Dodge - Replaced music teacher. She's doing a fantastic job. Budget is good to go.
 - Humphrey - Year off to a good start. Has a bond on the November ballot. Fifth year in a row with enrollment growth.
 - Lakeview - Going into second year. Budget adopted. Finished with FastBridge fall testing. Showed growth.
 - Leigh - Opened up a 4 classroom addition due to increased enrollment.
 - Osceola - Has replaced 6 teachers in secondary. Great relationships with kids. Morale is high
 - Palmer - Passed budget
 - Schuyler - Replaced teachers. Happy with the quality that came in. Off to a good start.
 - Shelby-Rising City - Off to a great start. Referrals are down compared to last year.
 - Twin River - Budget hearing was a success.

- Principals
 - Clarkson (Schneider) - Attempting to pass a school bond in November for Security, Elementary and CTE.
 - Lakeview (Borer) - Lakeview was awarded CTE program of the year.
 - Lakeview (Nygren) - Based off the draft of AQuESTT report, made lots of growth from last year.
 - Lindsay Academy (Hollatz) - Life in the "Shed"
 - Osceola (Feezel) - Staff is continuing to come up with different strategies to help more challenging classes.
 - Palmer (Loeffelbein) - Won an award and will be receiving in November.
 - Palmer (Reimers) - Starting an MTSS process at the high school level.

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- Schuyler (Ruybalid) - Lots of new teachers this year at the middle school and all are getting in the groove and connecting with students and their new team.
 - St Edward (Tenski) - Nailed down CIP goals for the current cycle.
 - Twin River (Banahan) - Survived the first quarter with fall athletics wrapping up. Starting to look at MTSS for district implementation.
 - LanMangers
 - Updated and moved all the students to their grade level in Testing programs
 - Got all K and 1st grade ipads set in Mosyle. Staff is using helpdesk for tech tickets.
 - Got everything ready before school was started student wise.
 - Mosyle installed on all Elem iPads and works well for management.
 - The most prepared to start the school year that I've ever been.
 - Had all students entered and computers checked out and ready for the first day.
 - Got iPads figured out and many tech roles divided up and reassigned with very minimal interruption after 3 very critical people retired.
 - Was able to PaperCut configured for copiers
 - Clevertouch/Interactive panel installation/coaching (includes MDM setup). New Website
 - Improved Teacher macbook Passwords and got all teacher devices into Mosyle. Survived the Chromebook debacle. Got all apple devices into Mosyle. Helped get the new superintendent set up!
 - FileWave → Mosyle
 - Survived my 1st solo year of Erate
 - New staff computers were ready to go before summer break. Student computers were ready to go prior to the start of the school year.
 - Set up a baby network in temporary location for new 7-12 school. At old 1-6 location: Rescued 3 bats. Moved maker space/STEAM center to my own room. Brought plants from home for big south windows. Deployed chromebooks to grades 2-6 carts. Enjoying daily quietness with no HS issues.
 - Mosyle made setting up computers this summer EASY and I had a great student who helped me with a smile! I moved to a new "office" and for the first time in 25 years
 - Successfully moved all iPads to Mosyle before school started and they are working!
 - Got teachers moved to new laptops
 - Got Mosyle installed & working
 - Got all of the Students and labs devices moved from FW to Mosyle
 - Made it through my first year and learned a lot!

- Got all of the iPads re enrolled into our ASM.
- Had student devices ready and got hudl setup
- Order Form database improving in feature set
- New IP phone install at Fullerton

Challenges

The table below illustrates the challenges identified by the stakeholders present, categorized as primary priority or secondary priority.

Superintendents - High Priorities	Superintendents - Medium Priorities	Superintendents - Low Priorities	Superintendents - No Priority
<ul style="list-style-type: none"> ● Increase <ul style="list-style-type: none"> ○ SPED ○ EL ○ Student Needs ● EL Students & Supports x 2 ● Support Staff ● EL - Cohort for schools to help one another ● Continued Implementation of MTSS ● Continue to Provide Training Specific to District ● Secondary MTSS ● Transition Planning for SPED ● Provide Training Specific to District ● ML 	<ul style="list-style-type: none"> ● Grant Writing Help ● New Curriculum Adoption ● Assessment Data Analysis ● PLC Time/Direction ● Ensuring Curriculum Input with Priority Standards ● Classified & Certified Subs ● Hiring SPED Paras ● Hiring SPED Teacher ● Hiring Bus Drivers x 2 ● Staffing x 2 ● Teacher ● Breaks ● Costs ● Being a 1 section school - Teacher Collaboration with other like subject teachers ● Instructional Model 	<ul style="list-style-type: none"> ● Consistency with SPED/MTSS with Private Schools ● Work Study & CTE Blend ● Teacher Support with Blended Learning ● PBIS ● Hiring - Certified & Classified 	<ul style="list-style-type: none"> ● Growth ● Space ● Teacher Shortage i.e. Retirements x 3 ● Para Shortage ● Para Positions ● SPED ● ILCD ● SPED Compliance ● Services for SPED ● Vans - Transportation ● Substitute Teachers ● New Admin ● Facilities x 2 ● Facility: 3-5 year plan based off of Strategic Plan ● HAL Opportunities for 6-12 ● Gifted Policy. Policies in General ● Extra Curricular Participation Numbers ● Cheer for Pink Postcard Participants ● Daycare for Staff x 2

<ul style="list-style-type: none"> • Reading: PD in specific programming • Mental Health • LMHP Staffing • SPED Behavior Students • MTSS 7-12 x 5 • Programming Training to Support SPED Teachers, Para's, etc. - x 2 • Para Staffing & PD 	<ul style="list-style-type: none"> • PK-12 MTSS x 2 • Time for PD • SPED - Training Staff • Consistent Instructional Practices • Maintaining culture & initiatives with constant turnover 		<ul style="list-style-type: none"> • Down the line - Finding Quality Teachers • Retention • Rising costs or additional money spent on technology and technology programs • Future Financial Limitations • Adding Additional Administration with Budget Constraints • Transportation - Drivers
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Principals - High Priorities	Principals - Medium Priorities	Principals - Low Priorities	Principals - No Priority
<ul style="list-style-type: none"> • New Teacher Cohort • Classroom Management • Content Training • Before age 5 training • MTSS • Maintaining positive energy • Mandated screeners • CIP - what does this look like for non-public? 	<ul style="list-style-type: none"> • Training a new AP/AD while getting used to a new District • Getting tired of hearing "we have always done it this way" and "it was never a problem in the past". • Curriculum mapping with small staff 	<ul style="list-style-type: none"> • Deciding about moving forward with Behavioral model • How to use limited staff to the fullest & using their strengths • ELL Newcomers • Technology training • Getting 7-12 students to read without AR 	<ul style="list-style-type: none"> • Will need a music/band teacher for 25-26 • Sports coop with Newman (scheduling of gyms). • Bus Drivers • Subs • Cell phones • Extracurricular help (volleyball games, books/clocks) • Coaches

<ul style="list-style-type: none"> • Testing - supporting Sped Students • Curriculum alignment • Helping transitional teachers without traditional background to get help with management of classrooms. 	<ul style="list-style-type: none"> • No collaboration opportunities • MTSS • Discipline • Continuing to provide support for districts with limited access/experience with ELL students 	<ul style="list-style-type: none"> • Buy in to culture change 	<ul style="list-style-type: none"> • Time for teachers to reflect with each other regularly • Subs • Transportation cycles (old vehicles) • Bus drivers (Principals and Superintendent have to drive) • Number of teacher student contact days • Attendance issues • Staffing (6 preps per teacher) • Participation in athletics
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LAN Managers - High Priorities	LAN Managers - Medium Priorities	LAN Managers - Low Priorities	LAN Managers - No Priority
<ul style="list-style-type: none"> • Printing • Helping figure out network setup of new school, NETWORK • VOIP phones don't work when wifi goes 	<ul style="list-style-type: none"> • Getting iPads setup for special situations • Haven't tested switches I got this summer 	<ul style="list-style-type: none"> • Add a printer on a teacher chromebook • Learn how to use Veeam • Set up a secondary wifi connection 	<ul style="list-style-type: none"> • Inventory • Keeping up w/adding info help tickets • Hardware issues in journalism lab

<p>down (can't communicate w/office)</p> <ul style="list-style-type: none"> ● Figure out our ISP issue & how to fix it, ISP ● Want Linewize 1/2 day work day to make it better. ● Fiber ● Routers ● Switches ● Access points ● Filter not where I want it. ● Seeing students in Classwize classroom, Classwize not working due to filter not working, Classwize doesn't show all the student devices (chromebooks) all the time, Randomly will not show different devices. ● Set up Duo ● Vendor support is not reliable 	<ul style="list-style-type: none"> ● Not enough time to do everything ● Purchased app that used to be on iPad on Filewave won't clear to be installed on Mosyle ● Student playing games ● Staff not using two factor auth. ● Having others to just discuss issues & possible solutions, Better communication of solutions that would help several schools ● Mosyle app deployment (duplicating) ● NWEA testing awful - Mosyle ● Mosyle 1/2 day work day to make better ● Canvas/PS grade passback issues ● Printer driver problems 	<ul style="list-style-type: none"> ● Network consolidation ● Old/New Vlans ● Set up caching server for Esports ● How to write Ninja scripts? Learn how to better utilize Ninja. ● Student forgot computer password, had to wipe it. Is there a better way? ● not sure we are using Sophos to the max ● Hudl ● Need a new bell system, best software? ● Want new iPad/Chromebook charging stations without a bunch of individual chargers in it ● After a teacher pc update, multiple icons show up ● New security cameras/dvr (january) 	<ul style="list-style-type: none"> ● Issues w/McGraw hill & 6th grade ss ● Understanding how everything is organized on network ● Clean up google accounts ● Printer training ● Linewize ● Linewize (admin requested block all games) ● NWEA testing ● Oops, forgot to order an Apple caching server, do we really need it? only 150 iPads ● Service in school ie: any thing for messaging, calls are good ● I need some uninterrupted work time ● Issues w/lunch program & sync to powerschool ● Organize parts/spare devices
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<ul style="list-style-type: none"> • Student chromebook will not save their bookmarks after they sign out • Didn't get to go over LastPass with staff. • Set up hybrid AD & Intune • VPN 	<ul style="list-style-type: none"> • Blocking external emails at elem. level • Monitoring google email & chats • Wifi not staying connected on iPad, wifi speed sometimes • Linewize blocking google apps • Linewize is still not installed correctly on all computers. Tech removed it when helping w/internet issues • Finishing Twin River Vlans • Clevertouch issues (boards won't join after MDM reformattin • Can't use the home button on clevertouch • (On clevertouch) Chrome won't load classroom screens - McGraw hill, Brain pop 	<ul style="list-style-type: none"> • Reassign computer to different user - linewize stays connected to original user • Affordable replacement for MS Wid, adapter, that's disconnected • Portable labeling & update • Linewize - Have login with with email (like hotel) on phones when connected to wifi (get an ip and not email) • slow internet complaints • Network closets • Tech insurance/financial audit questions are annoying & hard to fill out • Clean up SSID's, unnecessary vlans • staying on top of daily work @ school 	<ul style="list-style-type: none"> • Archive former staff data • Schedule proofpoint, tests - emails • Get Erate info • Map wiring • Organize my office storage • There is not enough time in my schedule for tech issues • Clean up AD • Documentation • Faxes • Phones
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	<ul style="list-style-type: none"> • How do we install LastPass on Clevertouch boards? Is it possible? • Our Clevertouch boards get "hacked" overnight • to get a wired mimio board on apple tv vlan to show up in unplugd app on computer 	<ul style="list-style-type: none"> • Mosyle shows software removed, but it's not • Mosyle sometimes app will not load/show on staff macs • Mosyle mangaged computers - screen randomly blink 	
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Priority Analysis

The table below illustrates the highest identified perceptual challenges.

Superintendent Impact Chart Greatest Need on Top	Principal Impact Chart Greatest Need on Top
<ol style="list-style-type: none"> 1. MTSS - 7-12 Implementation 2. Special Programs - ex: SpEd, ELL, Alt HS EA 3. Transition Planning along with SpEd in general (Indicator 11, 13, TIP, etc.) 4. ELL 	<ol style="list-style-type: none"> 1. Staffing (Hiring & Supporting teachers from other countries coming to the US to teach) 2. New Teacher Supports- ex. 3. CIP- SPED focused

LAN Manager Impact Chart Greatest Need on Top
<ol style="list-style-type: none"> 1. LastPass setup 2. Setting up Duo 3. Classwise - student visibility, devices not showing

- 4. Linewize - not working correctly, blocking Google apps, wanting a ½ day workday
- 5. Network set up for new school
- 6. Mosyle - ½ day workday wanted
- 7. Clevertouch boards - joining MDM, Chrome won't load screens, hacking, LastPass install (is it possible)

Theory of Action

The table below illustrates potential solutions to the challenges identified by the stakeholders. These solutions will be considered as services in the 2025-2026 ESU 7 Service Plan.

Category	Solution Suggestion	Suggested By
Behavior & Mental Health Support Title III - English Learners	<ul style="list-style-type: none"> • Satellite program closer to Palmer • SPED • Alt HS • EL Specialist at ESU 	Joel Bohlken (Palmer) Steve Osborn (St. Ed) Bret Schroder (Schuyler) Chad Denker (David City)
Title IC Migrant Education Program Title III - English Learners	<ul style="list-style-type: none"> • These are a starting point. Our needs are finding para support for EL in small districts with 1-3 kids who need support. Not cost effective to hire one person per district. Questions, ask Cole or Brice. 	Jason Cline (Lakeview) Cole Fischer (Leigh) Brice King (Humphrey)
Multi-Tiered System of Supports (MTSS/RDA) Special Education PD Early Childhood Special Education Special Education Level III Behavior Resource Coach	<ul style="list-style-type: none"> • No suggested solutions provided 	Rich Lemburg (Clarkson) Brent Hollinger (Cross County) Jason Lavaley (Osceola) Mark Ernst (Howells-Dodge)

<p>Transition</p> <p>Autism Spectrum Disorders Grant</p>		
<p>Multi-Tiered System of Supports (MTSS/RDA)</p> <p>Transition</p>	<ul style="list-style-type: none"> No suggested solutions provided 	<p>Tucker Tejkl (Shelby-Rising City)</p> <p>Mike Eldridge (East Butler)</p> <p>Chris Lecher (Twin River)</p>
<p>**NEW Proposed Services**</p>	<p>** Support for navigating through the hiring process of teachers from other countries.</p> <p>**Supporting teachers from other countries who have come to the US to teach</p> <p>**Access and Data tracking for mandated trainings. (Ask Lakeview)</p>	

Stage II - Service Planning

Service Planning is a process involving stakeholders from ESU 7 and member school districts in which commonly agreed upon activities are developed as a direct result of the synthesized data analyzed through the data dig. This planning stage includes the following:

- Determine services to include in 2025-2026 ESU 7 Service Plan
- Customize the 2025-2026 ESU 7 Service Plan to meet the needs of the school districts

The table below illustrates potential services for 2025-2026 identified by districts as filling the gaps identified in their data.

Scores were determined by calculating the scores from the support selection process. These services may not become services to include in the 2025-2026 ESU 7 Service Plan, but they will be addressed by the ESU's leadership team in another manner.

SERVICE	SCORE	Highest Priority (Pick Top 3)	Final Score
PROFESSIONAL DEVELOPMENT Rate <u>each</u> as to how they will fill your gaps. [Multi-Tiered System of Supports (MTSS/RDA)]	50	36	86
PROFESSIONAL DEVELOPMENT Rate <u>each</u> as to how they will fill your gaps. [Continuous Improvement Process]	48	30	78
PROFESSIONAL DEVELOPMENT Rate <u>each</u> as to how they will fill your gaps. [Instructional Strategies]	42	24	66
PROFESSIONAL DEVELOPMENT Rate <u>each</u> as to how they will fill your gaps. [Special Education PD]	43	15	58
OTHER Rate <u>each</u> as to how they will fill your gaps. [Grant Writer]	43	9	52
PROFESSIONAL DEVELOPMENT Rate <u>each</u> as to how they will fill your gaps. [EL Professional Learning]	39	9	48
TECHNOLOGY Rate <u>each</u> as to how they will fill your gaps. [Technology Support]	39	9	48
TECHNOLOGY Rate <u>each</u> as to how they will fill your gaps. [E-Rate]	43	0	43
PROFESSIONAL DEVELOPMENT Rate <u>each</u> as to how they will fill your gaps. [PD for Paraprofessionals]	40	3	43
PROFESSIONAL DEVELOPMENT Rate <u>each</u> as to how they will fill your gaps. [Before Age 5 Training (Preschool with Amy Richards)]	42	0	42
PROFESSIONAL DEVELOPMENT Rate <u>each</u> as to how they will fill your gaps. [Develop, Revise, and Assess Curriculum based on Standards]	36	6	42
PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [Crisis/School Safety]	34	6	40
PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [English Language Arts (ELA) Content Training]	36	3	39

TECHNOLOGY Rate each as to how they will fill your gaps. [Server Hosting]	38	0	38
PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [Instructional Models]	37	0	37
PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [New Teacher Cohort]	37	0	37
TECHNOLOGY Rate each as to how they will fill your gaps. [Internet and WAN Support]	37	0	37
PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [Personalized PD]	34	3	37
TECHNOLOGY Rate each as to how they will fill your gaps. [Information Security]	34	3	37
PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [Classroom Coaching]	36	0	36
PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [Principal Development]	35	0	35
TECHNOLOGY Rate each as to how they will fill your gaps. [Contracted Technology Support]	35	0	35
SUGGESTED SERVICES Rate each as to how they will fill your gaps. [Strategic Planning]	32	3	35
INSTRUCTIONAL MATERIALS Rate each as to how they will fill your gaps. [Production/Print Shop]	34	0	34
PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [Instructional Materials Adoption]	34	0	34
PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [Principal Coaching]	34	0	34
SUGGESTED SERVICES Rate each as to how they will fill your gaps. [EL Specialist at ESU]	34	0	34
PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [Math Content Training]	33	0	33
PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [Science Content Training]	31	0	31
PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [LAN Manager Training]	30	0	30

PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [Superintendent Development]	29	0	29
TECHNOLOGY Rate each as to how they will fill your gaps. [Planning & Consultation]	29	0	29
PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [NWEA/NSCAS Training/Support]	28	0	28
TECHNOLOGY Rate each as to how they will fill your gaps. [Hardware Repair]	27	0	27
PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [Career Academy Coordinator]	24	3	27
INSTRUCTIONAL MATERIALS Rate each as to how they will fill your gaps. [Products and Subscriptions]	26	0	26
PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [Other/Non-NSCAS Content Trainings]	26	0	26
TECHNOLOGY Rate each as to how they will fill your gaps. [Distance Learning & Videoconferencing Support]	26	0	26
PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [Principal/Teacher Evaluation]	21	0	21
PROFESSIONAL DEVELOPMENT Rate each as to how they will fill your gaps. [Board of Education Development]	19	0	19
SUGGESTED SERVICES Rate each as to how they will fill your gaps. [Supporting Teachers with Visas]	18	0	18
INSTRUCTIONAL MATERIALS Rate each as to how they will fill your gaps. [Media Lending Library]	14	0	14

2025-2026 ESU 7 Service Plan

The following section contains the 2025-2026 ESU 7 Service Plan.

Service Plan Details : ESU 07 [Edit Plan](#) | [Print](#)

School Name: **ESU 07**

Service Plan Year: **2025 - 2026**

ESU: **ESU 07**

Show Service Descriptions Show Funding Sources

STAFF DEVELOPMENT SERVICES (84-002.05A)

1101.00 - Continuous Improvement Process

Workshops, consultation or direct work with school districts to assist with the continuous improvement process 'CIP'. Examples: steering committee meeting, mission/ vision work, data support, data dashboard, comprehensive needs assessment, CIP goal selection, action plans, program evaluation, preparing for the CIP external visit; support for Comprehensive Support and Improvement 'CSI', and Targeted Support and Improvement 'TSI' and Additional Targeted Support and Improvement 'ATSI' student designations.

1101.07 - Strategic Planning

Direct work with the district board, staff and community to define an organization's long-term goals and determine the best approach to achieve them. It involves analyzing the current situation, setting objectives, identifying resources, and developing actionable plans to guide decision-making. The goal is to align the organization's mission and vision with its priorities, ensuring long-term success and adaptability in a changing environment.

1102.00 - Multi-Tiered System of Supports (MTSS/RDA)

Workshops, consultation or direct work with school districts to establish Multi-tiered System of Support processes and practices, including Positive Behavioral Interventions and Supports 'PBIS' and Social Emotional and Behavioral Learning 'SEBL'. Examples: regional meetings, team meeting, data analysis, action plans, creating process/protocols, on-site coaching, Targeted Improvement Plan 'TIP', Results Driven Accountability 'RDA', Performance Enhancement and Knowledge 'PEaK' Project, NeMTSS.

1103.00 - Crisis/School Safety

Training, support and consultation for sustaining, improving and re-establishing school environments that are conducive and supportive of learning. Examples: school safety teams and plans, crisis teams, psychological first aid, standard protocol response training, suicide prevention, staff and student wellness, self care, trauma informed care, school law webinars, Title IX training, de-escalation training (Mandt, Crisis Prevention Institute 'CPI'), equity.

1106.02 - English Language Arts (ELA) Content Training

Training specific to reading, phonemic awareness, phonics, decoding fluency, comprehension, vocabulary, grammar, and writing instruction and strategies.

1106.03 - Math Content Training

Professional learning based on best practices of content and pedagogy in math, PK-12

1106.04 - Science Content Training

Professional learning based on best practices of content and pedagogy in science, PK-12.

1106.11 - Instructional Strategies

Kagan, Differentiation, Vocabulary, BlendED, Direct Instruction

1106.12 - Other/Non-NSCAS Content Trainings

Trainings and support for content areas not tested through NSCAS. Such trainings as for guidance counselors, special education staff, and para educators.

1107.01 - NWEA Training/Support

NWEA Certified Facilitators providing on-site consultation, training, and data analysis for administrators, teachers and staff.

1108.00 - Technology Integration

Provides professional development of staff and/or individuals with the integration of technology into the classroom.

1108.02 - Digital Learning including BlendEd

Professional learning and direct support for districts and teachers in digital learning. This includes: remote learning, hybrid learning, blended learning, and the tools and resources used to facilitate digital learning.

1109.01 - Classroom Coaching

Cognitive Coaching for Teachers

1109.03 - Principal Coaching

Cognitive Coaching for Principals

1103.07 - BITS

1104.01 - Principal Development

ESU 7 Principals have the opportunity to meet 5 times each year for opportunities to collaborate. Additionally, principal trainings are scheduled as needs are identified.

1104.02 - Superintendent Development

Superintendent networking meetings on ESU campus throughout the year. Visits by ESU Administrator to school district Superintendents to discuss, plan and problem solve services provided to the districts. KSB training series. Perry Law Firm policy updates. Other topics for superintendents.

1105.01 - Develop, Revise, and Assess Curriculum based on Standards

Assisting schools in developing, revising, and aligning curriculum based on current content standards through a three-phase process. This process includes understanding instructional shifts, unpacking and prioritizing standards, and creating pacing guides. The final phase of this process could include building proficiency scales, program evaluation, and building assessments.

1105.02 - Instructional Materials Adoption

Instructional materials adoption assistance and materials alignment

1106.01 - Instructional Models

Professional development surrounding instructional models (Danielson, Marzano, ITIP, homegrown, etc.), strategies, and planning.

1109.05 - Personalized PD

Assistance/mentoring for teachers (or small groups of teachers) needing assistance with implementing specific strategies.

1110.00 - New Teacher Cohort

Study and implementation of research-based, best practices designed to support beginning teachers. Includes a clear focus on career-long excellence in the classroom and the legacy we create. Topics could include: lesson design, classroom management, student engagement, high yield strategies, technology integration, SPED, parent-teacher conferences

1112.01 - PD for Paraprofessionals

1112.05 - LAN Manager Training

Provide support and training to school LAN Managers.

1112.08 - Special Education PD

Special education trainings offered to school district personnel.

1112.09 - Early Childhood Professional Learning & Support

Workshops, consultation or direct work with individuals who serve children birth to age five.

1112.13 - EL Professional Learning

English Learners Instructional Support--providing guidance, materials, scheduling, placement, and assessment to schools. Not related to Title III grant consortium facilitation services

1112.20 - Career Academy Coordinator

Act as liaison between school districts and post secondary for the purpose of coordinating early college, career academy development, academic plans of study. Will work closely with school district leadership and counselors as well as early college personnel in higher ed institutions.

INSTRUCTIONAL MATERIALS SERVICES (84-002.05C)

1201.00 - Products and Subscriptions

EdReady, World Book, Other

1202.00 - Media Lending Library

Provides tangible resources for schools. ex: DVDs, Real Care Babies, assessment rentals

TECHNOLOGY (84-002.05B)

1301.00 - Technology Support

General technology and technical support.

1301.01 - Internet and WAN Support

Support of internet and WAN (Wide Area Network) circuits.

1301.05 - Hardware Repair

Computer, Device, A/V, and other equipment repair.

1301.06 - Distance Learning & Videoconferencing Support

Codecs, Virtual Field Trips, Zoom, etc.

1301.07 - Contracted Technology Support

Dedicated FTE assigned directly to school district(s) under a contract for personnel arrangement.

1301.08 - Planning & Consultation

Strategic planning, general consultations, etc.

1301.09 - Electronic Recycling

1302.05 - Server Hosting

Physical or virtual server hosting.

1304.00 - Information Security

1306.00 - E-Rate

Universal Service E-Rate filing and consultation.

STUDENT SERVICES

1401.00 - Program Supervision

Compliance, financials, training

1402.00 - Speech Language

Provide diagnostic, therapeutic, and consultative services for students. Provide services for Birth-21 years of age in many areas, including receptive language, expressive language, articulation, voice, fluency, literacy, and social communication. Individual plans and service delivery made for each student to ensure FAPE. Participate on transition teams.

1403.00 - Vision

The ESU7 Vision Team provides resources, services, and support in preparing children/youth, ages birth to 21, who have a visual impairment for success in life through collaboration with schools, families, and community agencies. Vision services are available for students experiencing vision problems. Certified vision personnel provide evaluation, consultation, and intervention for these children. This assistance may include the use of adaptive equipment, assistive technology, instruction in Braille, orientation and mobility, and other skills for accessing the general curriculum, and acquire Adapted Core Curriculum skills specific to individuals with vision impairments.

1404.00 - Early Childhood Special Education

Early Childhood Special Education services includes managing referrals and conducting evaluations of children birth to 5 years old. If children are in need of special education services; it also includes evidence based service delivery of comprehensive services in homes, childcare and preschool settings that adhere to IDEA Part C and Part B (619) rules and regulations. The teams also works to smoothly transition verified children to their elementary schools as they move on to kindergarten. Schools can utilize coordinators to help manage their Teaching Strategies GOLD requirements.

1406.05 - Bridges

1407.00 - Resource Coach

The ESU7 Resource Coach focus is working with teachers, other district staff, and families to assist, provide guidance, training, resources, and strategies for working with students by utilizing programming and materials to improve learning through meeting each individual student's needs (ages 0-21). Training Topics: Functions of Behavior and Behavior Strategies, Classroom Management Strategies, Stages of Behavior Escalation, Least Restrictive Environment, Functional Behavior Assessment/Behavior Intervention Plan, Paraprofessional Roles & Responsibilities, Writing Measurable IEP goals, General/Special Education Teacher Responsibilities, Disability Awareness, Social Skills, and Verbal Behavior Available Services: Implement verbal behavior program, IEP development-how to write measurable goals, District IEP meeting facilitation, Direct teaching to assist IEP implementation, Para, Parent & Teacher training-Behavior strategies, role modeling, coaching, & data collection, Model, instruct and collect data for social skills & functional life skills, Develop data collection systems, Direct student services in the home, Differentiate instruction, Provide resources (web sites, trainings, and curriculum materials, evidence based research)

1408.00 - Deaf Education

Provision of supports and services, including technology and self-advocacy, for students who are deaf or hard of hearing. Examples: Regional programs, direct services, consultation, DHH Teacher, DHH Interpreter

1411.00 - Transition

A transition specialists primary focus is preparing students with disabilities to transition from high school to life after graduation. The

1404.01 - Part B 619 Early Childhood Special Education

1404.02 - Part C Early Intervention

1405.00 - Psychology

Provide direct and indirect support through general education and special education processes. Provide individual, team, and systems-level supports and services to various problem-solving teams. Academic, social emotional, and behavioral assessment, consultation, collaboration with classroom teachers, special education staff, specialists, parents, administration, and school personnel to develop an effective plan to meet the needs of each individual student.

1406.01 - Special Education Level III Behavior

1406.02 - Cen7ter

Cen7ter is designed to meet the needs of students ages 14 to 21 with developmental disabilities. Cen7ter's mission is to empower students to use their strengths to assist in preparing each individual to gain employment and independent living skills. Cen7ter program emphasis is placed on life skills academics, social skills, independent living, recreation/leisure, and prevocational opportunities. Cen7ter services are IEP driven and available 1 - 5 days a week.

specialist supports districts through training opportunities, linkages to agencies and specialists, and providing student workshops on transition-related topics.

1414.00 - Behavior & Mental Health Support

Behavior and mental health support includes conducting Functional Behavior Assessments to determine why a behavior is occurring and then develop a Behavior Intervention Plan to address the challenging behaviors. Individuals providing support works closely with school administrators, teachers, paraprofessionals, and school psychologists. Services can be minimal, such as conducting an observation and helping with classroom strategies, or much more extensive. Some students may require intensive behavior interventions, social skills training and/or emotional behavioral health support. Training for districts to discuss the basics of behavior, classroom strategies to help manage challenging behaviors, de-escalation strategies, and various other topics that the school district specifies are also provided.

1415.01 - Contracted Interpretation-Translation Support

Facilitates interpretation (oral) and translation (written) communication between schools and Spanish-speaking families.

GRANT SERVICES

1501.01 - Autism Spectrum Disorders Grant

The Northeast Regional ASD Network is available to provide Resources and Training to local school districts in the areas of: Assessment and verification of ASD ?Program planning, including identification and implementations of appropriate strategies and interventions for students with ASD The Northeast region has a lending library consisting of books, videos, and other resources that is available to school districts and parents upon request. These may be checked out from the ESU7 Media Department.

1501.02 - Perkins Grant

Provides grant facilitation, management, professional development, and networking for Career and Technical Education teachers through the Carl D Perkins Grant Consortium.

1501.03 - Title 1 Contract

Provide support in coordinating school wide and targeted assistance Title 1 programs. Training and support provided for teachers, administrators, and bookkeepers.

1501.04 - Title IC Migrant Education Program

The Migrant Education Program (MEP) provides supplemental educational and support services to eligible students to assist with their academic success.

1501.09 - Transition Grant

A transition specialists primary focus is preparing students with disabilities to transition from high school to life after graduation. The specialist supports districts through training opportunities, linkages to agencies and specialists, and providing student workshops on transition-related topics.

1501.11 - Planning Region Team

Planning Region 7 is an organized group of parents, advocates and representatives from school districts, agencies, educational service units, Head Start, and other relevant agencies or persons responsible for assisting in the planning and implementation of the Early Intervention Act in each local community or region. PRT also tracks, arranges or provides the required NDE training for PART C providers and is the entity to compliance monitoring of Part C in our 7 counties.

1501.12 - PEaK

PEaK, formerly known as ILCD stands for Improving Learning for Children with Disabilities, a Nebraska Department of Education Initiative designed to enhance program improvement that will result in better outcomes for children with disabilities. The ESU7 PEaK Coordinator assists school districts with their improvement activities for students with disabilities. The Facilitator partners with districts to

1501.05 - Title II-A Consortium

The ESU 7 Title II-A Consortium supports the goal of Title II-A: Increase the academic achievement of all students through strategies such as improving teacher and Principal quality and increasing the number of highly qualified teachers in the classroom and highly qualified Principals and leaders in schools.

1501.06 - Title III - English Learners

Trainings, support and resources to assist schools in meeting the needs of English Learners.

1501.07 - Title IV

Title IV-A Consortium supports the goal of Title IV-A: Well rounded education opportunities, safe and healthy students, and effective use of technology.

gather and analyze data in collaboration with the Continuous School Improvement Process and to assist in the development of Targeted Improvement Plans. Each Nebraska school district will develop a Targeted Improvement Plan that will lead to better child and student performance and report annually to NDE on the Plan's progress.

1501.13 - Early Learning Connection (ELC)

Nebraska's Early Learning Connection (ELC) is an integrated system of early childhood professional development. The ELC consists of a statewide hub at the Early Childhood Training Center and seven regional Early Learning Connection partnerships, along with other state and regional partners. It is designed as a system that supports the career and professional development of all who provide programs and services for young children birth through age eight.

1502.00 - Grant Writing

Coordinates and oversees the grant application by researching, identifying potential new funding sources, developing and responding to public and private grant opportunities for ESU 7 and districts. Responsible for writing proposals and other supporting documents at the federal and state level, and with private funding agencies.

OTHER SERVICES

1601.00 - Production/Print Shop

The ESU 7 Production Department provides schools with copy and finishing services, lamination, flash and word cards, writing paper pads, and poster printing.

1604.00 - Group Purchasing

Volume purchases for various vendor services to optimize purchasing efficiencies for such items as John Baylor, policy updates, etc

Staffing, Training, and Budget Considerations.

The following section defines the necessary resources to fulfill demands of the drafted 2025-2026 ESU 7 Service Plan.

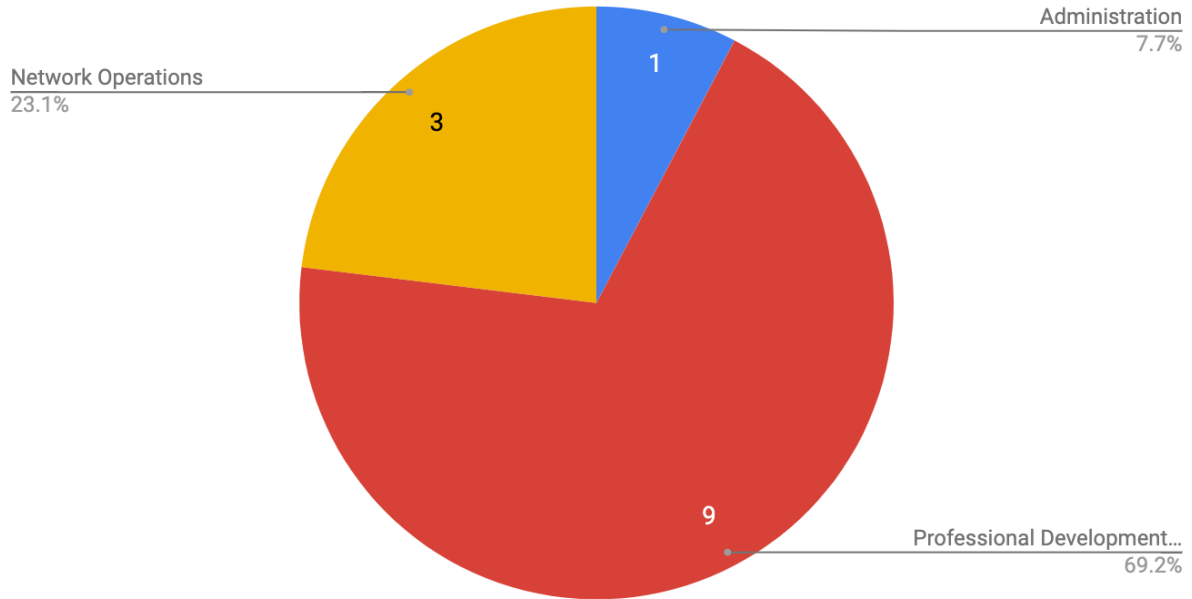
Estimated Expenditures-Revenue Budget 2025-2026

Program Function	2024-2025 Budgeted Expenditure	2025-2026 Projected Expenditure	Pay Sources for Projected Expenditures			
			Contract and Flow Through	Levy	Dollars pulled from Cash Reserve/On Hand	State/Federal funds Indirect Costs
Special Education	6,553,088	6,716,916	\$5,965,016			\$751,899
			\$2,716,516	\$3,563,102 Up from \$3,213,189 with similar valuation growth	\$1,649,584 down from \$2,439,890	
PD, Tech, Admin, Print Shop, Operation	7,799,892	8,036,395				\$107,193
State and Federal Grants	3,381,293	3,483,696				\$3,483,696
Totals	17,734,273	18,237,007	8,681,532	3,563,102	1,649,584	\$4,342,789

Property Valuation	21,994,459,183	23,754,015,918
Percent Growth in Levy	10.89%	8%
Dollar Amount in Growth	323,994	263,934
Levy Dollars	3,299,169	3,563,102
Total Budgeted Expenses	17,734,273	18,237,007
Percent Growth in Budget	9.31%	2.83%
Estimated Cash Reserve	\$1,649,584	\$1,649,584
Estimated Cash Reserve %	10%	10%

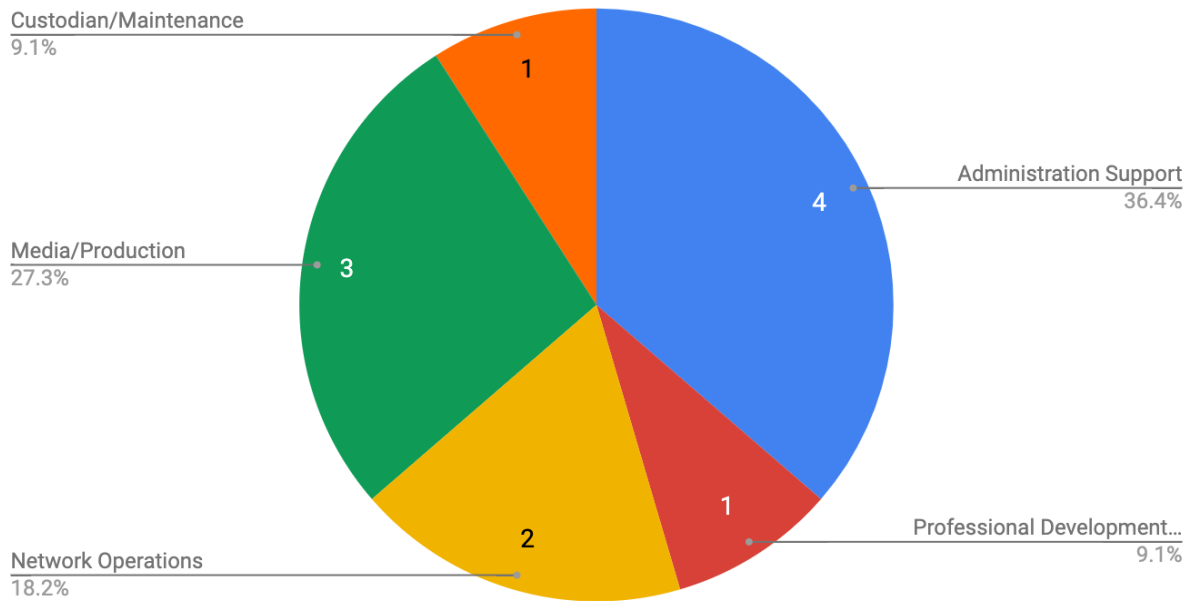
Professional/Leadership FTEs

(Funded by levy dollars)



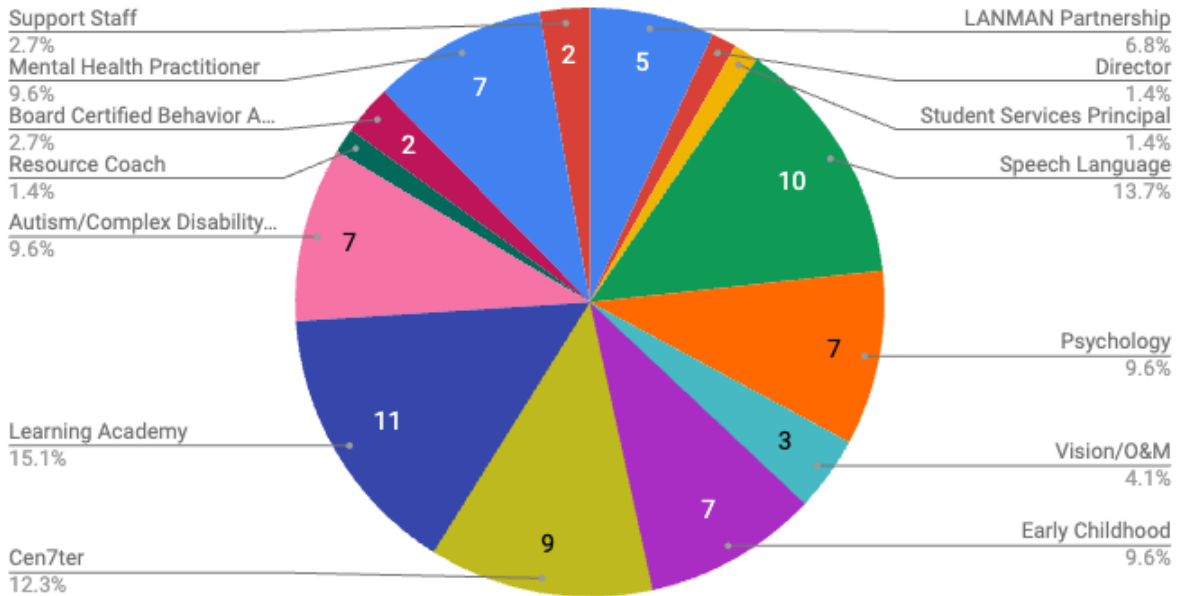
Other Professional/Support Staff FTE

(Funded by levy dollars)



Contracted Services FTE

(Contracted to school districts)



STAFFING NEEDS		
Professional/ Leadership (funded by levy dollars) 1.0 FTE Administration 9.0 FTE* Professional Development (2.0 FTE funded by Grants) 3.0 FTE Network Operations 13.0 FTE PROFESSIONAL TOTAL	Other Professional/Support Staff (funded by levy dollars) 4.0 FTE Administration Support 1.0 FTE Professional Development Support 2.0 FTE Network Operations 3.0 FTE Media/Production 1.0 FTE Custodian/Maintenance 10.0 FTE OTHER PROF/SUPPORT TOTAL	Contracted Services (contracting to school districts) 1.0 FTE Grant Writer 5.0 FTE LANMAN Partnership 1.0 FTE Director 1.0 Student Services Principal 11.0 FTE Speech Language 7.0 FTE Psychology 4.0 FTE Vision/O&M 7.0 FTE Early Childhood 9.0 FTE Cen7ter 11.0 FTE Learning Academy 7.6 FTE Autism/Complex Disability Program 1.0 FTE Resource Coach 2.0 FTE Board Certified Behavior Analyst 7.0 FTE Mental Health Practitioner 2.0 FTE Support Staff 76.6 FTE CONTRACTED SERVICES TOTAL
Funding sources: General Levy 1.5 cents and Cash Reserve Fund if necessary Full Time Equivalencies are calculated on a 245 day contract/work agreement basis unless otherwise specified. FTEs as assigned may vary according to (1) Federal Grant time logged throughout the year, & (2) other changes in needs. FTE for Special Education are calculated on a 185 day contract basis (excluding Sped Dir who is on 245 day contract). FTE for PD Staff are calculated on 225 day contract basis (excluding PD Director who is on 245 day contract). * Indicates supplemented with Grant funding		
*These are estimates only. Please be advised the allocations and dollars may change as needs of the districts change.		

Stage III - Implementation

The implementation stage of SIMPL measures how well the supports in the ESU 7 Service Plan are implemented at the district level. This implementation may include:

- Assess participation in the ESU 7 services
- Evaluate the level of implementation for each service
- Log activity for each service

2025-2026 Service Plan Approval

The Levy/Core Services Plan and Cost Estimates were reviewed with the ESU 7 Superintendents on January 23, 2025 and will be reviewed by the ESU 7 Board on February 17, 2025. The Executive Committee recommends schools approve the plan and budget as attached. Each member school is requested to complete this form to document their approval decision by February 7, 2025.

*Forms not returned by that date will be counted as affirmative votes for the proposed plan. Thank you for your prompt attention to this request as your information will help ESU 7 make decisions regarding staff assignments and budget allocations for the 2025-2026 fiscal year.

** Indicates required question*

- 1. School District *

- 2. Superintendent Filling out this Form *

- 3. The above mentioned school district has reviewed the proposed Levy/Core Services Plan and Cost Estimates as recommended by the ESU 7 Superintendents for the 2025-2026 budget year. The choice below indicates the school district's acceptance of this plan: *

Mark only one oval.

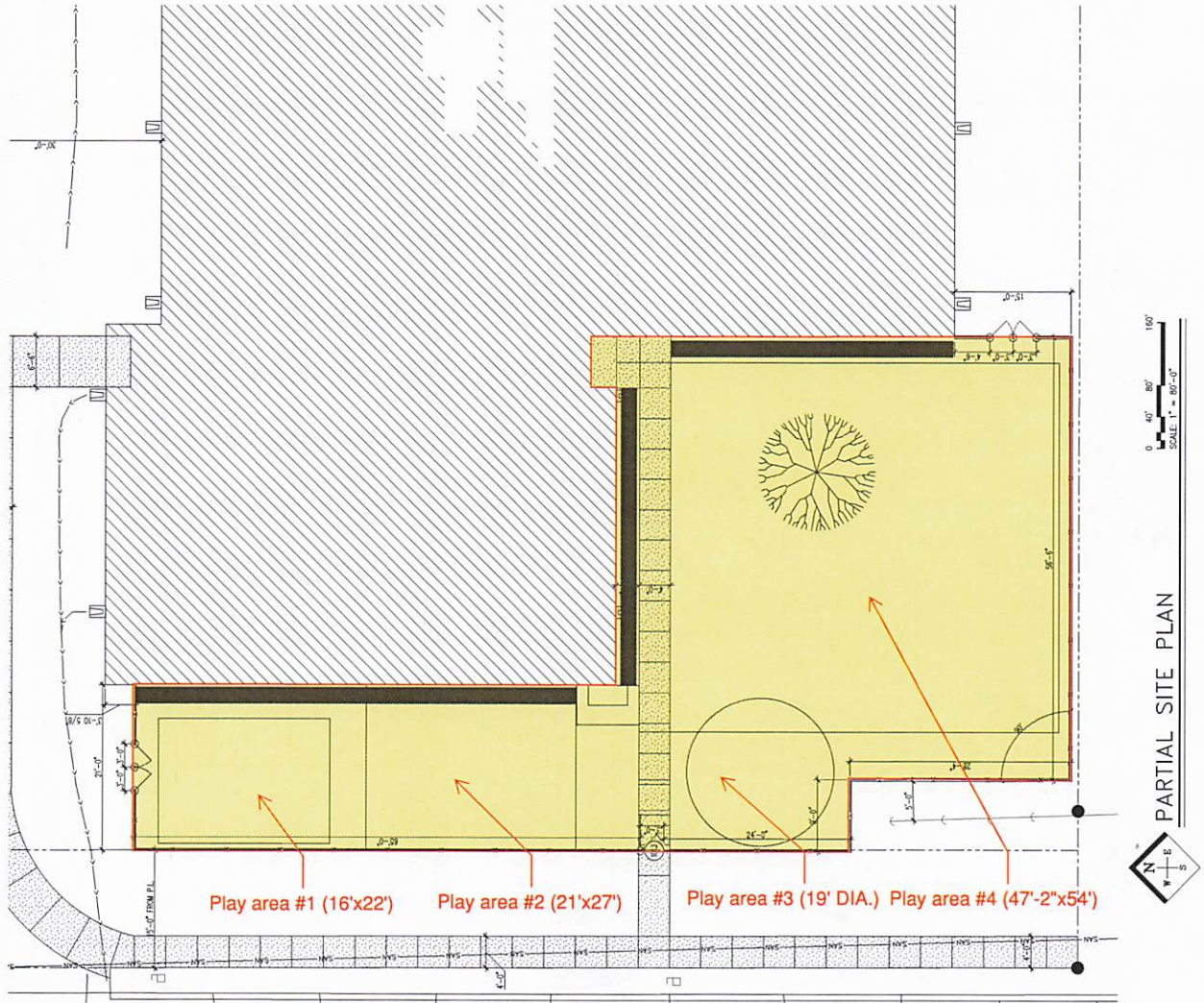
Approve

Do Not Approve

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Google Forms

Exhibit "A"



0 40' 80' 160'
SCALE: 1" = 80'-0"

PARTIAL SITE PLAN





Regular Board of Education Meeting

Educational Service Unit 7, Oak Room

2657 44th Ave

Columbus, NE 68601-8537

Tuesday, January 21, 2025 at 5:30 PM

Posted Locations:

Columbus Telegram Newspaper

Columbus Telegram Website

ESU 7 North Building Front Door

Posted Date: 12/11/2025

Attendance Taken at 5:31 PM.

Bob Arp: Present

Joyce Baumert: Present

Amy Blaser: Present

Marni Danhauer: Present

Karen Gomez: Absent

Don Graff: Absent

Beth Kabes: Present

Dawn Lindsley: Present

Richard Luebbe: Present

Doug Pauley: Present

Richard Stephens: Absent

Gary Wieseler: Absent

Jack Young: Present

Present: 9, Absent: 4.

Attendance Update Taken at 5:37 PM.

Karen Gomez: Present

Present: 10, Absent: 3.

{{Name: Agenda Item Name}}

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.

Board Member Doug Pauley called the meeting to order at 5:30 p.m.

1.1. Notification of Open Meetings Law

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

1.2. Roll Call

1.3. Absent Board Members

Board member Richard Stephens will be absent. He notified the Administrator prior to the meeting.

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

Discuss, consider and take all necessary action to approve Board member absences as presented Passed with a motion by Jack Young and a second by Marni Danhauer.

Don Graff:	Absent
Richard Stephens:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Amy Blaser:	Yea
Marni Danhauer:	Yea
Karen Gomez:	Yea
Beth Kabes:	Yea
Dawn Lindsley:	Yea
Richard Luebbe:	Yea
Doug Pauley:	Yea
Jack Young:	Yea

Yea: 10, Nay: 0, Absent: 2

Board Member Beth Kabes asked for clarification on board meeting attendance, and who and how board members should notify if they will be absent.

Administrator Elmshaeuser shared that Board Member Don Graff called in ill and Board Member Dick Stephens had a family event. Board Member Karen Gomez did not notify of her absence - a call and text were sent to her by Secretary to the Board, Morgan Morsett.

Board Member Dawn Lindsley asked how the board can excuse a board member if they did not call in prior to the meeting. Board Member Dawn Lindsley has concerns regarding Board Member Karen Gomez's absences.

Board Member Karen Gomez walked in at 5:35 p.m.

1.4. Pledge of Allegiance

2. Approval of Agenda

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

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

Discuss, consider and take all necessary action to approve the agenda as presented

Passed with a motion by Beth Kabes and a second by Marni Danhauer.

Don Graff: Absent

Richard Stephens: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Marni Danhauer: Yea

Karen Gomez: Yea

Beth Kabes: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Doug Pauley: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

3. Welcome Visitors

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.

5. Virtual Conferencing for February 2025 Nebraska Revised Statute § 84-1411 authorizes virtual meetings for educational service units if the requirements of subdivision (2)(b) are met. The board will determine if next month's board meeting should allow for a virtual conferencing option.

The Board voted to have a virtual conferencing option for the February 2025 board meeting. Board Member Beth Kabes asked if attendance via Zoom was optional for Zoom meetings or if the entire meeting was held via Zoom.

Board Member Dawn Lindsley asked how many zoom options we have used - we can do February and 1 more.

Administrator Elmshaeuser explained that the board can hold 4 Zoom meetings. Corrections: Boards can hold up to 1/2 of the meetings virtually. ESU 7 holds 11 board meetings per year.

Per Open Meetings Act:

(iv) Except as otherwise provided in this subdivision, subsection (1) of section 70-1014, subsection (2) of section 70-1014.02, 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.

6. Board Code of Ethics and Oath of Office Annually, Board Members participate in the Oath of Office and sign their Code of Ethics.

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

7. **Election of Board Officers**

Two-part motion indicating the Administrator will preside over the nomination and electronic election of the Board Officers; and an electronic roll-call vote or ballot will be used during the election after which, the Secretary to the Board will declare the result. Passed with a motion by Dawn Lindsley and a second by Marni Danhauer.

Don Graff: Absent

Richard Stephens: Absent

Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
Karen Gomez: Yea
Beth Kabes: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

7.1. Election of Board President

Administrator Recommendation: Discuss, consider and take all necessary action to elect _____ as President of the Board of Education.

Discuss, consider and take all necessary action to elect Doug Pauley as President of the Board of Education Passed with a motion by Jack Young and a second by Joyce Baumert.

Don Graff: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
Karen Gomez: Yea
Beth Kabes: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

Board Member Jack Young nominated Board Member Doug Pauley.

7.2. Election of Vice President of the Board of Education

Administrator Recommendation: Discuss, consider and take all necessary action to elect _____ as Vice President of Board of Education.

Discuss, consider and take all necessary action to elect Jack Young as Vice President of Board of Education Passed with a motion by Doug Pauley and a second by Joyce Baumert.

Don Graff: Absent
Richard Stephens: Absent

Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
Karen Gomez: Yea
Beth Kabes: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

Board Member Doug Pauley nominated Board Member Jack Young.

7.3. Election of Secretary of Board of Education

Administrator Recommendation: Discuss, consider and take all necessary action to elect _____ as Secretary of Board of Education.

Discuss, consider and take all necessary action to elect Dawn Lindsley as Secretary of Board of Education Passed with a motion by Jack Young and a second by Joyce Baumert.

Don Graff: Absent
Richard Stephens: Absent
Dawn Lindsley: Abstain (Without Conflict)
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
Karen Gomez: Yea
Beth Kabes: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Jack Young: Yea

Yea: 9, Nay: 0, Absent: 2, Abstain (Without Conflict): 1

Board Member Jack Young nominated Board Member Dawn Lindsley.

8. Committees and Positions

8.1. Select Treasurer to the Board of Education

Administrator Recommendation: Discuss, consider and take all necessary action to appoint _____ as Treasurer to the Board of Education.

Discuss, consider and take all necessary action to appoint Linda Shefcyk as Treasurer to the Board of Education Passed with a motion by Dawn Lindsley and a second by Doug Pauley.

Don Graff: Absent
 Richard Stephens: Absent
 Bob Arp: Yea
 Joyce Baumert: Yea
 Amy Blaser: Yea
 Marni Danhauer: Yea
 Karen Gomez: Yea
 Beth Kabes: Yea
 Dawn Lindsley: Yea
 Richard Luebbe: Yea
 Doug Pauley: Yea
 Jack Young: Yea
 Yea: 10, Nay: 0, Absent: 2

8.2. Select Recording Secretary to the Board of Education

Administrator Recommendation: Discuss, consider and take all necessary action to appoint _____ as Recording Secretary to the Board of Education. Discuss, consider and take all necessary action to appoint Morgan Morsett as Recording Secretary to the Board of Education Passed with a motion by Bob Arp and a second by Jack Young.

Don Graff: Absent
 Richard Stephens: Absent
 Bob Arp: Yea
 Joyce Baumert: Yea
 Amy Blaser: Yea
 Marni Danhauer: Yea
 Karen Gomez: Yea
 Beth Kabes: Yea
 Dawn Lindsley: Yea
 Richard Luebbe: Yea
 Doug Pauley: Yea
 Jack Young: Yea
 Yea: 10, Nay: 0, Absent: 2

8.3. Select members of Board Committees Members of the Board will choose Committees to partake in.

2024 Members:
 Negotiations:
 - Richard Stephens (Chair)
 - Richard Luebbe

- Don Graff
- Bob Arp

Budget:

- Gary Wieseler (Chair)
- Jack Young
- Dawn Lindsley

Handbook:

- Dawn Lindsley (Chair)
- Joyce Baumert
- Bob Arp

Evaluation

- Marni Danhauer (Chair)
- Joyce Baumert
- Amy Blaser

Buildings and Grounds:

- Bob Arp (Chair)
 - Doug Pauley
 - Jack Young
 - Joyce Baumert
- Board Member Bob Arp asked that he be removed from one committee since he's on three. Board Member Dawn Lindsley mentioned not everyone is on a committee. 2024 Negotiations & Buildings and Grounds Committees each have 4.

Negotiations:

- Richard Stephens (Chair)
- Richard Luebbe
- Don Graff

Budget:

- Karen Gomez
- Jack Young
- Dawn Lindsley

Handbook:

- Joyce Baumert (Chair)
- Bob Arp
- Beth Kabes
- Dawn Lindsley

Evaluation:

- Marni Danhauer (Chair)
- Joyce Baumert
- Amy Blaser

- Beth Kabes

Buildings & Grounds:

- Bob Arp (Chair)
- Doug Pauley
- Jack Young
- Joyce Baumert

9. Dissemination of Conflict of Interest Forms Annually, Conflict of Interest and Code of Ethics forms will be disseminated to the Board for signature. Board Secretary Dawn Lindsley filled out a Conflict of Interest Form.

10. **Consent Agenda**

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

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

Consent Agenda Includes:

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

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

Discuss, consider and take all necessary action to approve the consent agenda as presented Passed with a motion by Marni Danhauer and a second by Amy Blaser.

Don Graff: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
Karen Gomez: Yea
Beth Kabes: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

10.1. Minutes

This is a consent item.

10.2. Presentation of Bills #79115 through #79254 totaling \$912,660.26

The summary of bills for the current month total:\$912,660.26 - Bills #79115 through #79254

General Activity Fund total: No activity this month.

<u>Check #</u>	<u>Amount</u>	<u>Vendor</u>	<u>Description</u>
78974	\$25,353.92	Amazon	Technology servers/Grant supplies
78978	\$21,261.60	BD Construction	Bridges project
79005	\$7,102.56	Gene Steffy Ford	Repairs on Zip Drive (Tech van)
79017	\$5,839.00	Lakeview Comm Schools	Carl Perkins flow through expenses
79031	\$130,036.50	Rutt's Heating & Air	HVAC remodel 6th payment
79038	\$6,281.26	State of NE DAS State Accounting	Network service charges
79100	\$34,059.10	Renaissance Learning Inc.	

This is a consent item.

10.3. Reading of Article I, Section 1, F Unit Calendar

This is a consent item.

10.4. Reading of Article I, Section 3, B Filling Vacancies

This is a consent item.

10.5. Reading of Article I, Section 3, E Oath of Office

This is a consent item.

10.6. Reading of Article I, Section 3, F Code of Ethics for Board Members

This is a consent item.

10.7. Reading of Article I, Section 4, A Officer Positions

This is a consent item.

10.8. Reading of Article I, Section 4, B President

This is a consent item.

10.9. Reading of Article I, Section 4, C Vice President

This is a consent item.

10.10. Reading of Article I, Section 4, D Secretary

This is a consent item.

10.11. Reading of Article I, Section 4, E Treasurer

This is a consent item.

10.12. Reading of Article I, Section 4, F Recording Secretary

This is a consent item.

10.13. Reading of Article I, Section 5, A Committees

This is a consent item.

10.14. Reading of Article I, Section 5, C Temporary Committees

This is a consent item.

10.15. Reading of Article I, Section 5, D Committee Operations

This is a consent item.

10.16. Annual SPARQ Data Solution Dues The amount for the 2025-2026 SPARQ dues is: \$2600.

This is a consent item.

10.17. Excess Lodging and Meals

Excess Lodging and Meals:

- The Board had excess travel to report:
 - AESA Annual Conference in Orlando, Florida (December 4-6, 2024)
 - Bob Arp - \$1,788.18
 - Don Graff - \$1,718.10
 - Joyce Baumert - \$1,656.75
- The Professional Development Department had excess travel to report:
 - AESA Annual Conference in Orlando, Florida (December 4-6, 2024)
 - Marci Ostmeyer - \$1,200.70
- The School Psychology Department had excess travel to report:
 - Advancing School Mental Health in Orlando, Florida (December 5-7, 2024)
 - Brandy Rose - \$360.60
 - Haley Kunze - \$360.60
 - Hayley Murphy - \$360.60

11. January 2025 Board Spotlight - Professional Development Professional Development and CTE Coordinator Brandy Thompson, will present the January Board Spotlight regarding Professional Development and Career & Technical Education. Professional Development Coordinator Brandy Thompson presented on Career Technical Education. She expanded on the Mini-Region Approach. Brandy has worked with 11

schools and the CTE teachers (home economics & family consumer science, business teachers, ag teachers). She did program alignment last spring, using a needs & wants assessment. The wants should enhance the needs - intentional and fiscally responsible. Surveys looked at the courses districts currently offer, what they could offer, and find out what kids want. Work-based learning has so much to it. Hwy 91 career fair shows how the level 2 mini-regions function. Currently in mini-region 2, ESU 7 does things naturally already. Brandy wants to be a one-stop shop, so she's set up her page on the website to reflect this. Teachers are coming in this spring for professional development and have already set dates for fall of 2025 and spring of 2026. Columbus Public Schools is not in the consortium as they have their own CTE coordinator. Brandy meets quarterly with NDE CTE leaders.

Questions:

Board Member Bob Arp asked for clarification on the terms: BMIT & STS. Brandy clarified BMIT is Business Management Information & Technology and STS is Skilled & Technical Sciences.

Board Member Doug Pauley asked how Brandy came up with the 3-level model. Brandy came up with it using her previous experience and as a past building principal.

Board Member Dawn Lindsley asked if Brandy had asked the schools to do the assessment on the high quality CTE framework. Brandy shared she has not. She felt the schools are not ready for it. Brandy wants to be able to show them the path, and there's nothing to put in front of them yet. Does not want to jump ahead of NDE. When NDE is ready to move, then Brandy and others like her will move.

Director Ostmeyer, added that Brandy is an example of the ESU 7 service planning process working. Brandy is the only one who does this in ESUs across the state. Other schools have reached out for help from Brandy, but we put our own schools first. Director Clay, added schools wanted this service and didn't know how good it could actually be.

12. Treasurer's Report

Review the breakdown of the Treasurer's Report.

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

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

Don Graff:	Absent
Richard Stephens:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea

Amy Blaser: Yea
Marni Danhauer: Yea
Karen Gomez: Yea
Beth Kabes: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

Board Member Dawn Lindsley asked if there were any updates from an administrative perspective. Administrator Elmshaeuser advised that the ESU 7 financials were on track.

13. Contract for Chief Administrator Marci Ostmeyer

Chief Administrator Marci Ostmeyer's contract term will begin July 1, 2025 and expire June 30, 2027.

Recommendation: Discuss, consider and take any action necessary to approve the contract for Chief Administrator Marci Ostmeyer as presented.

Discuss, consider and take any action necessary to approve the contract for Chief Administrator Marci Ostmeyer as presented Passed with a motion by Joyce Baumert and a second by Jack Young.

Don Graff: Absent
Richard Stephens: Absent
Beth Kabes: Abstain (Without Conflict)
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
Karen Gomez: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Jack Young: Yea

Yea: 9, Nay: 0, Absent: 2, Abstain (Without Conflict): 1

14. Potential Contract for 2025-2026 Professional Development Director

Recommendation: Discuss, consider and take any action necessary to approve the contract for the 2025-2026 Professional Development Director as presented.

Discuss, consider and take any action necessary to approve the contract for the 2025-2026 Professional Development Director as presented Passed with a motion by Marni Danhauer and a second by Amy Blaser.

Don Graff: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
Karen Gomez: Yea
Beth Kabes: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

On January 20, 2025, Director Clay, Director Ellsworth, Director Ostmeier, Professional Development Coordinator Kendra Gustafson and Superintendent Chad Denker interviewed three well qualified candidates for the Professional Development Director position for 2025-26. The position has been offered to Elizabeth Ericson, the current Director of Learning at York Public Schools. She brings a wealth of experience as a current Director. Board member Bob Arp asked about her teaching background. Beth started as an elementary teacher, teaching 6th grade, 5th grade and as a kindergarten teacher. Board Member Dawn Lindsley asked how we determine the compensation package. Administrator Elmshaeuser said the procedure for the last 5 years is comparing salaries of all Professional Development Directors throughout the ESUs, and keeping staff in the bottom to middle of the top 3rd, based on years of experience.

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

Review Article II, Section 6, A Notice to Public of the ESU 7 Policy Manual.

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

Discuss, consider and take all necessary action to approve Article II, Section 6, A Notice to Public as presented Passed with a motion by Jack Young and a second by Doug Pauley.

Don Graff: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea

Marni Danhauer: Yea
Karen Gomez: Yea
Beth Kabes: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

Administrator Elmshaeuser stated this change came from our attorney this month. The newspaper we provide the public notice meeting to must share the public notice with the state-wide database of public notices.

16. Reading of Article V, Section 1, A Policy of Non-Discrimination

Review Article V, Section 1, A Policy of Non-Discrimination of the ESU 7 Policy Manual.

Administrator Recommendations: Discuss, consider and take all necessary action to approve of Article V, Section 1, A Policy of Non-Discrimination as presented.

Discuss, consider and take all necessary action to approve of Article V, Section 1, A Policy of Non-Discrimination as presented Passed with a motion by Bob Arp and a second by Jack Young.

Don Graff: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
Karen Gomez: Yea
Beth Kabes: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

Administrator Elmshaeuser stated the policy change has been out since August and there has been legislation at the federal level regarding the policy. There is currently language in the policy that can be moved to procedure so that policy is simple and addresses discrimination. Board Member Dawn Lindsley asked if we would take the grievance portion out of the policy manual and put it in the procedure manual. Director Ostmeyer answered, saying yes, but not copied and pasted. Board Member Dawn Lindsley asked about the board approving the policy and procedure timeline along with handbooks. Director Ostmeyer & Director Clay said they would look into

it and get back. Board Member Karen Gomez asked if it was just discrimination or harassment and discrimination. Director Ostmeyer explained there is a process to determine which route will be taken, but it's all encompassed in Title IX. Board Member Bob Arp also mentioned ESU 7's handbooks go into great detail, so to take a look at the handbooks and ask questions.

17. **Designations**

17.1. Designate depository bank(s)

Authorized Depositories, Bonds, Disbursement of Funds requires the ESU 7 Board to annually authorize depositories for ESU 7 Funds. The checking accounts are currently at First National Bank, Columbus. The Board authorizes the Administrator and Board Treasurer to contact banks in the ESU area to invest money at the best rate.

Administrator Recommendation: Discuss, consider and take all necessary action to authorize First National Bank, Columbus as the depository bank, as presented.

Discuss, consider and take all necessary action to authorize First National Bank, Columbus as the depository bank, as presented Passed with a motion by Marni Danhauer and a second by Doug Pauley.

Don Graff:	Absent
Richard Stephens:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Amy Blaser:	Yea
Marni Danhauer:	Yea
Karen Gomez:	Yea
Beth Kabes:	Yea
Dawn Lindsley:	Yea
Richard Luebbe:	Yea
Doug Pauley:	Yea
Jack Young:	Yea

Yea: 10, Nay: 0, Absent: 2

17.2. Designate Newspapers of Record

The Columbus Telegram is a newspaper of general circulation in all counties in the ESU 7 Area. Legal Notices as required will be reported in the Columbus Telegram.

Administrator Recommendation: Discuss, consider and take all necessary action to designate the Columbus Telegram as the ESU 7 newspaper of record.

Discuss, consider and take all necessary action to designate the Columbus Telegram as the ESU 7 newspaper of record Passed with a motion by Jack Young and a second by Amy Blaser.

Don Graff: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
Karen Gomez: Yea
Beth Kabes: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

18. ESU 7 2025-2026 General Unit Calendar

Administrator Recommendation: Discuss, consider, and take all necessary action to approve the ESU 7 2025-2026 General Unit Calendar as presented.

Discuss, consider, and take all necessary action to approve the ESU 7 2025-2026 General Unit Calendar as presented Passed with a motion by Dawn Lindsley and a second by Joyce Baumert.

Don Graff: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
Karen Gomez: Yea
Beth Kabes: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

Board Member Dawn Lindsley asked a question regarding budget deadlines and the September board meeting date.

Board Member Marni Danhauer asked why the February 2026 meeting is scheduled for Tuesday. Administrator Elmshaeuser replied that Board President Doug Pauley asked that any Monday meeting that fell on a holiday be moved to Tuesday.

Administrator Elmshaeuser noted the name change from LA/Cen7er/Bridges to "Level III Programs" and Agency Team meetings were removed due to frequent rescheduling. She also mentioned the winter break dates. A poll was taken, and the majority wanted to work December 22, 2025, and have the Friday and Monday surrounding Easter off.

19. Mileage Reimbursement Rate

The IRS Mileage rate for 2025 - 2026 is \$0.70 per mile.

Article III, Section 4, D: Coffee Act Policy (Reimbursable Expenses)

Reimbursement of Expenses. The ESU will pay the registration costs, tuition costs, fees or charges for attendance by Board members at such approved functions. The ESU will pay mileage at the rate allowed by law (that is, the rate established by the Department of Administrative Services) or actual travel expense if travel is authorized by commercial or charter means. The ESU will pay meals and lodging at a rate not exceeding the applicable federal rate unless a fully itemized claim is submitted substantiating the costs actually incurred in excess of such rate and such additional expenses are expressly approved by the Board.

For employees and volunteers, the ESU will pay costs and make reimbursements in the same manner as provided above for Board member attendance, unless otherwise established by policy, Board action, contract, or negotiated agreement.

Administrator Recommendation: Discuss, consider and take any action necessary for ESU 7 to approve the IRS Mileage rate for 2025 - 2026, which is \$0.70 per mile.

Administrator Recommendation: Discuss, consider and take any action necessary for ESU 7 to approve the IRS Mileage rate for 2025 - 2026, which is \$0.70 per mile
Passed with a motion by Beth Kabes and a second by Joyce Baumert.

Don Graff: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
Karen Gomez: Yea
Beth Kabes: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Jack Young: Yea
Yea: 10, Nay: 0, Absent: 2

20. Coordinating Agency for ESU 7 Special Education Cooperative

ESU 7 continues to serve as the coordinating agency for the ESU 7 Special Education Cooperative for 2025-2026.

Administrator Recommendation: Discuss, consider and take all necessary action for ESU 7 to continue to serve as the coordinating agency for the ESU 7 Special Education Cooperative for 2025-2026

Discuss, consider and take all necessary action for ESU 7 to continue to serve as the coordinating agency for the ESU 7 Special Education Cooperative for 2025-2026
Passed with a motion by Dawn Lindsley and a second by Jack Young.

Don Graff: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Marni Danhauer: Yea
Karen Gomez: Yea
Beth Kabes: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Doug Pauley: Yea
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

Board Member Dawn Lindsley asked if everyone understood what Cooperative Special Education means.

Director Clay stated that ESU 7 is the coordinating agency to provide Special Education services to our school districts. Special Education is not a statutory requirement in Rule 84 for ESUs to provide and is not funded by tax dollars.

21. Administrator's Report General

- ESUCC Update
- Professional Development and Production/Print Shop Report - Director Ostmeyer
- Special Education Report - Director Clay
- Technology Report - Director Ellsworth
 - Upcoming ESU 7 Events
 - Board Recognition Dinner (April 22, 2025)
 - Upcoming Events
 - NASB Legislative Issues Conference in Lincoln, NE (January 26-27, 2025)
 - NASB Board President Retreat in Kearney, NE (February 16-17, 2025)
 - NRCSA Legislative Forum in Lincoln, NE (February 20, 2025)
 - NASB Finance Workshops

- Kearney, NE (March 4, 2025)
- Crete, NE (March 11, 2025)
- Norfolk, NE (April 9, 2025)
- NRCSA Spring Conference in Kearney, NE (March 20-21, 2025)
- NASB Amplified Finance Workshop in Kearney, NE (March 27, 2025)
- NASB Open Meetings Law Workshops
 - Gering, NE (March 25, 2025)
 - Kearney, NE (March 26, 2025)
 - Norfolk, NE (March 31, 2025)
 - Lincoln, NE (April 1, 2025)

ESUCC Updates:

Administrator Elmshaeuser shared the Rule 84 meeting was held last week. NDE and ESUCC worked on a new MOU and the 10 priorities. Administrator Elmshaeuser is co-chairing the MTSS group with Casey Hurner, MTSS State Coordinator. The MOU will be for 2 years. At the following board meeting, the board approved the MOU and the collaborative work with NDE. Andy Boell provided an update on Cybersecurity. Reports from CEO, Dr. Polk & other committees. There was much discussion around the literacy work. Allyson DenBeste, Academic Officer & Office Administrator, presented the work being done at NDE regarding the Literacy Project.

Director Ostmeyer shared that the Print Shop presented at the Regional PD Day. Teachers don't know how to order from the Print Shop in a way that represents what they actually want. Great experience for the teachers and the print shop personnel. Director Ostmeyer plans to provide some opportunities in the summer for professional development with the print shop staff. They have been working on updating the billing process. She is working with Eakes on the new ordering program and will be implementing it in the next month.

Within the PD Department, the annual consultations are coming up, and it is a joint effort between all 3 directors.

Director Clay stated they are entering time projections with schools for next year. Will the staffing we currently have meet the needs for next year? Looking for 2 Learning Academy teachers, a Speech Language Pathologist, and a School Psychologist. We are currently advertising for a Para for Cen7ter and looking into a 4th classroom for Learning Academy, only hesitating until we can hire the right person. Amy Slama has worked diligently with schools for their indicator 13 plans. Director Clay has been working with 3 districts with disproportionate representation. Director Clay will be helping a district with a corrective action plan. Continuing work on SPED determination improvement plans, root cause analysis & MTSS work. Several districts are working towards inclusionary practices and getting the students back into the classrooms - teaching the teachers how to support. Jackie Ternus has been taking the lead and Tami has helped. Final approval for the para to teacher project. Three current staff that are paraeducators were ready to join the program this year. Amy

Richards has been doing so much work on it, as Director Clay is supporting. Bridges program, Director Clay has hired Amy Mazankowski as a teacher and Jenna Maddox as the administration/teacher for the program. Amy works 2 days a week and Jenna works 3 days a week. 2 more paras have been hired as well, along with a para from Cen7ter moving to the Bridges program. Director Clay is working on support for all the Special Education staff and meeting with all the core meetings. Students are making progress and, that is reflected in data reports, they are doing well and very happy. Director Clay is now the chair of the ESPD group and is also in the Rule 84 MTSS group with Administrator Elmshaeuser. Director Clay is also proud of her staff from PD day. Many presented, and they all stepped up and did an amazing job.

Board Member Dawn Lindsley asked if hiring a second teacher for Bridges meant there would be more paras? Director Clay stated yes. Students will be brought in 1 at a time when the year starts. The referral system will be open in February. The programming is so different for each student. Board Member Dawn Lindsley also asked if they're opening another classroom, does there need to be more paras too? Yes, paras and teachers are not easy to hire right now.

Upcoming events:

Board recognition dinner will be at the Oak Room on Tuesday this year, since Easter break is on Monday.

Flyers are attached

21.1. Goal Update

- **Goal 1:** By July 2025, the ESU 7 board will have advertised for a Chief Administrator, completed the initial process, sent a contract, hired a Chief Administrator, made the announcement, and begun the onboarding process.
 - **Update:** Advertised, completed the initial process, sent a contract, hired & made the announcement.
- **Goal 2:** By July 2025, the ESU 7 board will attend at least two professional/personal learning events annually.
 - **Update:** 3 have attended one, 4 have attended two, and 2 have attended three.
- **Goal 3:** By July 2025, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
 - **Completed:**
 - Clarkson - 10.9.2024
 - Fullerton - 11.11 2024
 - Boone Central - 1.13.2025

Upcoming:

Osceola - 2.10.2025

East Butler - 2.12.2025

- **Goal 4:** By July 2025, the ESU 7 board will continue to use operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district.

Administrator Elmshaeuser shared updates on the board goals. Goal 1 has been met. Goal 2 has a chart reflecting how many professional events each board member has attended. Reminder that the goal is to attend two outside professional development events. Goal 3 is board members attending local school board meetings.

Director Ostmeier & Board Member Don Graff are scheduled to attend Osceola Public Schools board meeting in February.

Administrator Elmshaeuser & Board Member Dawn Lindsley are scheduled to attend East Butler Public Schools board meeting in February.

21.2. Services Update

- SIMPL Update

SIMPL 2024 - 2025
Service Implementation Model Process and Log

ESU 07



SERVICE PARTICIPANTS

7,296 ⁱ

4,837 ⁱ

ESU HOURS

AQuESTT
for Nebraska

Percentage of ESU service offerings from the master catalog supporting AQuESTT.

8% 8% 28% 12% 12% 16% 16%



This visual represents how the ESU services align with AQuESTT Tenets.
(see more real-time data about the AQuESTT implementation)

-
- Update on Regional PD Day in 2025

Administrator Elmshaeuser shared that over 1000 people came to the Regional PD day at Columbus High School on January 3, 2025. Great comments from everyone. A good problem was using classrooms set for 30 and had over 90 people attending the session. Board Member Dawn Lindsley had about 80 attendees at all of her sessions. Board Member Dawn Lindsley also questioned the attendance of ESU 7 staff, and asked if they were able to attend sessions and not just volunteer & present. The auditorium was utilized by Demoine Adams & Andrew Easton. We learned and have begun thinking about how to make adjustments, like utilizing repeat sessions & having a better understanding of the classrooms and space available at the High School. Board Member Dawn Lindsley let us know how phenomenal the day went, and she received many good comments on how the day went. People didn't mind sitting on the floor if it was a session they wanted to hear.

- 21.3. Facilities Update The Administrator will provide a facilities update during this item. Rutt's is still not finished with the North Building HVAC but are getting close. There is one main unit that controls the air coming in that has not been finished yet. Since this unit is not functioning yet, the building was extremely cold on Monday and Tuesday as the system could not run at full capacity. We are hoping the project will be completed by the 1st of February.

The framing is almost done for the South Building Bridges Program construction. They are working on the electrical and mechanical installation. When done, there will be an inspection, and then they can begin to put up the dry wall.

We are still working with Mike Kennedy from RVW on the Playground project specs. Need to make sure the playground surface meets the city code and the allowed variances.

- 21.4. Personnel Learning Academy Paraprofessional - Jade Podliska, start date January 2, 2025 Administrator Elmshaeuser stated that Jade started as an intern with ESU 7, and we have now hired her. Director Clay shared that she is one of the Grow Your Own participants for the para to teacher program.

- 21.5. Legislative Update During this item, the Administrator will provide a Legislative Update to members of the Board. Administrator Elmshaeuser went through the legislative document shared with the board. She was at Bromm & Associates on Thursday along with other ESU Administrators to meet with the new senators. Shared concerns with LB 389 which would eliminate the levy authority of ESUs.

Board Member Dawn Lindsley asked if this was similar to what they did with the community colleges.

Administrator Elmshaeuser also pointed out in the legislative report that the Governor's budget is reducing the amount of funds to ESUs.

22. **Committee Reports**

22.1. Negotiations Committee Report Reports of activities and discussions from the Negotiations Committee will take place during this item. The negotiations committee meeting was canceled and will be rescheduled.

23. Conference Report Conference Attendees will report on their learnings. Board Member Dawn Lindsley, Administrator Elmshaeuser and Director Ostmeyer are attending the NASB Legislative Issues Conference at the end of January.

24. Adjournment Board President Doug Pauley adjourned the meeting at 7:24 p.m.

NEBRASKA OPEN MEETINGS ACT

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

84-1408. Declaration of intent; meetings open to public. It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret. Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

84-1409. Terms, defined. For purposes of the Open Meetings Act, unless the context otherwise requires:

(1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and

(b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders, and (iii) the Judicial Resources Commission or subcommittees or subgroups of the commission;

(2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and

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

84-1410. Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.

(1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as:

(a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;

(b) Discussion regarding deployment of security personnel or devices;

(c) Investigative proceedings regarding allegations of criminal misconduct;

(d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;

(e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or

(f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

(2) The vote to hold a closed session shall be taken in open session. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The public body holding such a closed session shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken. For purposes of this section, formal action shall mean a collective decision or a collective commitment or promise to make a decision on any question, motion, proposal, resolution, order, or ordinance or formation of a position or policy but shall not include negotiating guidance given by members of the public body to legal counsel or other negotiators in closed sessions authorized under subdivision (1)(a) of this section.

(3) Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

(4) Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting, and no public body shall designate itself a subcommittee of the whole body for the purpose of circumventing the Open Meetings Act. No closed session, informal meeting, chance meeting, social gathering, email, fax, or other electronic communication shall be used for the purpose of circumventing the requirements of the act.

(5) The act does not apply to chance meetings or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened, if there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; videoconferencing or telephone conferencing authorized; emergency meeting without notice; appearance before public body.

(1) Until January 1, 2025:

(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 website.

(ii) In the case of the governing body of a city of the second class or village or such body's advisory committee or the governing body of a rural or suburban fire protection district, 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 website; or

(B) Posting written notice in three conspicuous public places in such city, village, or district. 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.

(iv) In case of refusal, neglect, or inability of the newspaper to timely publish the notice, the public body shall (A) post such notice on its website, if available, and (B) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(c) In addition to a method of notice required by subdivision (1)(b)(i) or (ii) of this section, such notice may also be provided by any other appropriate method designated by such public body or such advisory committee.

(d) Each public body shall record the methods and dates of such notice in its minutes.

(e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a

meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2) Beginning January 1, 2025:

(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 (2)(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 given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

(B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper.

(ii) In the case of the governing body of a city of the second class or village, any advisory committee of such governing body, or the governing body of a rural or suburban fire protection district, such notice shall be given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper;

(B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

(C)(III) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted by the public body in the same three places for each meeting.

(iii) In the case of a public body not described in subdivision (2)(b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

(iv) In case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (A) post such notice on its website, if available, (B) submit a post on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (C) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(3)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (3)(b) of this section are met:

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

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

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

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

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

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

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority; and

(xiii) A natural resources district.

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

(i) Reasonable advance publicized notice is given as provided in subsections (1) and (2) of this section, including providing access to a dial-in number or link to the virtual conference;

(ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used;

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

(iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of (A) an organization created under the Interlocal Cooperation Act that sells electricity or natural gas, (B) an organization created under the Municipal Cooperative Financing Act, (C) a governing body of a risk management pool and any advisory committee of such governing body, or (D) any advisory committee of any state entity created in response to the Opioid Prevention and Treatment Act, such the organization, governing body, or committee may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing.

(4) 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.

(5) 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.

(6) 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 (5) 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.

(7) 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.

(8)(a) Notwithstanding subsections (3) and (6) 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 subsections (1) and (2) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (5) of this section shall be complied with in conducting such meetings.

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

(9) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (3)(a) of this section may hold a meeting by virtual conferencing if:

(a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body;

(b) No action is taken by the public body at the virtual meeting; and

(c) The public body complies with subdivisions (3)(b)(i) and (ii) of this section.

84-1412. Meetings of public body; rights of public; public body; powers and duties.

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

(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 instate location to members, the public, or the press, if requested twenty-four hours in advance;

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

(e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; 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 instate location for virtual conferencing as required by subdivision (6)(c) of this section, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting, either in paper or electronic form. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

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

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

(2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public.

(3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.

(4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours.

(5) Minutes shall be written or kept as an electronic record and shall be available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing or keeping the minutes is absent due to a serious illness or emergency.

(6) Beginning July 31, 2022, the governing body of a natural resources district, the city council of a city of the metropolitan class, the city council of a city of the primary class, the city council of a city of the first class, the county board of a county with a population greater than twenty-five thousand inhabitants, and the school board of a school district shall make available on such entity's public website the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the website at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the website at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public website for at least six months.

84-1414. Unlawful action by public body; declared void or voidable by district court; when; duty to enforce open meeting laws; citizen's suit; procedure; violations; penalties.

(1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action.

(2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.

(3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section.

(4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.

Operative 4/17/24



Nebraska Council
of School Administrators

455 South 11th Street, Suite A
Lincoln, NE 68508
(402) 476-8055
ncsa.org



PERRY, GUTHRY, HAASE & GESSFORD, P.C., L.L.O.
233 South 13th Street, Suite 1400,
Lincoln, NE 68508
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Article I, Section 3, E Oath of Office

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

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

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

Article I, Section 3, F Code of Ethics for Board Members

Board members of ESU 7, like all public officers in the State, “stand in a fiduciary relationship to the people whom they have been elected or appointed to serve. As fiduciaries and trustees of the public wealth they are under an inescapable obligation to serve the public with the highest fidelity. In discharging the duties of their office they are required to display such intelligence and skill as they are capable of, to be diligent and conscientious, to exercise their discretion not arbitrarily but reasonably, and above all to display good faith, honesty and integrity. They must be impervious to corrupting influences and they must transact their business frankly and openly in the light of public scrutiny so that the public may know and be able to judge them and their work fairly. These obligations are assumed by them as a matter of law upon their entering public office.”

To assure that the entire Board acts in accordance with the foregoing legal responsibilities and to ensure the effective functioning of the Board, each Board member will sign a Board-approved Code of Ethics for ESU 7 Board Members (attached). The Code of Ethics is to be signed upon assumption of office and at each annual meeting.

Legal Reference:	<i>Nebraska Legislature on behalf of the State of Nebraska v. C. David Hergert</i> , 271 Neb. 976, 1011 (2006)
Date of Adoption:	January 15, 2018

Code of Ethics for ESU 7 Board Members

Members of the Board of ESU 7 are expected to abide by the following Code of Ethics in performance of their duties as a Board member and will be requested to acknowledge their intent to do so:

- Follow Laws:** I will uphold and enforce the constitutions, laws, rules and regulations of the state and federal governments, the state and federal agencies, binding court orders pertaining to educational service units, and the policies and regulations of ESU 7. Desired changes shall be brought about only through legal and ethical procedures.
- Non-Discrimination:** I will not make decisions which affect personnel, students, parents, the public, or otherwise on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, or on the basis of constitutionally protected speech.

3. **Welfare of Students:** I will make decisions in terms of the educational welfare of students served by ESU 7 and will seek to develop and maintain services and programs that meet the individual needs of students served by the ESU regardless of their sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, social standing, or personal feelings not associated with the best interests of ESU 7 and the students.

4. **Role of the Board:** I will confine my action as a member of the Board to policy making, planning, and evaluation of the Administrator. I will carry out my responsibility, not to administer ESU 7 or its services and programs, but, together with my fellow board members, to see that they are well run. I will refer all complaints which I may receive to the Administrator and will act on the complaints at public meetings only after failure of an administrative solution. I will support decisions made by the Board, even if it is not the one I would have made, although I will reserve my independent right to seek a change using appropriate procedures. I will recognize that authority rests with the Board as a whole and will make no personal promises nor take any private action that may compromise the Board.

5. **Meetings of the Board:** I will attend all meetings of the Board except when I am unable to attend for excusable reasons, will be prepared to be an active participant at such meetings, and will follow appropriate rules of order at such meetings. I will fulfill my responsibilities on any committees and any officer positions to which I may be elected, assigned or appointed. I will not attempt to circumvent the open meetings laws by participating in meetings with a quorum of other members of the Board to make decisions on ESU 7 matters. I will not seek closed session meetings or participate in closed session meetings except as permitted by law.

6. **Independent Judgment:** I will refuse to surrender my independent judgment to special interest or partisan political groups.

7. **Confidentiality:** I will hold confidential all matters pertaining to ESU 7 which, if disclosed, would needlessly injure individuals, the Board, or ESU 7. I will not ask for legally confidential information about staff or students when not required to fulfill my duties as a Board member. When such information is made available to me in my role as a Board member, I will maintain the confidentiality of such information.

8. **Conflicts:** I will not use my position as a Board member for personal gain or for the gain of family or friends. Where I have a personal conflict of interest which affects or may be reasonably seen by others as affecting my ability to make a fair and impartial decision on a

matter before the Board, I will follow the law and Board policy to avoid the conflict from affecting the decision of the entire Board.

9. **Personnel Matters:** I will vote to appoint the best qualified personnel available after consideration of the recommendation of the administration. I will support and protect personnel in the proper performance of their duties but likewise will hold staff accountable, on matters which reach the Board, to the standards and expectations of the Board and the administration.

10. **Role Model.** I understand that my personal actions may reflect on ESU 7 and the schools and communities served by ESU 7 due to my position as a Board member. I will in all respects serve as a proper role model and engage in conduct which is reflective of a good citizen in the communities served by ESU 7.

Agreed to by the members of the Board of Educational Service Unit 7 on this ___ day of _____, 20__.

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____



Special Board of Education Meeting - Chief Administrator Interviews

Educational Service Unit 7, Oak Room
2657 44th Ave
Columbus, NE 68601-8537
Monday, December 16, 2024 at 8:30 AM
Posted Locations:

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

Posted Date: **12/10/2024**

Attendance Taken at 8:37 AM.

Bob Arp: Present
Joyce Baumert: Present
Amy Blaser: Absent
Marni Danhauer: Present
Karen Gomez: Present
Don Graff: Present
Dawn Lindsley: Present
Richard Luebbe: Present
Doug Pauley: Present
Richard Stephens: Absent
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.

Board President Doug Pauley called the meeting to order at 8:37 am

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 members Amy Blaser and Richard Stephens will be absent. The Administrator was notified prior to the meeting.

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

Board members Amy Blaser and Richard Stephens were both absent and gave prior notification to the Chief Administrator.

Motion to approve absence: Board Member Marni Danhauer

Second to approve absence: Board Member Jack Young

All present members said yea.

1.4. Pledge of Allegiance

2. 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.

3. Search Discussion

The Board will review and discuss the agenda and procedures for the day.

Shari Becker reviewed with the board the agenda for the day regarding the 5 candidates being interviewed. Board members asked clarifying questions. Questions were reviewed and decided upon who would ask questions to the candidates.

4. Chief Administrator Interviews

The Board will conduct interviews for the Chief Administrator position. The candidates will also be interviewed by three other stakeholder groups: Superintendents, ESU 7 Directors, and ESU 7 Staff.

The Board, Superintendent group, Staff group and Directors interviewed each Chief Administrator finalist.

5. **Discussion of Chief Administrator Candidates**

Shari Becker, NASB Director of Search Services, will support the board through discussion of candidates.

The Board discussed the strengths they each listed for the candidates interviewed.

5.1. Review of Stakeholder Feedback

Feedback from the three stakeholder groups will be shared with the board through a sheet listing the strengths of each candidate.

The Board reviewed the strengths from each of the interview groups and had further discussion.

6. Enter Closed Session

To prevent needless injury to the reputation of individuals and for negotiations discussion as it relates to the position.

The board went into executive session at 3:55 p.m.

Motion to enter closed session: Doug Pauley

Second to enter closed session: Bob Arp

All present members said yea.

7. Adjourn Closed Session

Adjourn closed session at 5:13 p.m.

Motion made to adjourn: Don Graff

Second made to adjourn: Joyce Baumert

All present members voted yea. Bob had left the meeting.

8. **Candidate Selection**

Discuss and take any necessary action to approve negotiations with a candidate - this may include a motion for the Board President to negotiate with a candidate.

The board discussed making an offer to their top selection and following up with their second candidate if the first candidate declined.

8.1. Negotiations with Chief Administrator Candidate ____

The board will discuss and take action to approve negotiations with the selected Chief Administrator candidate ____.

Motion made by Don Graff for the Board President to negotiate with candidate #2 for the Chief Administrator Position.

Second made by Marni Danhauer.

The vote was 8 yea and Dawn Lindsley voted nay.

Bob Arp was absent.

8.2. Negotiations with Chief Administrator Candidate ____ (if needed)

The board will discuss and take action to approve negotiations with the selected Chief Administrator candidate ____ (if needed).

Doug Pauley made the motion to negotiate with Candidate #5 as an alternate Chief Administrator.

Dick Luebbe second the motion.
All voted Yea. Bob Arp was absent.

9. Adjournment

Meeting adjourned at 5:23 p.m.



Regular Board of Education Meeting

Monday, January 22, 2024 at 5:30 PM

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

1. Call the Meeting to Order

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale:

LEADERSHIP • SERVICE • SUPPORT

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

1.1. Notification of Open Meetings Law

Speaker(s): Board President or Designee

Agenda Item Type: Procedural Item

Rationale:

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

1.2. Roll Call

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

1.3. Absent Board Members

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale:

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

Recommended Motion(s):

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

1.4. Pledge of Allegiance

Speaker(s): Board President or Designee

Agenda Item Type: Procedural Item

2. Approval of Agenda

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale:

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

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

Recommended Motion(s):

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

3. Welcome Visitors

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

4. Public Comment

Speaker(s): Board President or Designee

Agenda Item Type: Procedural Item

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

Citizens wishing to address the Board on a certain agenda item must complete the

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

5. District 7 Board Application

Speaker(s): Board President or designee

Agenda Item Type: Agenda Item

Rationale: An Application has been received for the board vacancy in District 7. NEB. REV. STAT. § Section 79-1217(2) states that the appointee will serve "for the balance of the unexpired term" of the board spot that has been vacated. Applications were submitted by:

- Karen Gomez, resides in the Columbus Public Schools district region.

Administrator Recommendation: Discuss, consider, and vote to approve the resolution appointing Karen Gomez to the Educational Service Unit No. 7 Board position based on a vacancy for a term ending on December 31, 2026.

Recommended Motion(s):

Discuss, consider, and vote to approve the resolution appointing Karen Gomez to the Educational Service Unit No. 7 Board position based on a vacancy for a term ending on December 31, 2026 Passed with a motion by Board Member #1 and a second by Board Member #2.

6. Board Code of Ethics and Oath of Office

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale: Annually, Board Members participate in the Oath of Office and sign their Code of Ethics.

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

7. Election of Board Officers

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

7.1. Election of Board President

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale:

Administrator Recommendation: Discuss, consider and take any necessary action to elect _____ as President of Board of Education.

Recommended Motion(s):

Discuss, consider and take any necessary action to elect _____ as President of Board of Education Passed with a motion by Board Member #1 and a second by Board Member #2.

7.2. Election of Vice President of the Board of Education

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale:

Administrator Recommendation: Discuss, consider and take any necessary action to elect _____ as Vice President of Board of Education.

Recommended Motion(s):

Discuss, consider and take any necessary action to elect _____ as Vice President of Board of Education Passed with a motion by Board Member #1 and a second by Board Member #2.

7.3. Election of Secretary of Board of Education

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale:

Administrator Recommendation: Discuss, consider and take any necessary action to elect _____ as Secretary of Board of Education.

Recommended Motion(s):

Discuss, consider and take any necessary action to elect _____ as Secretary of Board of Education Passed with a motion by Board Member #1 and a second by Board Member #2.

8. Committees and Positions

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

8.1. Select Treasurer to the Board of Education

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale:

Administrator Recommendation: Discuss, consider and take any necessary action to appoint _____ as Treasurer to the Board of Education.

Recommended Motion(s):

Discuss, consider and take any necessary action to appoint _____ as Treasurer to the Board of Education Passed with a motion by Board Member #1 and a second by Board Member #2.

8.2. Select Recording Secretary to the Board of Education

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale:

Administrator Recommendation: Discuss, consider and take any necessary action to appoint _____ as Recording Secretary to the Board of Education.

Recommended Motion(s):

Discuss, consider and take any necessary action to appoint _____ as Recording Secretary to the Board of Education Passed with a motion by Board Member #1 and a second by Board Member #2.

8.3. Select members of Board Committees

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale: Members of the Board will choose which committees to participate in.

2023 Members

Negotiations:

- Jennifer Miller (Chair)
- Richard Luebbe
- Richard Stephens

Budget:

- Gary Wieseler (Chair)
- Jack Young
- Dawn Lindsley

Handbook:

- Dawn Lindsley (Chair)
- Joyce Baumert
- Bob Arp

Evaluation:

- Marni Danhauer (Chair)
- Joyce Baumert
- Jennifer Miller

Buildings and Grounds:

- Bob Arp (Chair)
- Doug Pauley
- Jack Young
- Joyce Baumert
- Jennifer Miller

Administrator Recommendations:

- Discuss, consider and take any necessary action to approve the 2024 Negotiations Committee members as presented.
- Discuss, consider and take any necessary action to approve the 2024 Handbook Committee members as presented.
- Discuss, consider and take any necessary action to approve the 2024 Budget Committee members as presented.
- Discuss, consider and take any necessary action to approve the 2024 Evaluation Committee members as presented.
- Discuss, consider and take any necessary action to approve the 2024 Buildings and Grounds Committee members as presented.

Recommended Motion(s):

Discuss, consider and take any necessary action to approve the 2024 Negotiations Committee members as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

Discuss, consider and take any necessary action to approve the 2024 Handbook Committee members as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

Discuss, consider and take any necessary action to approve the 2024 Budget Committee members as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

Discuss, consider and take any necessary action to approve the 2024 Evaluation Committee members as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

Discuss, consider and take any necessary action to approve the 2024 Buildings and Grounds Committee members as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

9. Dissemination of Conflict of Interest Forms

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale: Annually, Conflict of Interest and Code of Ethics forms will be disseminated to the Board for signature.

10. Consent Agenda

Speaker(s): Board President or Designee

Agenda Item Type: Consent Agenda

Rationale:

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

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

Consent Agenda Includes:

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

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

Recommended Motion(s):

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

10.1. Minutes

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.2. Presentation of Bills #77351 through #77495 totaling \$887,318.97

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

The summary of bills for the current month total:\$887,318.97 - Bills #77351 through #77495

Inservice bills total: \$75

	Amount	Vendor	Description
77362	\$15,778.39	Capital One	Tech/SPED/Grants travel and supplies/Board travel
77373	\$14,008.15	Dell Technologies	Technology School Equipment flow through
77380	\$8,049.01	ESU 1	Regional Transition Contract service

77390	\$10,335.00	Heartland Communications	Safety speakers throughout buildings
77407	\$8,685.00	Miotees Custom T-shirts	Latino Summit t-shirts
77428	\$5,352.60	State of NE DAS State Accounting	Network service charges

This is a consent item.

10.3. Reading of Article I, Section 1, F Unit Calendar

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.4. Reading of Article I, Section 3, B Filling Vacancies

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.5. Reading of Article I, Section 3, E Oath of Office

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.6. Reading of Article I, Section 3, F Code of Ethics for Board Members

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.7. Reading of Article I, Section 4, A Officer Positions

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.8. Reading of Article I, Section 4, B President

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.9. Reading of Article I, Section 4, C Vice President

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.10. Reading of Article I, Section 4, D Secretary

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.11. Reading of Article I, Section 4, E Treasurer

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.12. Reading of Article I, Section 4, F Recording Secretary

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.13. Reading of Article I, Section 5, A Committees

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.14. Reading of Article I, Section 5, C Temporary Committees

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.15. Reading of Article I, Section 5, D Committee Operations

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale:

This is a consent item.

10.16. Annual SPARQ Data Solution Dues

Speaker(s): Board President or Designee

Agenda Item Type: Consent Item

Rationale: The amount for the 2024-2025 SPARQ dues is: \$2,600.00.

This is a consent item.

10.17. Excess Lodging and Meals

Speaker(s): Board President or designee

Agenda Item Type: Consent Item

Rationale: Excess Lodging and Meals:

- The Board had excess travel to report:
 - AESA Annual Conference in Anaheim, California (November 29 - December 1, 2023)
 - Doug Pauley - \$294.99
 - Bob Arp - \$243.98
 - Marni Danhauer - \$307.74

This is a consent item.

11. January 2024 Board Spotlight - Learning Academy

Speaker(s): Board President or designee

Agenda Item Type: Information Item

Rationale: Student Services Principal, Cara Neesen, will present the January Board Spotlight regarding the Learning Academy.

12. Treasurer's Report

Speaker(s): Board President or Designee

Agenda Item Type: Action Item

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

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

Recommended Motion(s):

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

13. Virtual Conferencing for February 2024

Speaker(s): Board President or designee

Agenda Item Type: Agenda Item

Rationale: Nebraska Revised Statute § 84-1411 authorizes virtual meetings for educational service units if the requirements of subdivision (2)(b) are met. The board will determine if next month's board meeting should allow for a virtual conferencing option.

The Board voted to have a virtual conferencing option for the February 2024 board meeting.

14. Designations

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

14.1. Designate depository bank(s)

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale: Authorized Depositories, Bonds, Disbursement of Funds requires the ESU 7 Board to annually authorize depositories for ESU 7 Funds. The checking accounts are currently at First National Bank, Columbus. The Board authorizes the Administrator and Board Treasurer to contact banks in the ESU area to invest money at the best rate.

Administrator Recommendation: Discuss, consider and take any necessary action to authorize First National Bank, Columbus as the depository bank, as presented.

Recommended Motion(s):

Discuss, consider and take any necessary action to authorize First National Bank, Columbus as the depository bank, as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

14.2. Designate Newspapers of Record

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale: The Columbus Telegram is a newspaper of general circulation in all counties in the ESU 7 Area. Legal Notices as required will be reported in the Columbus Telegram.

Administrator Recommendation: Discuss, consider and take any action necessary to designate the Columbus Telegram as the ESU 7 newspaper of record.

Recommended Motion(s):

Discuss, consider and take any action necessary to designate the Columbus Telegram as the ESU 7 newspaper of record Passed with a motion by Board Member #1 and a second by Board Member #2.

15. Mileage Reimbursement Rate

Speaker(s): Board President or designee

Agenda Item Type: Agenda Item

Rationale: The IRS mileage reimbursement rate for January 1, 2024 - June 30, 2024 is \$0.67 per mile.

Article III, Section 4, D Coffee Act Policy (Reimbursable Expenses)

Reimbursement of Expenses. The ESU will pay the registration costs, tuition costs, fees or charges for attendance by Board members at such approved functions. The ESU will pay mileage at the rate allowed by law (that is, the rate established by the Department of Administrative Services) or actual travel expense if travel is authorized by commercial or charter means. The ESU will pay for meals

and lodging at a rate not exceeding the applicable federal rate unless a fully itemized claim is submitted substantiating the costs actually incurred in excess of such rate and such additional expenses are expressly approved by the Board.

For employees and volunteers, the ESU will pay costs and make reimbursements in the same manner as provided above for Board member attendance, unless otherwise established by policy, Board action, contract, or negotiated agreement.

Administrator Recommendation: Discuss, consider and take any necessary action to approve the IRS mileage reimbursement rate of \$0.67 per mile for January 1, 2024-June 30, 2024 as presented.

Recommended Motion(s):

Discuss, consider and take any necessary action to approve the IRS mileage reimbursement rate of \$0.67 per mile for January 1, 2024-June 30, 2024 as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

16. ESU 7 2024-2025 General Unit Calendar

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Rationale: Administrator Recommendation: Discuss, Consider and take any necessary action to approve the ESU 7 2024-2025 General Unit Calendar as presented.

Recommended Motion(s):

Discuss, Consider and take any necessary action to approve the ESU 7 2024-2025 General Unit Calendar as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

17. Coordinating Agency for ESU 7 Special Education Cooperative

Speaker(s): Board President or designee

Agenda Item Type: Agenda Item

Rationale: ESU 7 continues to serve as the coordinating agency for the ESU 7 Special Education Cooperative for 2024-2025.

Administrator Recommendation: Discuss, consider and take any action necessary for ESU 7 to continue to serve as the coordinating agency for the ESU 7 Special Education Cooperative for 2024-2025.

Recommended Motion(s):

Discuss, consider and take any action necessary for ESU 7 to continue to serve as the coordinating agency for the ESU 7 Special Education Cooperative for 2024-2025 Passed with a motion by Board Member #1 and a second by Board Member #2.

18. Administrator's Report General

Speaker(s): Administrator or Designee

Agenda Item Type: Agenda Item

Rationale:

- Professional Development and Production/Print Shop Report - Director Ostmeier
- Special Education Report - Director Clay
 - Richard Hight Presentation
- Technology Report - Director Ellsworth

- Nebraska Cybersecurity Network Update
- 2024 Elections - These are the districts up for election in 2024:
 - Gary Wieseler - District 2
 - Richard Luebbe - District 4
 - Bob Arp - District 6
 - Doug Pauley - District 8
 - Marni Danhauer - District 10
 - Dawn Lindsley - District 12
- Upcoming Events
 - NRCSA Legislative Forum in Lincoln, NE (February 20, 2024)
 - NASB Amplified Finance/Budget & Finance Workshop in Lincoln, NE (March 5, 2024)
 - NRCSA Spring Conference in Kearney, NE (March 14-15, 2024)
 - NASB Amplified Finance/Budget & Finance Workshop in North Platte, NE (March 19, 2024)
 - NASB Amplified Finance Workshop in Gering, NE (March 20, 2024)
- Future 2024 Events
 - NASB Area Membership Meeting in Fremont, NE (September 18, 2024)
 - NASA/NASB Labor Relations Conference in Lincoln, NE (October 2-3, 2024)
 - NASA/NASB State Education Conference in Omaha, NE (November 20-22, 2024)

18.1. Goal Update

Speaker(s): Administrator or Designee

Agenda Item Type: Agenda Item

Rationale: Goals - Attached for your Review

- Goal 1: 100% Complete
- Goal 2: 75% Complete
- Goal 3: 79% Complete
 - School District Board Meetings Completed:
 - David City - 10/10/2022
 - Osceola - 10/10/2022
 - East Butler - 10/12/2022
 - Boone Central - 11/14/2022
 - High Plains - 1/9/2023
 - Fullerton - 2/13/2023
 - Clarkson - 3/15/2023
 - Central City - 3/15/2023
 - Cross County - 5/8/2023
 - Palmer - 9/11/2023
 - Howells-Dodge - 10/11/2023
 - Columbus Public - 11/13/23
 - Humphrey - 11/13/23
 - Lakeview - 12/11/23

- Leigh - 1/17/24
 - Confirmed for February:
 - St. Edward - February 12, 2024 at 7:00pm
 - Administrator Polk
 - Board: Richard Stephens
 - Schuyler - February 12, 2024 at 6:30pm
 - Director Tami Clay
 - Board: Doug Pauley, Gary Wieseler, or Joyce Baumert
- Goal 4: 100% Complete

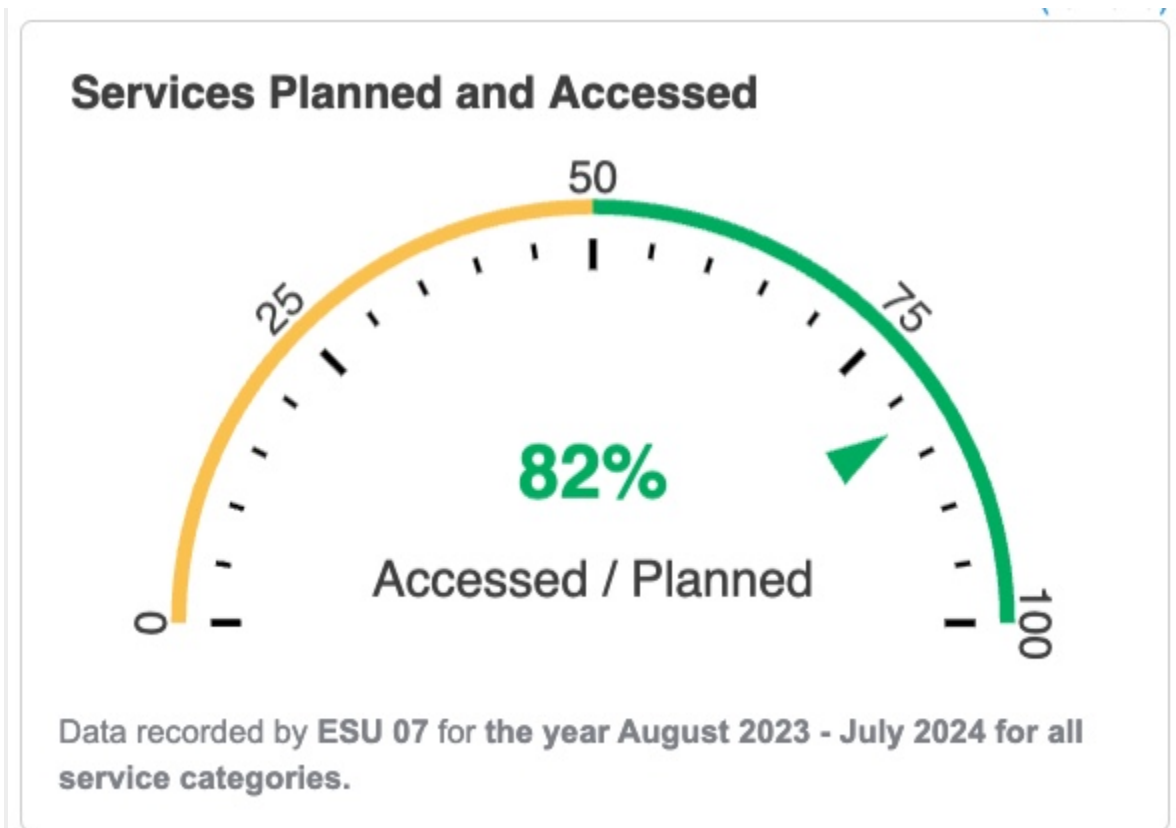
18.2. Services Update

Speaker(s): Administrator or Designee

Agenda Item Type: Agenda Item

Rationale:

- SIMPL Update



- Update on the Boardsmanship Event - Discuss June 2024 Board Meeting Time
 - June 17, 2024 from 5:00pm-8:30pm
- Update on Regional PD Day in 2025
 - January 3, 2025 from 8:00am-4:00pm

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

Administrator Recommendation: Discuss, consider and take any action necessary to change the June 17, 2024 board meeting time to begin at 3:30pm.

Recommended Motion(s):

Discuss, consider and take any action necessary to change the June 17, 2024 board meeting time to begin at 3:30pm Passed with a motion by Board Member #1 and a second by Board Member #2.

18.3. Facilities Update

Speaker(s): Administrator or Designee

Agenda Item Type: Agenda Item

Rationale: The Administrator will provide a facilities update during this item.

- Challenges with the HVAC system on January 16, 2024.

18.4. Legislative Update

Speaker(s): Administrator or Designee

Agenda Item Type: Agenda Item

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

19. Committee Reports

Speaker(s): Committee Chair

Agenda Item Type: Agenda Item

19.1. Buildings and Grounds Committee Report

Speaker(s): Buildings and Grounds Committee Chair

Agenda Item Type: Agenda Item

Rationale: The Buildings and Grounds Committee Chairperson will provide an update. The Buildings and Grounds Committee will be working on the planning.

Committee Recommendation:

19.2. Negotiations Committee Report

Speaker(s): Negotiations Committee Chair

Agenda Item Type: Agenda Item

Rationale: The Negotiations Committee Chairperson will provide an update.

Committee Recommendation:

20. Conference Report

Speaker(s): Conference Attendees

Agenda Item Type: Agenda Item

Rationale: Conference Attendees will report on their learnings.

- 2024 NASB Legislative Issues Conference
 - Administrator Polk
 - Jennifer Miller

o Dawn Lindsley

21. Adjournment

Speaker(s): Board President or Designee

Agenda Item Type: Agenda Item

Created by: Morgan Morsett, Secretary to the ESU 7 Board of Directors

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00079115	C	01/20/2025	14974	ALLO COMMUNICATIONS	177.00
10	00079116	C	01/20/2025	10391	AMAZON CAPITAL SERVICES *	1,404.86
10	00079117	C	01/20/2025	16160	AMY BLASER	121.27
10	00079118	C	01/20/2025	16233	ANN KAVANAUGH	200.00
10	00079119	C	01/20/2025	388	APPLIED CONNECTIVE TECHNOLOGIES	515.00
10	00079120	C	01/20/2025	110010	BETH KABES	271.91
10	00079121	C	01/20/2025	6700	BROOKE KAVAN	148.46
10	00079122	C	01/20/2025	21115	BUTLER CO CLERK	726.12
10	00079123	C	01/20/2025	280	CHRISTINA KILGORE	155.15
10	00079124	C	01/20/2025	30550	CITY OF COLUMBUS WATER & SANIT	386.32
10	00079125	C	01/20/2025	30790	COLFAX CO. CLERK	433.90
10	00079126	C	01/20/2025	31029	COLUMBUS PUBLIC SCHOOLS LUNCH FUND	2,618.70
10	00079127	C	01/20/2025	15792	COLUMN SOFTWARE PBC	13.63
10	00079128	C	01/20/2025	4812	CUBBY'S, INC.	339.38
10	00079129	C	01/20/2025	11711	DAWN LINDSLEY	607.36
10	00079130	C	01/20/2025	16179	DON GRAFF	731.98
10	00079131	C	01/20/2025	4456	DOUG PAULEY	289.24
10	00079132	C	01/20/2025	50825	ED SERVICE UNIT 7-PAYROLL	740,725.87
10	00079133	C	01/20/2025	14613	ELYSE BELINA	597.64
10	00079134	C	01/20/2025	50734	ESU 8	72.20
10	00079135	C	01/20/2025	50652	ESUCC	325.00
10	00079136	C	01/20/2025	7226	FIREGUARD	719.20
10	00079137	C	01/20/2025	60056	FNBO	49.35
10	00079138	C	01/20/2025	13684	FLEETCOR TECHNOLOGIES INC	22.12
10	00079139	C	01/20/2025	15920	FNBO CREDIT CARD	31,646.22
10	00079140	C	01/20/2025	7510	GARY WIESELER	679.92
10	00079141	C	01/20/2025	12645	HILTON OMAHA	2,137.00
10	00079142	C	01/20/2025	80543	HOMETOWN LEASING	477.45
10	00079143	C	01/20/2025	80880	HY-VEE	1,484.34
10	00079144	C	01/20/2025	90088	INDOFF INCORPORATED	431.82
10	00079145	C	01/20/2025	30027	JENNIFER CALAHAN	400.00
10	00079146	C	01/20/2025	4618	JENNIFER L. MILLER	201.54
10	00079147	C	01/20/2025	190486	JENNIFER SNYDER	400.00
10	00079148	C	01/20/2025	15300	JOANNA TERRAZAS	100.00
10	00079149	C	01/20/2025	16187	KAREN GOMEZ	118.32
10	00079150	C	01/20/2025	12424	KASEYA US, LLC	1,927.10
10	00079151	C	01/20/2025	160636	LARIANNE POLK	675.36
10	00079152	C	01/20/2025	120223	LEIGH COMMUNITY SCHOOLS	140.00
10	00079153	C	01/20/2025	40545	LISA DURANSKI	674.69
10	00079154	C	01/20/2025	120550	LOUP POWER DISTRICT	4,366.49
10	00079155	C	01/20/2025	130070	MAILBOX, THE	62.58
10	00079156	C	01/20/2025	5410	MARK BRADY	96.15
10	00079157	C	01/20/2025	130378	MENARDS	346.20
10	00079158	C	01/20/2025	130547	MNJ TECHNOLOGIES	472.50
10	00079159	C	01/20/2025	140066	NE ASSOC OF SCHOOL BOARDS	150.00
10	00079160	C	01/20/2025	14630	NASB - SPARQ DATA SOLUTIONS	2,600.00
10	00079161	C	01/20/2025	140351	NCSA	240.00
10	00079162	C	01/20/2025	140570	NEBRASKA TECHNOLOGY & TELECOM.	161.40
10	00079163	C	01/20/2025	140525	NRCSA	220.00
10	00079164	C	01/20/2025	12122	One Source The Background Check Company	58.00
10	00079165	C	01/20/2025	150330	OSCEOLA PUBLIC SCHOOLS	150.00
10	00079166	C	01/20/2025	80130	PEARSON ASSESSMENT	190.00
10	00079167	C	01/20/2025	160095	PERRY,GUTHERY, HAASE& GESSFORD P.C.,L.L.	1,007.50
10	00079168	C	01/20/2025	160450	PIZZA RANCH	131.97
10	00079169	C	01/20/2025	160493	PLATTE COUNTY ELEC COMM	1,215.76
10	00079170	C	01/20/2025	1260	RICHARD LUEBBE	44.09
10	00079171	C	01/20/2025	11703	ROBERT ARP	1,150.53
10	00079172	C	01/20/2025	20250	RUTT'S HEATING & AIR	24,775.50
10	00079173	C	01/20/2025	9164	RVW INC.	40,812.30
10	00079173	CV	01/10/2025	9164	RVW INC.	-40,812.30
10	00079174	C	01/20/2025	981	SARAH WACHA	432.82
10	00079175	C	01/20/2025	760	SERVICEMASTER BY SHEVLIN	1,577.00

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00079176	C	01/20/2025	9989	SHAYNE MCGUIRE	800.00
10	00079177	C	01/20/2025	190818	STANTON COUNTY CLERK	32.10
10	00079178	C	01/20/2025	190850	STATE OF NEBRASKA DAS STATE ACCTG.	5,857.40
10	00079179	C	01/20/2025	191085	SUPER SAVER	819.27
10	00079180	C	01/20/2025	14796	THE PLAYSCHOOL	112.50
10	00079181	C	01/20/2025	200606	U & I SANITATION	112.50
10	00079182	C	01/20/2025	10320	VERIZON WIRELESS	866.79
10	00079183	C	01/20/2025	230049	CAPITAL ONE-WALMART (SPED)	241.29
10	00079184	C	01/20/2025	230051	WALMART CAPITAL ONE - MIG	5.94
10	00079185	C	01/20/2025	13420	WOODRIVER ENERGY LLC	1,343.43
10	00079186	A	01/20/2025	13897	ADILENE PEREZ	499.82
10	00079187	A	01/20/2025	120155	AMY J SLAMA	618.18
10	00079188	A	01/20/2025	40709	ANN DUBAS	150.08
10	00079189	A	01/20/2025	13501	BARBARA BROCKHAUS	100.00
10	00079190	A	01/20/2025	990	BRANDY ROSE	394.29
10	00079191	A	01/20/2025	14605	BRANDY THOMPSON	597.48
10	00079192	A	01/20/2025	14621	CALVIN FREY	760.45
10	00079193	A	01/20/2025	5967	CASSANDRA RUTH	327.63
10	00079194	A	01/20/2025	9512	CASSIE KRINGS	488.43
10	00079195	A	01/20/2025	13510	CHRISTINA HANCOCK	602.00
10	00079196	A	01/20/2025	230304	CINDY WIESER	100.00
10	00079197	A	01/20/2025	70017	CYNTHIA ALARCON	79.73
10	00079198	A	01/20/2025	180474	DARLENE RODRIGUEZ	745.71
10	00079199	A	01/20/2025	14001	DEVON GRONENTHAL	205.02
10	00079200	A	01/20/2025	14060	DYLAN SOUTHARD	258.62
10	00079201	A	01/20/2025	60033	ELISSA HEIBEL	89.79
10	00079202	A	01/20/2025	9822	ELIZABETH LAWRENCE	100.00
10	00079203	A	01/20/2025	14575	ERNIE VALENTINE	83.74
10	00079204	A	01/20/2025	7560	ESI HOSTED SERVICES	180.39
10	00079205	A	01/20/2025	7099	HALEY KUNZE	629.25
10	00079206	A	01/20/2025	12513	HARRIET NALUMANSI	100.00
10	00079207	A	01/20/2025	11460	HAYLEY MURPHY	896.89
10	00079208	A	01/20/2025	15970	INGRID RODRIGUEZ	508.40
10	00079209	A	01/20/2025	15709	IRIS MEDINA GONZALEZ	568.16
10	00079210	A	01/20/2025	4294	JACK YOUNG	142.61
10	00079211	A	01/20/2025	10375	RONELLE JACKSON	1,575.00
10	00079212	A	01/20/2025	8559	JACLYN TERNUS	154.10
10	00079213	A	01/20/2025	8559	JACLYN TERNUS	100.00
10	00079214	A	01/20/2025	14745	JAEDYN MORRIS	846.21
10	00079215	A	01/20/2025	15954	JENNA MATTOX	351.42
10	00079216	A	01/20/2025	11223	JILL WIELGUS	416.74
10	00079217	A	01/20/2025	8540	JOLYNN KAHLANDT	523.27
10	00079218	A	01/20/2025	11932	JOSH ARIAS	1,009.69
10	00079219	A	01/20/2025	4600	JOYCE A. BAUMERT	624.71
10	00079220	A	01/20/2025	6459	KAISE RECEK	239.86
10	00079221	A	01/20/2025	14478	KASSANDRA CORNWELL	470.34
10	00079222	A	01/20/2025	11983	KENDRA GUSTAFSON	112.98
10	00079223	A	01/20/2025	13480	LETISHIA KLEINSCHMIT	631.14
10	00079224	A	01/20/2025	15261	LEXIA LEARNING SYSTEMS, LLC	207.00
10	00079225	A	01/20/2025	190385	LINDA SHEFCYK	100.00
10	00079226	A	01/20/2025	13986	LYNNE WEBSTER	857.60
10	00079227	A	01/20/2025	15601	MARCI HAIGHT	184.90
10	00079228	A	01/20/2025	2267	MARCIA OSTMEYER	262.94
10	00079229	A	01/20/2025	11797	MARIA RODRIGUEZ	1,330.62
10	00079230	A	01/20/2025	14699	MARIAH BELLER	871.00
10	00079231	A	01/20/2025	7501	MARNI DANHAUER	784.44
10	00079232	A	01/20/2025	11479	MEGAN WELCH	416.07
10	00079233	A	01/20/2025	14656	MERIDITH RIHA	50.92
10	00079234	A	01/20/2025	12246	MERRIDIE KAUP	469.00
10	00079235	A	01/20/2025	16152	MICHELLE OLSON	248.97
10	00079236	A	01/20/2025	11304	MINDY REED	5.90
10	00079237	A	01/20/2025	8788	NATHALIE VARGAS	213.73

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00079238	A	01/20/2025	15962	NICOLE CHILES	673.35
10	00079239	A	01/20/2025	13498	RACHEL BUETTNER	432.79
10	00079240	A	01/20/2025	190888	RICHARD STEPHENS	960.17
10	00079241	A	01/20/2025	130708	SHARON M BROWN	763.13
10	00079242	A	01/20/2025	8524	SHAYNA CEPEL	338.69
10	00079243	A	01/20/2025	10740	SHELLI EICKMEIER	582.90
10	00079244	A	01/20/2025	15725	SONYA SUKUP	142.04
10	00079245	A	01/20/2025	12165	STEPHANIE FOREMAN	195.26
10	00079246	A	01/20/2025	13447	SUSAN OLMER	21.04
10	00079247	A	01/20/2025	13536	TERI OPFER	850.90
10	00079248	A	01/20/2025	70018	VANESSA GASCON-GUARCAS	269.34
10	00079249	A	01/20/2025	230361	WENDY WOLFE	233.16
10	00079250	A	01/20/2025	230361	WENDY WOLFE	100.00
10	00079251	A	01/20/2025	10545	YARIBEY RODRIGUEZ	1,139.84
10	00079252	C	01/20/2025	10103	B-D CONSTRUCTION	24,030.00
10	00079253	C	01/20/2025	9164	RVW INC.	16,782.30
10	00079254	C	01/20/2025	15920	FNBO CREDIT CARD	75.00

Total Bank: 10 \$912,660.26

Total Computer Checks:	\$924,484.73
Total Manual Checks:	\$0.00
Total ACH Checks:	\$28,987.83
Total Other Checks:	\$0.00
Total Electronic Checks:	\$0.00
Total Computer Voids:	-\$40,812.30
Total Manual Voids:	\$0.00
Total ACH Voids:	\$0.00
Total Other Voids:	\$0.00
Total Electronic Voids:	\$0.00
Grand Total:	\$912,660.26
Number of Checks:	141

Batch Year	Batch	Amount
25	000134	92,005.03
25	000140	28,486.29
25	000147	10,555.77
25	000151	740,725.87
25	000153	40,812.30
25	000155	75.00

Article I, Section 1, F Unit Calendar

It shall be the responsibility of the Administrator to develop the ESU calendar for recommendation, approval, and adoption by the Board annually. The Educational Service Unit 7 Board of Education by the May meeting, will adopt a Unit calendar for the following year.

The Board may amend the official ESU calendar when the Board considers the change to be in the best interest of the ESU's service plan.

Legal Reference:	§
Date of Revision:	May 18, 2020 February 20, 2023
Date(s) of Review:	January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 3, B Filling Vacancies

Whenever a vacancy occurs on the Board, the remaining members of the Board shall appoint an individual residing within the election district for which the vacancy exists who meets the qualifications for the office to fill such vacancy for the balance of the unexpired term.

A “vacancy” may occur when, unless excused by a majority of the remaining members of the Board, a member is absent from the geographical boundaries of ESU 7 for a continuous period of sixty days at one time or from more than two consecutive regular meetings of the Board.

In all cases, the Board member must notify the Administrator or Board President, prior to the Board Meeting, with the reason for absence in order to be considered for an excused absence.

Legal Reference:	§ 79-1217(2)
Date of Adoption:	January 15, 2018
Date(s) of Review:	January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 3, E Oath of Office

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

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

Legal Reference:	§ 11-101 to § 11-101.03
Date of Adoption:	January 15, 2018
Date of Review:	January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 3, F Code of Ethics for Board Members

Board members of ESU 7, like all public officers in the State, “stand in a fiduciary relationship to the people whom they have been elected or appointed to serve. As fiduciaries and trustees of the public wealth they are under an inescapable obligation to serve the public with the highest fidelity. In discharging the duties of their office they are required to display such intelligence and skill as they are capable of, to be diligent and conscientious, to exercise their discretion not arbitrarily but reasonably, and above all to display good faith, honesty and integrity. They must be impervious to corrupting influences and they must transact their business frankly and openly in the light of public scrutiny so that the public may know and be able to judge them and their work fairly. These obligations are assumed by them as a matter of law upon their entering public office.”

To assure that the entire Board acts in accordance with the foregoing legal responsibilities and to ensure the effective functioning of the Board, each Board member will sign a Board-approved Code of Ethics for ESU 7 Board Members (attached). The Code of Ethics is to be signed upon assumption of office and at each annual meeting.

Legal Reference:	<i>Nebraska Legislature on behalf of the State of Nebraska v. C. David Hergert, 271 Neb. 976, 1011 (2006)</i>
Date of Adoption:	January 15, 2018
Date(s) of Revision:	February 20, 2023
Date(s) of Review	January 18, 2021 January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Code of Ethics for ESU 7 Board Members

Members of the Board of ESU 7 are expected to abide by the following Code of Ethics in performance of their duties as a Board member and will be requested to acknowledge their intent to do so:

1. **Follow Laws:** I will uphold and enforce the constitutions, laws, rules and regulations of the state and federal governments, the state and federal agencies, binding court orders

pertaining to educational service units, and the policies and regulations of ESU 7. Desired changes shall be brought about only through legal and ethical procedures.

2. **Non-Discrimination:** I will not make decisions which affect personnel, students, parents, the public, or otherwise on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, or on the basis of constitutionally protected speech.

3. **Welfare of Students:** I will make decisions in terms of the educational welfare of students served by ESU 7 and will seek to develop and maintain services and programs that meet the individual needs of students served by the ESU regardless of their sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, social standing, or personal feelings not associated with the best interests of ESU 7 and the students.

4. **Role of the Board:** I will confine my action as a member of the Board to policy making, planning, and evaluation of the Administrator. I will carry out my responsibility, not to administer ESU 7 or its services and programs, but, together with my fellow board members, to see that they are well run. I will refer all complaints which I may receive to the Administrator and will act on the complaints at public meetings only after failure of an administrative solution. I will support decisions made by the Board, even if it is not the one I would have made, although I will reserve my independent right to seek a change using appropriate procedures. I will recognize that authority rests with the Board as a whole and will make no personal promises nor take any private action that may compromise the Board.

5. **Meetings of the Board:** I will attend all meetings of the Board except when I am unable to attend for excusable reasons, will be prepared to be an active participant at such meetings, and will follow appropriate rules of order at such meetings. I will fulfill my responsibilities on any committees and any officer positions to which I may be elected, assigned or appointed. I will not attempt to circumvent the open meetings laws by participating in meetings with a quorum of other members of the Board to make decisions on ESU 7 matters. I will not seek closed session meetings or participate in closed session meetings except as permitted by law.

6. **Independent Judgment:** I will refuse to surrender my independent judgment to special interest or partisan political groups.

7. **Confidentiality:** I will hold confidential all matters pertaining to ESU 7 which, if disclosed, would needlessly injure individuals, the Board, or ESU 7. I will not ask for legally confidential information about staff or students when not required to fulfill my duties as a Board member. When such information is made available to me in my role as a Board member, I will maintain the confidentiality of such information.

8. **Conflicts:** I will not use my position as a Board member for personal gain or for the gain of family or friends. Where I have a personal conflict of interest which affects or may be reasonably seen by others as affecting my ability to make a fair and impartial decision on a matter before the Board, I will follow the law and Board policy to avoid the conflict from affecting the decision of the entire Board.

9. **Personnel Matters:** I will vote to appoint the best qualified personnel available after consideration of the recommendation of the administration. I will support and protect personnel in the proper performance of their duties but likewise will hold staff accountable, on matters which reach the Board, to the standards and expectations of the Board and the administration.

10. **Role Model.** I understand that my personal actions may reflect on ESU 7 and the schools and communities served by ESU 7 due to my position as a Board member. I will in all respects serve as a proper role model and engage in conduct which is reflective of a good citizen in the communities served by ESU 7.

Agreed to by the members of the Board of Educational Service Unit 7 on this ___ day of _____, 20__.

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Section 4 - Board Officers

Article I, Section 4, A Officer Positions

Annually, the Board shall elect one of its members as president, one as vice president, and one as secretary in the January meeting. The Board shall employ a secretary and a treasurer who shall be paid a salary to be fixed by the board.

Legal Reference:	§ 79-1218
Date of Adoption:	December 18, 2017
Date(s) of Review:	January 18, 2021 January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 4, B President

The duties and responsibilities of the President include the following:

1. Call meetings of the Board.
2. Preside at all meetings of the Board.
3. Appoint board members to committees.
4. Serve as an ex-officio member of all committees, unless such would create a violation of the open meetings law.
5. Send correspondence connected to the position of President.
6. Vote on any issue that may come before the Board.
7. Sign warrants upon the treasury for claims allowed by the Board.
8. Perform such other duties as required by law or by action of the Board.

Legal Reference:	§ 79-1218; § 79-1221
Date of Adoption:	December 18, 2017
Date(s) of Review:	January 18, 2021 January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 4, C Vice President

The Vice President is to assume all duties and responsibilities of the President when the President is absent.

Legal Reference:	§ 79-1218; § 79-1221
Date of Adoption:	December 18, 2017
Date(s) of Review:	January 18, 2021 January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 4, D Secretary

The duties and responsibilities of the Secretary include the following:

1. Assure that accurate records of all Board meetings are prepared and maintained.
2. Assure that all Board members are notified of all meetings of the Board.
3. Assure that required reports to county, state, and federal officials are prepared and submitted on a timely basis.
4. Be responsible for correspondence for and in the name of ESU 7 as authorized by the Board.
5. Sign all orders on the treasury for the payment of authorized claims.
6. Act as custodian of all documents, title papers, and records of the Board.
7. Assure that all legal notices are published.

Legal Reference:	§ 79-1218; § 79-1221
Date of Adoption:	December 18, 2017
Date(s) of Review:	January 18, 2021 January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 4, E Treasurer

The Board shall employ a Treasurer who shall be paid a salary to be fixed by the Board. The duties and responsibilities of the Treasurer include the following:

1. Be the custodian of all funds of the Board.
2. Attend all meetings of the Board.
3. Prepare and submit to the Board a written monthly report of the state of ESU 7 finances.
4. Pay out money of the Board only upon a warrant signed by the President, or in the President's absence, by the Vice President, and countersigned by the secretary.
5. Assure that funds are placed in depositories approved by the Board and secured as required by law.
6. Assure that accurate accounts of all receipts and disbursements are kept.
7. Assure that accurate reports on the state of finances and other financial reports and statements as required by state and federal statute and board policy are prepared and submitted to the appropriate authority on a timely basis.

The treasurer shall give bond or evidence of equivalent insurance coverage, payable to the Board, in such sum as the Board shall determine conditioned for the faithful performance of the duties as treasurer of the Board and for the safekeeping and proper disbursement of all funds of the Board collected or received by the treasurer. Such bond shall be signed by a corporate surety company or insurance company authorized to do business within this state. Such bond or insurance coverage may be enlarged at any time the Board deems such enlargement necessary or advisable. The cost of such bond or insurance coverage shall be paid out of funds of the Board.

Legal Reference:	§ 79-1218; § 79-1221
Date of Adoption:	December 18, 2017
Date(s) of Review:	January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 4, F Recording Secretary

The Board may employ a recording secretary who shall be paid compensation to be fixed by the Board. The duties of the recording secretary will include:

1. Notify members of the Board of all regular and special meetings.
2. Publish legal notices.
3. Keep accurate records of all Board meetings.
4. Act as custodian of all documents and records of the meeting of the Board.
5. Perform other duties as directed by the Board.

Legal Reference:	
Date of Adoption:	December 18, 2017
Date(s) of Review:	January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Section 5 - Board Committees

Article I, Section 5, A Committees

Committees may be created by the President of the Board or by a majority vote of the Board.

Unless otherwise specifically provided, at the time of appointment, all Committees are hereby intended to be and shall operate as a “subcommittee” within the definition of Neb. Rev. Stat. § 84-1409(1)(b). As such, no meeting of any Committee may include a quorum of the Board. In addition, no Committee may hold hearings, make policy, or take formal action on behalf of the Board.

Legal Reference:	§ 84-1409
Date of Adoption:	February 19, 2018
Date(s) of Review:	January 18, 2021 January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 5, C Temporary Committees

Temporary committees may be established by the Board as deemed necessary for specific identified purposes.

Legal Reference:	
Date of Adoption:	February 19, 2018
Date(s) of Review:	January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025

Article I, Section 5, D Committee Operations

No member or Committee of the Board, or staff member of the Unit, shall have the power to act for the Board, or to imply an action on the part of the Board without specific approval authorized by the Board with record of such action recorded in the official minutes.

The Board or Administrator may refer business to a Committee; however, unless otherwise specifically provided, such Committee shall have no power or authority to hold hearings, make policy, or to make any determination or take or effect any formal action on behalf of the Board or the District. The role of a Committee is to gather and serve as an informational avenue only and to guide, make recommendations, and report directly to the Administrator on any referred business, regardless of who appointed same.

All Board members will be informed of meetings of Committees. Committee reports shall be brought to the Board in written form whenever possible.

Legal Reference:	
Date of Adoption:	February 19, 2018
Date(s) of Review:	January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025



INVOICE

Sparq Data Solutions

INVOICE #: S-3702
DATE: 12/15/2024

1301 Stockwell St
Suite 100
Lincoln, NE 68502

BILL TO: ESU 7
2657 44th Avenue
Columbus, NE 68601

SHIP TO: ESU 7
2657 44th Avenue
Columbus, NE 68601

PAYMENT TERMS	DUE DATE
Due on receipt	01/14/2025

QTY	UNIT	MEMO	UNIT PRICE	AMOUNT
1	Each	Sparq Meeting Subscription effective April 1, 2025 - March 31, 2026	\$2,600.00	\$2,600.00
			Subtotal	\$2,600.00
			Total	\$2,600.00

2310-643

Career & Technical Education Board Spotlight

December 16, 2024

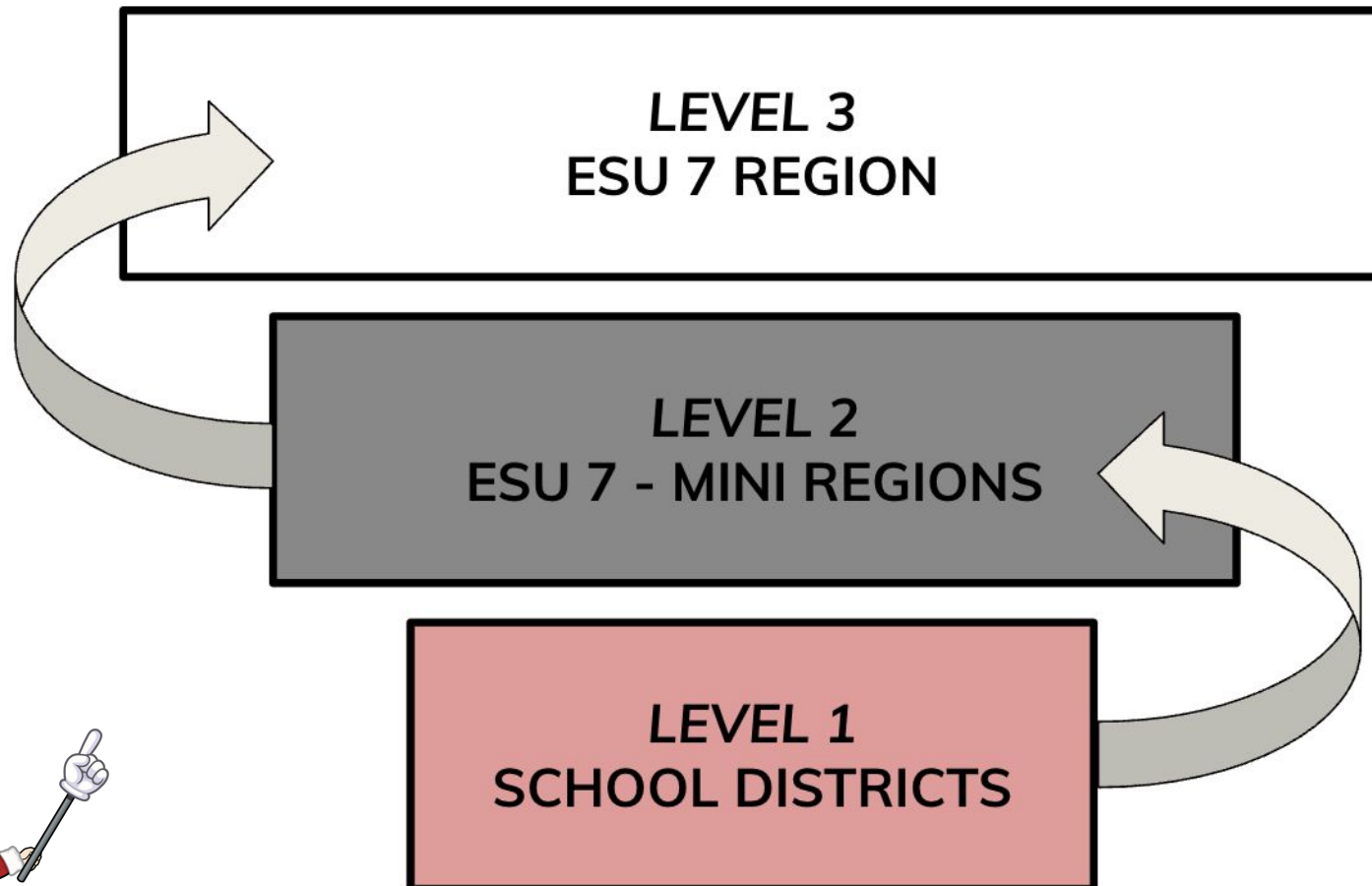
A little about me...

Brandy Thompson
ESU 7 Career Academy Coordinator (2nd year)

Schuyler High School Alum
University of Nebraska-Lincoln
25th Year in Education
Taught Physical Education (7 years)
Doane University
Administrative Experience (16 years)
Mom of 2

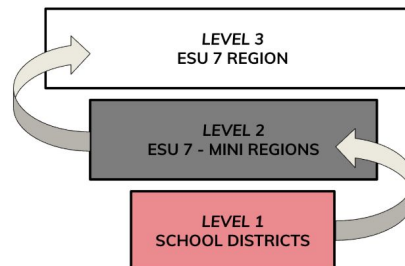


Mini-Region Approach



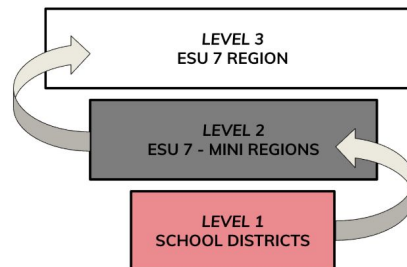
Level 1 = School Districts

Activities / Tasks	Description
Mission, Vision, & Communication Goals	CTE Specific to each Department and the overall CTE Program. Goals to assist in making sure programs are marketing their work to stakeholders.
Telling Your Story	Activity used to identify exactly what districts want to market about their programming and to whom.
CTE Specific Data Digs	Data used is CTE specific in all steps.



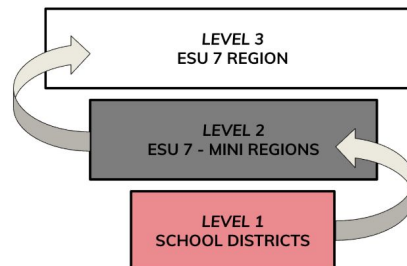
Level 1 = School Districts

Activities / Tasks	Description
5-yr. CTE Action Plan	Actionable items for growth of program, and alignment to reVISION workbook.
Program Alignment	Alignment to NDE CTE programs of study and updating course codes for appropriate state reporting purposes.
CTE Needs & Wants Assessment	Document to focus districts on intentional growth of programming to pre-determine and/or identifying needs to for Perkins funds, CTE State Aid Grant funds, or local general funds.



Level 1 = School Districts

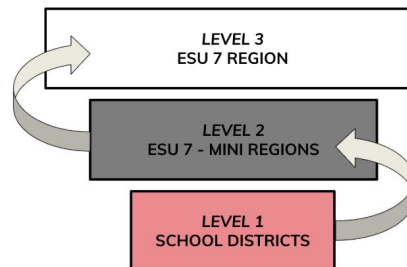
Activities / Tasks	Description
Surveys	Course Interest Surveys Post Graduate Surveys School Improvement Surveys
Work-Based Learning Development	Development of work-based learning action plans for growth, accountability, and business/industry partnerships.
Counselor Supports	Meet regularly with Counselors new to ESU 7 and the area of CTE.



Level 2 = *Mini-Regions*

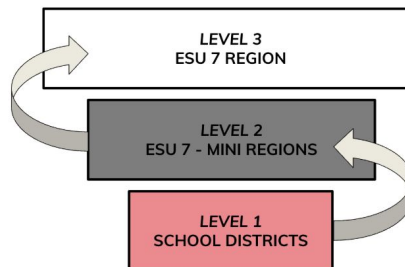
Possibilities for Mini-Region supports may include:

- College and/or Career Fairs
- Perkins Network Grants
- Course Opportunities for Students
 - ◆ In Person & via Distance Learning
- Teacher Shortage/Hiring Issues
- Work-Based Learning Partnerships
- Other pieces as needed per Mini-Region



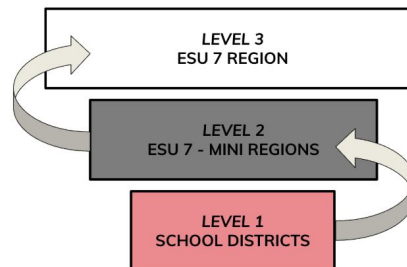
Level 3 = ESU 7 Region

Activities / Tasks	Description
ESU 7 Career & Technical Ed. Webpage	Website created to be an ongoing one-stop shop for all things CTE for those districts served through ESU 7.
Network Meetings	CTE content area specific meetings hosted by ESU 7 during the year to provide opportunities for learning and collaborating amongst CTE educators. Content Areas: Ag. BMIT, Counselors, FCS, Health Sciences, & STS



Level 3 = ESU 7 Region

Activities / Tasks	Description
NNNC Professional Dev. Opportunities (Northeast Nebraska Network Consortium)	NNNC CTE Collaboration Day "COLD" Conference
Perkins Coordination	Perkins - Intent to Participate reVISION - NDE requirement reVISION reFRESH - NDE requirement Annual Budget - Manage Consortium Funds RFP Process through ESU 7 Perkins Advisory Committee
Quarterly Meetings w/ NDE CTE Leaders	Meetings serve as a way to develop a strong partnership with state CTE leadership and to keep ESU 7 abreast of new information coming from NDE about CTE in Nebraska and across the country.





CONTRACT OF EMPLOYMENT WITH ADMINISTRATOR OF
EDUCATIONAL SERVICE UNIT 7
COLUMBUS, NEBRASKA

THIS CONTRACT OF EMPLOYMENT is made by and between the Board of Educational Service Unit 7 (ESU 7), hereinafter referred to as "the Board", and Marci Ostmeyer hereinafter referred to as "the Administrator".

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 21st day of January, 2025 the Board hereby agrees to employ the Administrator, and the Administrator hereby agrees to accept such employment subject to the following terms and conditions:

Section 1. Term of Contract. The Administrator shall be employed for a period of two (2) years, beginning on the 1st day of July 2025, and expiring on the 30th day of June 2027, excluding Saturdays, Sundays and legal holidays. A "contract year" for purposes of this Contract shall be from July 1 to June 30. A provision for an annual extension of the contract is provided as follows:

Administrator's Notice of Intent to Extend. The administrator shall, between December 1 and December 31 of each contract year, give the President of the Board an "Administrator's Notice of Intent to Extend," which is a written notice that the Administrator intends to extend the Contract which allows the Board of Education to renew this contract for a new period, up to three years, and make adjustments on the annual total compensation each year of the contract as stated in Section 2 of this contract. In the event a Administrator's Notice of Intent to Extend is not given within the specified time, the Contract may not be extended.

Board Action on Notice of Intent to Extend. In the event the Board has received an Administrator's Notice of Intent to Extend, the Board shall have until, on, or before February 16th of each year to give a Notice of Intent to Not Extend. In the event the Board does not give a Notice of Intent to Not Extend, or of a notice of possible non-renewal or cancellation, the Contract shall be extended for an additional term of at least one (1) contract year.

Notice of Non-Renewal. The failure to extend does not automatically affect a non-renewal of the Contract. The deadline to give a notice of non-renewal is, by law, April 15th.

At the time of each contract renewal and/or amendment, the Administrator shall be responsible for taking all necessary steps to insure that ESU 7 has complied with the Superintendent Pay Transparency Act.

Section 2. Total Compensation:

Salary. The annual salary for the 2025-2026 contract year shall be: \$185,000.00. The annual salary for the second and any subsequent year of this contract will be set by the Board no later than the regular meeting of the board for the month of March (unless alternate date is determined by mutual agreement of Board and Administrator). Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of other professional staff employees of the Educational Service Unit. The Board retains the right to adjust the Administrator's annual salary upward during the term of this Contract, as an amendment hereto, without such adjustment constituting a new contract or extending the length of this Contract. The Administrator's salary shall not be reduced during the term of this Contract.

In consideration of this annual salary, the Administrator agrees to perform faithfully, duties of the Administrator in and for the Educational Service Unit as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board thereunder.

Fringe Benefits. The Administrator may elect to receive health insurance benefits consisting of full single health/dental insurance in a premium contribution by Educational Service Unit 7 to the health/dental insurance carrier selected by Educational Service Unit 7, in an amount not to exceed \$10,738.56; LTD Premium reimbursement: \$721.50, Life Insurance: \$66.00.

Leave Benefits. For the purpose of this section, the term "working days" shall not include any Saturday, Sunday, legal holiday, or break as indicated on Educational Service Unit Board approved calendar. Paid leave is available to the Administrator when the following specific conditions are met: (1) the Administrator is currently employed by ESU 7 and (2) the paid leave day is taken on a day Administrator would otherwise be expected to be at work. The Administrator shall report earned leave and usage to the Board no less than two (2) times annually.

(a) Vacation Leave: The Administrator shall earn 20 working days of paid vacation leave per ESU 7 policy 3.15.02 to be used in a manner and at times selected by the Administrator.

(b) Sick Leave: The Administrator shall be entitled to 12 annual sick leave days during each year of this contract accumulating to 55 days.

(c) Personal Leave: The Administrator may receive up to 3 personal days each Contract year per Board Policy 3.05. Personal leave days may be used at the Administrator's sole discretion, provided that the Administrator makes reasonable efforts not to use them when such use would interfere with the Administrator's ability to attend the Board's meetings.

Meetings and Dues: The Administrator shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Administrator's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by ESU 7 consistent with Board policies. In addition, ESU 7 shall pay the Administrator's annual dues to the following organizations: Nebraska Council of School Administrators (NCSA) and American Association of School Administrators (AASA). The Board may pay dues for other professional organizations suitable for the Administrator position upon the Administrator's request.

Transportation. The reasonable and necessary expenses of transportation required in the performance of Administrator's official duties shall be reimbursed at the rate set by the Board for ESU 7 travel.

Indemnification. ESU 7 shall, to the extent permitted by law, defend, hold harmless, and indemnify the Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator in the Administrator's individual capacity or the Administrator's official capacity as an agent or employee of ESU 7, provided that the incident arose while the Administrator was acting (or, in good faith, reasonably believed that the Administrator was acting) within the scope of the Administrator's employment with ESU 7 and ESU 7 is not in an adverse position in the legal proceedings. This provision shall not apply to criminal proceedings against the Administrator and shall not obligate ESU 7 beyond any applicable insurance coverage ESU 7 has available.

Section 3. Professional Status. The Administrator hereby affirms that the Administrator is not under contract with another school board or educational service unit covering any part of or all of the same terms provided in this Contract. The Administrator further affirms that throughout the term of this Contract she will hold a valid and appropriate certificate to act as an Educational Service Unit Administrator in the State of Nebraska.

Section 4. Administrator's Duties. The Administrator agrees to perform faithfully the duties of the position as prescribed by the laws and regulations of the State of Nebraska; the policies, rules and regulations promulgated by the Board; the Administrator Job Description; and the directives of the Board.

Section 5. Board - Administrator Relationship. The Board shall have primary responsibility for formulating (in collaboration with the Administrator) and adopting Board policy. The Administrator shall be the chief administrative officer for the Educational Service Unit, and shall have primary responsibility for implementation of Board policy. The Administrator shall be responsible for development of regulations and rules consistent with Board policy and shall communicate with the board about these regulations and rules. In the absence of Board policy on matters which require prompt action, the Administrator shall have the authority to act using the Administrator's professional judgment and consistent with legal requirements; provided that the Administrator shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, not to interfere with or usurp the duties or responsibility of the other party. The Board, individually and collectively, will promptly refer all criticisms, complaints, and suggestions called to its attention to the Administrator for action, study and/or recommendation, as appropriate.

Section 6. Evaluation of the Administrator. The Administrator shall be evaluated once during each contract year, unless the Board deems additional evaluations appropriate as per ARTICLE 1, SECTION 6C DUTY AND FUNCTION OF THE ADMINISTRATOR. The Administrator shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Administrator's personnel file. The Administrator shall notify the President of the Board to remind the Board of the need to evaluate.

Section 7. Contract Termination. Throughout the term of this Contract the Administrator may be discharged if she materially breaches any provision of this Contract, or performs any act which substantially inhibits her ability to discharge her duties as Administrator, including, but not limited to: (a) upon cancellation, termination, revocation, or suspension of the Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate by the State Board of Education; (b) breach of any of the material provisions of this Contract; (c) for any of the reasons set forth in this employment contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) physical or mental incapacity; or (i) conviction of a felony. The procedures for cancellation during the term of the contract shall be in accordance with the applicable Nebraska Revised Statutes.

Section 8. Compensation upon Termination and Credit for Accrued Vacation. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract shall be refunded by the Administrator. Upon termination or expiration of this Contract, the Administrator shall be entitled to compensation for all unused accrued vacation leave at the current salary.

Section 9. No Penalty for Release or Resignation. There shall be no penalty for release or resignation by the Administrator from this Contract; provided no resignation shall become effective until expiration of the Contract unless accepted by the Board and the Board shall fix the time at which the resignation shall take effect.

Section 10. Disability. Should the Administrator be unable to perform her duties by reason of illness, accident or other disability beyond her control, and such disability shall continue for more than six (6) continuous months, or if such disability is permanent, irreparable, or of such a nature as to make performance of her duties impossible, the Board may in its discretion terminate this Contract, whereupon the respective rights, duties, and obligations of the parties hereunder shall terminate.

Section 11. Deductions. This Contract shall conform to the statutes and regulations governing deductions from compensation. ESU 7 shall withhold other deductions as the Administrator and Board may agree.

Section 11. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

Section 12. Amendments to be in Writing. This Contract may be modified or amended only by a writing duly authorized and executed by the Administrator and the Board.

Section 13. Severability. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.


IN WITNESS WHEREOF, the parties have executed this Contract on the date indicated below.

Executed by the Board this 21st day of January, 2025.

President, Educational Service Unit 7 Board

Secretary, Educational Service Unit 7 Board

Executed by the Administrator this 21st day of January, 2025.


[Marci Ostmeier \(Jan 1, 2025 18:53 CST\)](#)

Marci Ostmeier








ESU 7 Administrator contract - 2025-27

Final Audit Report

2025-01-02

Created:	2024-12-20
By:	Linda Shefcyk (lshefcy@esu7.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAA4fm3mevzzesbZDdOpC4Uqtje53PgVPxL

"ESU 7 Administrator contract - 2025-27" History

-  Document created by Linda Shefcyk (lshefcy@esu7.org)
2024-12-20 - 5:12:09 PM GMT
-  Document emailed to Marci Ostmeyer (mostmeyer@esu7.org) for signature
2024-12-20 - 5:12:31 PM GMT
-  Email viewed by Marci Ostmeyer (mostmeyer@esu7.org)
2024-12-20 - 5:12:50 PM GMT
-  New document URL requested by Marci Ostmeyer (mostmeyer@esu7.org)
2025-01-02 - 0:46:10 AM GMT
-  Email viewed by Marci Ostmeyer (mostmeyer@esu7.org)
2025-01-02 - 0:46:19 AM GMT
-  Document e-signed by Marci Ostmeyer (mostmeyer@esu7.org)
Signature Date: 2025-01-02 - 0:53:18 AM GMT - Time Source: server
-  Agreement completed.
2025-01-02 - 0:53:18 AM GMT



CERTIFICATED PROFESSIONAL CONTRACT

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

WITNESSETH: That ESU7 hereby agrees to employ the above named Party in the assignment of Professional Development Director, subject to the following terms and conditions:

1. **Term of Employment.** This agreement shall commence on the 1st day of July, 2025 and may be terminated pursuant to Section 7 of this agreement. This term shall consist of 245 days of service in any given fiscal year, which are exclusive of holidays.
2. **Compensation:** The Party shall be paid a yearly salary of \$139,500.00 paid in 12 monthly payments of \$11,625.00. The first salary installment shall be payable on the 20th day of August and on the 20th day of each month thereafter.
3. **Fringe Benefits:** ESU7 agrees to provide the same fringe benefits as annually approved by the Board of ESU7.
4. **Professional Status.** The Party hereby affirms that he/she is not under contract with another school board or board of education covering any part of or all of the same terms provided in this contract. Said party affirms that he/she holds or will hold at the beginning of the term of this contract, a current and valid Nebraska License or Teaching Certificate, with State-approved endorsements in those services, teaching, or administrative areas mutually agreed upon by the party and the Board of ESU7. The party further agrees that the certificate is or will be properly registered with ESU7 prior to the beginning of the term of this contract. If the certificate is not registered with ESU7, prior to the contract start date, this contract shall be declared invalid and the party shall not be further reimbursed for any services rendered under the assignment identified in "WITNESSETH" of this contract. This provision shall not apply to the party when the assigned duties of the party do not require certification.
5. **Policies, Rules and Regulations.** The Party agrees to be governed by the policies of the Board of ESU7, the rules and regulations of ESU7 and the directives of supervisors. The Party agrees that the policies of the Board of ESU7 and rules and regulations of the ESU7 may be changed at any time, with or without notice to the Party.

6. **Duties.** The duties of the Party shall be as prescribed for the position and assignment, which duties shall be performed in accordance with standards, goals, and policies established by the Board of ESU7 and the ESU7 Administrator. The Party agrees to devote full time, skill, labor and attention to these duties throughout the term of this contract.
7. **Termination of Employment.** Should the party violate any of the terms of this contract, or in the performance of his/her assigned duties fail satisfactorily to perform, the Board of ESU7 may upon a finding of just cause, all as set forth hereafter, terminate this contract. Prior to any final decision to terminate this contract prior to the completion of the contract period, the ESU Administrator shall notify the party in writing of any conditions of unsatisfactory performance which the ESU Administrator considers may be just cause to terminate this contract prior to the end of the contract period. The Party will be provided the due process rights provided to them by policy and statute.
8. **Disability.** Should the Party be unable to perform the essential functions of the position by reason of illness, accident or other disability beyond his/her control, and such disability shall continue for more than two (2) months; or if such disability is permanent, irreparable, or of such a nature as to make performance of his/her duties impossible, the Board may, in its discretion, terminate this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate.
9. **Deductions.** This contract shall conform to the federal and state regulations governing deductions from the compensation stated herein with reference to withholding tax, social security, and teacher's retirement. Other deductions may be withheld as agreed to by the parties of this contract.
10. **Private Automobiles.** ESU7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU7 in accordance with such mileage reimbursement policies of the Board of ESU7. Said policies may be changed at any time, with or without notice to the Employee.
11. **Entirety of Agreement and Amendments.** The Party certifies that he or she has read the foregoing Certificated Professional Contract, fully understands its terms and conditions and agrees that the foregoing Certificated Professional Contract constitutes the entire agreement and that no representations, promises, agreements or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Certificated Professional Contract shall be subject to modification only by a written instrument signed by the Party and the ESU7 Administrator.
12. **Amendments to be in Writing.** This contract may be modified or amended only by a written document duly authorized and executed by the ESU7 Administrator and the Board.
13. **Applicable Law.** This agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

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

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

Secretary, Board of ESU7

President, Board of ESU

Executed by the Party this 21 day of January, 2025.

Elizabeth M. Ericson
Elizabeth M. Ericson (Jan 21, 2025 12:27 CST)

Party







PD Director '25-'26-2

Final Audit Report

2025-01-21

Created:	2025-01-21
By:	Linda Shefcyk (lshefcy@esu7.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAIDnThFI17cIZSrVnAk4o7FXzmDOdJKCW

"PD Director '25-'26-2" History

-  Document created by Linda Shefcyk (lshefcy@esu7.org)
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-  Document emailed to drbethericson@gmail.com for signature
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-  Signer drbethericson@gmail.com entered name at signing as Elizabeth M. Ericson
2025-01-21 - 6:27:49 PM GMT
-  Document e-signed by Elizabeth M. Ericson (drbethericson@gmail.com)
Signature Date: 2025-01-21 - 6:27:51 PM GMT - Time Source: server
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2025-01-21 - 6:27:51 PM GMT

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Arthur E. Perry (1910-1982)
R.R. Perry (1917-1999)
Edwin C. Perry (1931-2012)

MEMO ON MID-YEAR POLICY UPDATE

To: Nebraska School Boards and Superintendents
Date: December 30, 2024
RE: January 2025 Policy Updates

Required Mid-Year Policy Update

1. Policy 8342 - Designated Method of Giving Notice of Meetings. Last session, LB 287 changed the notice requirements for board meetings under the Open Meetings Act. These changes were designed to avoid requiring notices only to be published in a physical newspaper and, instead, allow notices to otherwise be published on a newspaper's website. To this end, beginning January 1, 2025, the Open Meetings Act now requires boards to give notice of their meetings by either: (1) publishing notice in the newspaper (if there is time to publish in the newspaper) and posting notice on the new statewide website; or (2) posting notice on the newspaper's website (if available) and posting notice on the new statewide website if the newspaper cannot publish its paper edition before the board meeting. The notices are to be placed in the newspaper and on the website "by the newspaper." Schools should coordinate directly with their usual newspaper to ensure that meeting notices will be promptly submitted to the statewide website. The statewide website can be found at: <https://www.nepublicnotices.com/>

If the board does not have time to publish notice in the newspaper (or if the newspaper cannot or does not print the timely notice), the board can forego the newspaper posting requirement but must still (1) post notice on the school's website, (2) post notice on the statewide website, and (3) post notice in a "conscious public place."

Policy 8342 has been updated to reflect these new changes.

One final note: the Open Meetings Act Poster from July 2024 remains the most current version of the Open Meetings Act, so you will not need to update your poster in your boardroom.

Internal Board Policies - Methods of OperationDesignated Method of Giving Notice of Meetings

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

1. Publishing in a newspaper of general circulation within the District's jurisdiction, posting on the newspaper's website, if available, and posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers; or

2. Posting to the newspaper's website, if available, and posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of the newspaper will be finalized for print prior to the time and date of the meeting.

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

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

Notice shall be given a reasonable time in advance of the meeting. Two (2) days advance notice shall be considered sufficient.

For an emergency meeting, notice shall not be required to be given; however, the Board will complete minutes for such an emergency meeting as required by law. An emergency has been defined as any event or occasional combination of circumstances which calls for immediate action or remedy; pressing necessity; exigency; a sudden or unexpected happening; an unforeseen occurrence or condition.

The Secretary of the Board of Education, or the Secretary's designee, shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to such news media of the time and place of each meeting and the subjects to be discussed at the meeting.

Legal Reference: Neb. Rev. Stat. Sections 79-554; 79-555 and 84-1411

Date of Adoption: [Insert Date]

Section 6 - Notice of Meeting

Article II, Section 6, A Notice to Public

Reasonable advance publicized notice shall be given for meetings that are subject to the Open Meetings Act. The notice shall give the time and place of the meeting and contain an agenda of subjects known at the time of the notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of ESU 7 during normal business hours and on the ESU 7 Website.

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

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

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

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

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

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

The notice requirement does not apply to:

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

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

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MEMORANDUM

In light of continuing legal challenges to the proposed Title IX regulations, we have prepared this Memorandum and Policy Update to ensure schools are in compliance with the current state of the law.

Title IX: Background

Congress enacted Title IX in 1972. Over the past 52 years, Title IX has largely been discussed in the context of men's and women's athletics. However, Title IX is much broader than sports and prohibits discrimination against sex in "any education program or activity receiving Federal financial assistance . . ."¹ This prohibition on discrimination extends to public school districts that receive federal funds.

Title IX Regulations

At its inception, Congress broadly authorized federal agencies to develop rules and regulations to "effectuate the provisions" of Title IX.² Since then, the United States Department of Education has adopted and revised hundreds (if not thousands) of pages of regulations and guidance.

Unfortunately for school districts, the past few years have seen significant changes to the Title IX regulations. In particular, the recent trend has shown that new presidential administrations have taken widely different approaches than their predecessors. To this end, the Title IX regulations have been revised or interpreted very differently between the Obama Administration,³ Trump Administration,⁴ and now the Biden Administration.⁵ This ever-changing approach to the federal regulations could continue, depending on what happens at November's presidential election.

Although this Memorandum is not and should not be taken as taking any political position, the reality remains that the politics in Washington, D.C. have resulted in perpetual changes for schools to comply with their Title IX obligations.

¹ 20 U.S.C. § 1681(a).

² 20 U.S.C. § 1682.

³ See e.g., U.S. Department of Education's "Dear Colleague Letter," October 26, 2010.

⁴ See e.g., U.S. Department of Education's "Dear Colleague Letter," February 22, 2017.

⁵ See e.g., Executive Order, January 20, 2021.

The Latest Proposed Changes

On April 19, 2024, the US Department of Education announced new, proposed changes to the Title IX regulations. In fairness to the Department of Education, many of these new changes would benefit school districts in their investigation and handling of Title IX complaints. However, as with any new regulations, new rules usually mean new requirements. New requirements usually mean changes to policies and handbooks. And under the proposed Title IX regulations, the investigation process would look different (again) and every school staff member would need to be trained.⁶ These new regulations are set to become effective on August 1, 2024.

Since the April release, at least four federal courts have entered injunctions to prevent the new regulations from going into effect. The State of Nebraska has filed a similar lawsuit to block the regulations in our state, though the court has not ruled on that request as of the date of this Memorandum.⁷ Nonetheless, it seems likely that Nebraska's request will be granted, given the number of other judges who have already heard the same legal arguments and decided to prevent the regulations from moving forward.

Adding to this legal uncertainty, on June 28, 2024, the U.S. Supreme Court entered its decision in *Loper v. Raimondo*, ending the long-standing *Chevron* deference. The *Chevron* doctrine is based upon a prior Supreme Court decision that generally directed federal judges to defer to a federal agency in questions about statutory interpretation. The *Chevron* doctrine has been controversial since the case was decided decades ago, since legal scholars questioned why the federal judiciary could not render its own interpretation instead of deferring to the federal agencies. Nonetheless, *Chevron* has now been overturned. The full impact of the *Loper* decision is not yet apparent but, as a result, the U.S. Department of Education's perhaps strongest legal argument in support of its new regulations (deference under *Chevron*) is no longer available to them.

Recommended Steps Moving Forward

With that all that being said, as it stands today, the new federal regulations may or may not go into effect in Nebraska on August 1, 2024, which may or may not require schools to handle Title IX differently than they have in the past.

⁶ "U.S. Department of Education Releases Final Title IX Regulations, Providing Vital Protections Against Sex Discrimination;" April 19, 2024; available at: <https://www.ed.gov/news/press-releases/us-department-education-releases-final-title-ix-regulations-providing-vital-protections-against-sex-discrimination>

⁷ Attorney General Hilgers Joins Six-State Coalition in Title IX Suit; available at: <https://ago.nebraska.gov/news/attorney-general-hilgers-joins-six-state-coalition-title-ix-suit>

As noted above, the likelihood of the proposed Title IX regulations becoming effective on August 1 seems low, given the precedent of other judges who have already addressed the same issue in other states. Even if the regulations go into effect on August 1, there remains a likelihood that a court will enjoin them shortly thereafter. Even more, the end of *Chevron* deference could place the 2020 Title IX regulatory updates in legal jeopardy, though that type of challenge could take years and a new presidential administration could eventually change the regulations anyway.

In the end, the “back and forth” legal uncertainty continues to put schools in a bind that should not be as convoluted or challenging. Districts continue to have an obligation to comply with the Title IX statute as it was originally written: to prevent discrimination on the basis of sex. As a result, and to avoid needing the Board of Education to change (or rescind) Title IX policies and procedures moving forward, we recommend the following steps at your August Board Meeting:

1. Update Policy 1200 (Title IX) with the attached version to authorize the Superintendent to develop and distribute Title IX procedures; and
2. Rescind Policies 1220 and 1220z entirely.

Under this approach, the Board continues to have a Title IX Policy, but does not need to regularly update the Title IX formal grievance procedures based upon new administrative guidance or court decisions. Moving forward, the attached Procedures are sample procedures that the Superintendent can implement and follow. In our view, these Procedures comply with Title IX as the statute is drafted, maintain the essential and best elements of both the 2020 and 2024 regulations, and would be defensible in an OCR complaint or lawsuit. Once the Superintendent approves the Procedures, the Procedures should be posted somewhere on the school’s website. Any future updates to the Title IX interpretation or guidance could then be addressed via the Superintendent’s changes to these Procedures.

As for training, it remains “best practice” (as with any legal requirement) for your administration and Title IX Coordinator to be trained on your district’s obligations under Title IX. However, at this time, we do not believe it is necessary to train *all* staff by August 1, as contemplated by the proposed regulations. If the regulations are permitted to become effective on August 1, both a brief “on-demand” training (for all staff) and more robust “on-demand” Title IX Coordinator training will be available through the ESUCC. In-person trainings are also available through the NCSA. Finally, we are always available to help develop individualized training for your District.

Please let us know if you have any questions or concerns.

Section 1 - Non - Discrimination

Article V, Section 1, A Policy of Non-Discrimination

A. Policy of Non-Discrimination

ESU 7 does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, gender identity or sexual orientation, or other protected status in its programs and activities and provides equal access to designated youth groups. Reasonable accommodations will be provided to employees with disabilities and to those who are pregnant, have given birth, or have a related medical condition, as required by law. Complaints or concerns involving discrimination should be addressed to:

Students, Employees, and Others: Marci Ostmeyer, Professional Development Director, 2657 44th Avenue, Columbus, NE 68601 (402) 564-5753 (mostmeyer@esu7.org).

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator.

For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office of Civil Rights in the U.S. Department of Education (OCR), please contact the OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

ESU 7 is committed to offering employment and educational opportunities to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment and retaliation of any kind by ESU 7 employees, including co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

B. Harassment

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to any protected status, that is sufficiently serious to deny, interferes with, or limits a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

1. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or
2. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the ESU, whether those programs take place in the ESU facilities, in an

ESU vehicle, at a class or training program sponsored by the ESU at another location, or elsewhere.

Discriminatory harassment because of any protected status, may include, but is not limited to:

1. Name-calling,
2. Teasing or taunting,
3. Insults, slurs, or derogatory names or remarks,
4. Demeaning jokes,
5. Inappropriate gestures,
6. Graffiti or inappropriate written or electronic material,
7. Visual displays, such as cartoons, posters, or electronic images,
8. Threats or intimidating or hostile conduct,
9. Physical acts of aggression, assault, or violence, or
10. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

- A. Unwelcome sexual advances or propositions,
- B. Requests or pressure for sexual favors,
- C. Comments about an individual's body, sexual activity, or sexual attractiveness,
- D. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- E. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- F. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as awards, privileges, promotions, etc., or
- G. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If ESU 7 knows or reasonably should know about possible harassment, including violence, ESU 7 will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred and take appropriate interim measures, if necessary. If ESU 7 determines that unlawful harassment occurred, ESU 7 will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off ESU property creates a hostile environment at ESU, ESU 7 will follow this policy and grievance procedure, within the scope of its authority.

All ESU 7 employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the

conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

C. Anti-retaliation

ESU 7 prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the ESU 7's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

ESU 7 will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, ESU 7 will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

D. Grievance (or Complaint) Procedures

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the Compliance Coordinator designated to handle complaints of discrimination. If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation ("discrimination") to the Compliance Coordinator.

If the Compliance Coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Administrator for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each ESU 7 building, on the ESU 7 website, and from the Compliance Coordinator.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

1. *Level 1 (Investigation and Findings)*

The Compliance Coordinator will review and evaluate each grievance, complaint, or report to determine if such grievance, complaint or report is covered under Title IX. If such a grievance, complaint or report is covered under Title IX, then the Compliance Coordinator will follow the Title IX Grievance Procedures (outlined below). For all other grievances, complaints or reports, the Compliance Coordinator will follow these General Grievance Procedures. Once ESU 7 receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, ESU 7 will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, ESU 7 will take immediate, interim action or measures to protect the alleged victim and prevent

further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of ESU 7's investigation. ESU 7 will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

ESU 7 will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. ESU 7 will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, ESU 7 will notify the complainant of his or her right to file a criminal complaint, and ESU 7 employees will not dissuade the complainant from filing a criminal complaint either during or after ESU 7's investigation.

ESU 7 will aim to complete its investigation within ten (10) working days after receiving a complaint or report, unless extenuating circumstances exist. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation will not exceed ten (10) additional working days without the consent of the complainant, unless the alleged victim agrees to a longer timeline. Periodic status updates will be given to the parties, when appropriate.

ESU 7's investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors ESU 7 will consider include:
 - 1) the nature of the conduct and whether the conduct was unwelcome,
 - 2) the surrounding circumstances, expectations, and relationships,
 - 3) the degree to which the conduct affected one or more students' education,
 - 4) the type, frequency, and duration of the conduct,
 - 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment,
 - 6) the number of individuals involved,
 - 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment,
 - 8) the location of the incidents and the context in which they occurred,
 - 9) the totality of the circumstances, and
 - 10) other relevant evidence.
- d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

The Compliance Coordinator (or designated investigator) will complete an investigative report, which will include:

- a. A summary of the facts,

- b. Findings regarding whether discrimination, harassment or other inappropriate conduct occurred, and
- c. If a finding is made that discrimination, harassment or other inappropriate conduct occurred, the recommended remedy or remedies necessary to eliminate discrimination, harassment or other inappropriate conduct.

If someone other than the Compliance Coordinator conducted the investigation, the Compliance Coordinator will review, approve, and sign the investigative report. ESU 7 will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made. ESU 7 will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

ESU 7 will send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within one (1) working day after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 11232g; 34 C.F.R. Part 99, permits ESU 7 to disclose relevant information to a student who was discriminated against or harassed.

2. Level 2 (Appeal to the Administrator)

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Administrator within five (5) working days after receiving the decision. The Administrator will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal within ten (10) working days after receiving the appeal. The party who filed the appeal will be sent the Administrator's determination at the time it is issued, and a copy will be sent to the Compliance Coordinator. [If the Administrator is the subject of the complaint, the party will file the appeal directly with the Board.]

3. Level 3 (Appeal to the Board)

If the party is not satisfied with the Administrator's determination, he or she may file an appeal in writing with the Board within five (5) working days after receiving the Administrator's determination. The Board will review the appeal, the Administrator's determination, the investigative documentation and decision, and allow the party to address the Board at a Board meeting to present his or her appeal. The party will be allowed to address the Board at the Board's next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board, Compliance Coordinator and the party. The Board will issue a written determination about the appeal within thirty (30) days after the party addresses the Board. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the Compliance Coordinator. The Board's determination, and any actions taken, will be final on behalf of ESU 7.

E. Confidentiality

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. ESU 7 will notify the complainant of the anti-retaliation provisions of applicable laws and that ESU 7 will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, ESU 7 will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or request not to pursue an investigation, as long as doing so does not prevent ESU 7 from responding effectively to the harassment and preventing harassment of others. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, ESU 7 will inform the complainant that its ability to respond may be limited. Even if ESU 7 cannot take disciplinary action against the alleged harasser, ESU 7 will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted.

F. Title IX Grievance (or Complaint) Procedures

~~———— All employees are responsible for helping to prevent sexual harassment. Employees, or students, who believe they have been subjected to or witnessed sexual harassment should follow these procedures:~~

- ~~1. Directly inform the person engaging in the discrimination or harassment that such conduct is offensive and must stop.~~
- ~~2. For employee reporters, contact your supervisor or the supervisor of the offending person, the Title IX Coordinator, if you do not wish to communicate directly with the person whose conduct is offensive or if direct communication with the offending person has been ineffective.~~
- ~~3. Report the matter to the Title IX Coordinator if the offending conduct continues or has not been resolved to your satisfaction after you have reported the matter to a principal or supervisor.~~
- ~~4. For student reporters, contact any teacher or administrator.~~
- ~~5. Report to the Title IX Coordinator if you are the adult to whom the student has made a report so that the matter can be properly resolved. The Title IX Coordinator may file a formal complaint and begin the following complaint procedure:~~

~~Allegations of sexual harassment or discrimination shall be investigated and, if substantiated, corrective or disciplinary action may be taken, up to and including dismissal from employment if the offender is an employee, or suspension and/or expulsion, if the offender is a student.~~

~~Retaliatory action will not be taken against an employee for reporting discrimination or harassment.~~

~~i. Response to a Formal Title IX Complaint:~~

~~1. Filing Formal Complaint: An employee or student can allege sexual harassment by filing a formal complaint in writing with the Title IX Coordinator in person or by mail, or by electronic mail using the following contact information:~~

~~TITLE IX COORDINATOR CONTACT INFORMATION~~

~~Marei Ostmeyer, Professional Development Director~~

~~2657 44th Avenue, Columbus, NE 68604~~

~~402-564-5753~~

~~mostmeyer@esu7.org~~

~~The formal complaint must be signed by the complainant or by the Title IX Coordinator. The following procedures apply only in the event that a formal complaint is filed. All other allegations of sexual harassment shall be resolved using the general complaint procedure. Any timelines set forth in the following procedures may be extended by the Title IX Coordinator with notice to the parties.~~

~~2. Immediate Actions Upon Receipt of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall provide the following to all known parties: (a) the complaint procedure as outlined in this regulation; and (b) notice of the allegations of sexual harassment including (i) the identities of the parties involved, if known, (ii) the conduct allegedly constituting sexual harassment, and (iii) the date and location of the alleged incident.~~

~~The parties to the formal complaint may select an advisor of their choice, who may be, but is not required to be, an attorney.~~

~~3. Investigation of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall notify the Investigator. The Investigator will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The Investigator will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this complaint procedure. If the allegation(s) involve possible criminal conduct, the ESU will notify the complainant of his or her right to file a criminal complaint, and ESU employees will not dissuade the complainant from filing a criminal complaint either during or after the ESU's investigation.~~

~~The Investigator will aim to complete its investigation within a reasonable time frame as determined by the Title IX Coordinator. The factors to determine a reasonable time frame include, but are not limited to, the allegations of the formal complaint, the number of witnesses that may need to be interviewed, and whether the police are also conducting an investigation~~

into the allegations. The time frame originally set by the Title IX Coordinator may be extended by the Title IX Coordinator, upon notice to the parties, as he or she deems necessary to complete the investigation. Periodic status updates will be given to the parties, when appropriate.

~~(A) *Neutrality*: The Title IX Coordinator, investigator, decision-maker, or any person designated by the ESU to facilitate this complaint procedure, shall not have any conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. The ESU shall ensure that Title IX Coordinators, investigators, decision-makers, and any person who facilitates this complaint procedure shall receive training on the definition of sexual harassment in accordance with this regulation, the scope of the ESU's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the fact at issue, conflicts of interest, and bias. The ESU shall ensure that the individuals involved in the complaint procedure receive training on issues of relevance of questions and evidence and on issues of relevance to create an investigative report that fairly summarizes relevant evidence.~~

~~(B) *Burden of Production*: It shall be the Investigator's burden to gather evidence sufficient to reach a determination regarding responsibility. To reach a determination, the investigation will include, but is not limited to:~~

- ~~a. Providing the parties with the opportunity to present witnesses and provide evidence.~~
- ~~b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.~~
- ~~c. For allegations involving harassment, some of the factors the ESU will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.~~
- ~~d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)~~

~~(C) *Rights of the Parties*: The respondent is entitled to a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process.~~

~~_____The Investigator must provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.~~

~~_____The Investigator shall not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.~~

~~_____The Investigator shall provide the parties with the same opportunities to have others present during any complaint proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice if the Investigator deems appropriate. However, the Investigator may establish restrictions regarding the extent to which the advisor may participate in the proceedings, if the restrictions apply equally to both parties.~~

~~_____The Investigator shall provide to all witnesses expected to attend a meeting notice of the date, time, location, participants, and purpose of all hearings within 2 days of the meeting.~~

~~_____Up until the conclusion of the investigation, the parties shall have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint. This includes the evidence upon which the Investigator does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence obtained from any source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.~~

~~_____The ESU retains the right to place a non-student employee respondent on administrative leave during the pendency of the investigation. The ESU also retains the right to remove a respondent from the ESU's educational program prior to the conclusion of the investigation. In the event of a removal, the respondent shall have the opportunity to challenge the decision for removal.~~

~~(D) *Conclusion of Investigation:* Prior to the conclusion of the investigation, the investigator shall send each party and the party's advisor, if any, the evidence that is subject to inspection and review in an electronic format or a hard copy. The parties shall then have ten (10) days to submit a written response, which the investigator will consider.~~

~~_____Once the investigator has considered the written statements of the parties, if any, and any questions of the parties, if any, the investigator shall create an investigative report that fairly summarizes relevant evidence. The investigator shall then submit the written investigation report to the decision-maker. The parties shall each receive a copy of the final investigative report at the same time as the decision-maker.~~

~~_____4. *Decision of Responsibility:* The decision-maker, shall review the investigative report. Prior to coming to a determination regarding responsibility, the decision-maker shall provide 10 days for each party to submit written, relevant questions that a party wants asked of any party or witness, provide each party with answers, and allow for additional, limited follow-up questions from each party.~~

~~Once the decision maker has considered the written questions of the parties, if any, the decision maker shall issue a written determination regarding responsibility by a preponderance of the evidence within a reasonable time frame as determined by the Title IX Coordinator. The decision maker shall consider all relevant evidence, including inculpatory and exculpatory evidence, and will not consider the credibility of the evidence to be based on a person's status, such as complainant, respondent, or witness. The decision maker shall provide the written determination to both parties simultaneously. The written determination must include:~~

- ~~a. Identification of the allegations potentially constituting sexual harassment;~~
- ~~b. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather evidence;~~
- ~~c. Findings of fact supporting the determination;~~
- ~~d. Conclusions regarding the application of each recipient's code of conduct to the facts;~~
- ~~e. A statement of, and rationale for, the results as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the recipient imposes on the respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the recipient to the complainant; and~~
- ~~f. The recipient's procedures and permissible bases for the complainant and respondent to appeal.~~

~~The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. Sec. 11232g; 34 C.F.R. Part 99, permits the ESU to disclose relevant information to a student who was discriminated against or harassed.~~

~~5. Supportive Measures and Disciplinary Actions:~~

~~Throughout the investigation, either party may be entitled to supportive measures. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the ESU's educational environment, or deter sexual harassment.~~

~~Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the~~

~~campus, and other similar measures. The ESU shall maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the ESU to provide the supportive measures.~~

~~At the conclusion of the investigation, the decision-maker may institute disciplinary measures to the respondent if the decision-maker determines that the respondent engaged in sexual abuse or harassment. Disciplinary measures may include, but are not limited to, in school suspension, out-of-school suspension, expulsion, and in the case of an employee disciplinary action up to and including dismissal from employment. This policy does not limit or prohibit the ESU from instituting disciplinary measures if in the course of the investigation it determines that the complainant or respondent violated the student code of conduct.~~

~~The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.~~

~~ii. Title IX Appeals~~

~~If either party is not satisfied with the outcome of the investigation and the decision of the decision-maker, they may appeal on the following bases:~~

- ~~a. Procedural irregularity that affected the outcome of the matter;~~
- ~~b. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and~~
- ~~c. The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against the complainant or respondent generally or the individual complainant or respondent that affected the outcome of the matter.~~

~~The request for an appeal shall be in writing and submitted on the appropriate document. The appeal document shall be submitted to the ESU Administrator.~~

~~Upon notice of an appeal by either party, the ESU Administrator shall notify the other party in writing when the appeal is filed and of the appeal procedures, which apply equally to both parties.~~

~~The ESU Administrator shall give both parties a reasonable, and equal opportunity to submit a written statement in support of or challenging the outcome.~~

~~The ESU Administrator shall review the investigative report, decision-maker's determination, and written statements of the parties and then issue a written decision describing the result of the appeal and the rationale for the result. The ESU Administrator shall provide the written decision simultaneously to both parties.~~

~~iii. Informal Resolution~~

~~—If a formal Title IX complaint is filed, the ESU may offer the complainant and respondent the opportunity to participate in an informal resolution process. The informal resolution process may take place at any time prior to reaching a determination regarding responsibility. The informal resolution process shall only take place upon:~~

- ~~a. Written notice to both parties disclosing: the allegations, the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the resolution process and resume the complaint process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared;~~
- ~~b. The parties' voluntary, written consent to the informal resolution process; and~~
- ~~c. That the allegations of the formal complaint do not involve any allegations that an employee sexually harassed a student.~~

G. Training:

~~The ESU will ensure that ESU employees, including but not limited to officials, administrators, teachers, substitute teachers, counselors, nurses, professional staff, classified staff and paraprofessionals are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate ESU officials or employees.~~

~~In addition, the ESU shall ensure that employees designated to address or investigate discrimination, harassment, and retaliation, including designated compliance coordinators, receive additional specific training to promptly and effectively investigate and respond to complaints and reports of discrimination, and to know the ESU's grievance procedures and the applicable confidentiality requirements.~~

8. Preventive Measures:

~~The ESU may, from time to time, distribute specific harassment and violence materials (such as sexual violence), including a summary of the ESU's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, to its employees and students that the ESU serves.~~

ESU 7, in response to federal and state regulations for Title IX of the Education Amendments of 1972 - Prohibiting Sex Discrimination in Education, hereby adopts and re-affirms the following policy:

1. The Board of Education affirms its intent to comply with provisions of Title IX - Prohibiting Sex Discrimination in Education.

2. The publication of this statement re-affirms the District's efforts to comply with Title IX to inform citizens of non-discriminatory practices in the dissemination process.
3. The Board of Education hereby authorizes and directs the ESU Administrator, in conjunction with relevant personnel as determined by the ESU Administrator, to adopt and publish grievance procedures providing for prompt and equitable resolution of complaints of sex discrimination in the ESU. Such grievance procedures shall be developed and be made publicly available, and such forms as needed shall be developed and made available to the public.
4. The grievance procedures adopted and implemented by the ESU Administrator shall be followed by all individuals with concerns about discriminatory practices in the ESU, including suspected sex discrimination.

Legal Reference:	<p>Title VI, 42 U.S.C. § 2000d, Title VII, 42 U.S.C. § 2000e, Title IX; 20 U.S.C. § 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. §48-1101 et seq.</p> <p>Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. §621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. §48-1001 et seq.;</p> <p>Americans with Disabilities Act (ADA), 42 U.S.C. § 12101 et seq.</p> <p>Section 504 of the Rehabilitation Act of 1973 (Section 504)</p> <p>Pregnancy Discrimination Act, 42 U.S.C. § 2000e(k)</p> <p>Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. § 4301 et seq.</p> <p>Neb. Rev. Stat. § 79-2,115, et seq</p>
Date of Adoption:	February 17, 2020
Date(s) of Revision	<p>August 17, 2020</p> <p>September 17, 2020</p> <p>June 21, 2021</p> <p>August 21, 2023</p> <p>January 21, 2025</p>

2025-2026 ESU 7 UNIT CALENDAR

<p>11-12 - All Staff Meetings 13-15, 18 - Level III In-Service Days 19 - Student Start Date 18 - Board Meeting</p> <p>Student Days - 10 Level III Staff Days - 15 Itinerant SpEd Staff Days - 15 Year Round Staff Days - 21</p>	<p>AUGUST 2025</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	Th	F	S						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31							<p>FEBRUARY 2026</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	Th	F	S	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28															<p>13 - All Staff Meeting (No School) 17 - Board Meeting</p> <p>Student Days - 19 Level III Staff Days - 20 Itinerant SpEd Staff Days - 20 Year Round Staff Days - 20</p>
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Total Student Days - 170

Total Level III Staff Days - 185

Total Itinerant SpEd Staff Days - 189

Total Year Round Staff Days (Sep-Aug) - 245

Article I, Section 1, F Unit Calendar

It shall be the responsibility of the Administrator to develop the ESU calendar for recommendation, approval, and adoption by the Board annually. The Educational Service Unit 7 Board of Education by the May meeting, will adopt a Unit calendar for the following year.

The Board may amend the official ESU calendar when the Board considers the change to be in the best interest of the ESU's service plan.

Legal Reference:	§
Date of Revision:	May 18, 2020 February 20, 2023
Date(s) of Review:	January 17, 2022 January 16, 2023 January 22, 2024 January 21, 2025



Standard mileage rates

If you use your car for business, charity, medical or moving purposes, you may be able to take a deduction based on the mileage used for that purpose.

2025 mileage rates

The standard mileage rates for 2025 are:

- Self-employed and business: 70 cents/mile
- Charities: 14 cents/mile
- Medical: 21 cents/mile
- Moving ([military only](#)): 21 cents/mile

[Find out when you can deduct vehicle mileage](#)

Mileage rates for all years (cents/mile)

Period	Business use	Charity use	Medical or military moving	Source
2025	70	14	21	IR-2024-312
2024	67	14	21	IR-2023-239
2023	65.5	14	22	IR-2022-234
7/1/2022-12/31/2022	62.5	14	22	IR-2022-124
1/1/2022-6/30/2022	58.5	14	18	IR-2021-251
2021	56	14	16	IR-2020-279

Tax professionals topics

- Serve your clients
- Tax pro news and resources
- Office of Professional Responsibility and Circular 230
- Tax code, regulations and official guidance
- E-Services
- Topic no. 161, Returning an erroneous refund – Paper check or direct deposit
- Appeals
- Tax professionals

Period	Business use	Charity use	Medical or military moving	Source
2020	57.5	14	17	IR-2019-215
2019	58	14	20	IR-2018-251
2018 • TCJA	54.5	14	18	IR-2017-204 • IR-2018-127
2017	53.5	14	17	IR-2016-169
2016	54	14	19	IR-2015-137
2015	57.5	14	23	IR-2014-114
2014	56	14	23.5	IR-2013-95
2013	56.5	14	24	IR-2012-95
2012	55.5	14	23	IRB-2012-02
7/1/2011- 12/31/2011	55.5	14	23.5	IR-2011-69
1/1/2011- 6/30/2011	51	14	19	IR-2010-119

Page Last Reviewed or Updated: 02-Jan-2025



Beyond the Numbers

NASB Legislative Issues Conference

January 26-27, 2025 - Cornhusker Marriott Lincoln

Be Engaged. Get Involved. Know Your Story.

2025 Legislative Issues Conference

TO REGISTER:

Go to <https://nasb.envisiams.com/> and log in using your email and password.

If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.

\$25 cancellation fee by the registration deadline. No refunds after the deadline.

Registration fees for each event are as follows:

- Sunday dinner and program \$70
- Conference Registration \$115
 - *On-Site Registration \$150

Registration Deadline - January 21, 2025

TO REST:

To reserve a hotel room visit www.NASBonline.org and navigate to the LIC page for a direct booking link. Deadline for hotel reservations is January 5, 2025.

TO REDEEM:

Awards of Achievement Points can be earned by attending these events

- 10 points = Sunday dinner and program
- 15 points = Legislative Issues Conference

SUGGESTED AUDIENCE:

- School Board Members, Superintendents, ESU Administrators

Beyond The Numbers

SUNDAY, JANUARY 26 - AGENDA

6:00 PM Reception, Dinner, and Program
Beyond Tornado Drills: The New Challenges of School Safety
Jay Martin - NDE Safety & Security Director

Jay Martin returned home after 24 years in Colorado, where he retired from law enforcement. In 2009, he was named D.A.R.E. Officer Of The Year and created a nationally recognized youth prevention program in all 50 states and beyond. His career involved responding to critical incidents, including school and domestic shootings, and led to partnerships with organizations like the National Association of School Resource Officers and Internet Crimes Against Children. He has also collaborated with psychologists, authors, and movie producers, and has ghostwritten on digital best practices. Committed to educating school communities, he has also taught in Omaha Public Schools and other districts in Nebraska and Colorado.



MONDAY, JANUARY 27 - AGENDA

8:00 AM Registration
8:30 AM Welcome and Introductions - NASB Legislative Committee Chair
2025 Bill Review & Looking Beyond the Numbers
Speaker Arch - Session Preview
Senator Murman - Education Committee Update
A Conversation with the New Revenue Chair
Senator Hughes - School Funding Legislation Update
School Spending/Caps: Bills & Strategies to Help Share Your Story
How Nebraska Compares. The Story Rarely Told
Final Talking Points Prior to Your Lunch with the Senators
12:00 PM Lunch with the Senators
1:30 PM Adjournment

(IN NO PARTICULAR ORDER, SPEAKER LIST SUBJECT TO CHANGE)



1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG

SCHEDULE

Schedule is tentative and subject to change

8:20 A.M. – Welcome & Announcements by Legislative Committee Co-chairs Dr. Jason Dolliver & Bryce Jorgenson, Pender Public Schools & Southern Valley Public Schools

8:30 A.M. – Revenue Committee

9:00 A.M. – Education Committee

9:30 A.M. – General Affairs, Retirement, or Appropriations Committee

10:00 A.M. – Education Policy Group

10:30 A.M. – Rural Senator

11:00 A.M. – Rural Senator

11:30 A.M. – Rural Senator

12:00 P.M. – Lunch with Senators

1:10 P.M.– Jack Moles & Russ Westerhold; NRCSA Executive Director & Lobbyist

1:45 P.M.– Closing & Adjourn

2025 NASB FINANCE WORKSHOPS



BUDGET & FINANCE WORKSHOPS
MARCH 4 - KEARNEY MARCH 11 - CRETE
APRIL 9 - NORFOLK

AMPLIFIED FINANCE WORKSHOP
MARCH 27 - KEARNEY

WORKSHOP REGISTRATION

REGISTER NOW FOR THE BUDGET & FINANCE WORKSHOPS

March 4 - Holiday Inn Kearney
110 2nd Avenue, Kearney, NE
Registration Deadline - February 27

\$ 75

March 11 - Crete Public Schools
930 Main Ave, Crete, NE
Registration Deadline - March 6

April 9 - Norfolk Country Club
1700 N. Riverside Blvd, Norfolk, NE
Registration Deadline - April 4

REGISTER NOW FOR THE AMPLIFIED FINANCE WORKSHOP

March 27 - Younes South, Kearney
416 Talmadge St, Kearney, NE 68845
Registration Deadline - March 21

\$ 100

To Register:

- Go to <https://nasb.envisiams.com/> and log in using your email and password.
- If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.
- \$25 cancellation fee by the registration deadline. No refunds after the deadline.

Registration fees for the Workshops are as follows:

BUDGET & FINANCE - NASB MEMBER	\$75
AMPLIFIED - NASB MEMBER	\$100
NON-NASB MEMBER	\$200
CANCELLATION FEE	\$25

Suggested Audience:

- School Board Members, Superintendents, ESU Administrators, Business Managers



NASB FINANCE WORKSHOPS

Both new and veteran school board members must have a fundamental understanding of school finance. Superintendents, business managers, and bookkeepers are required to have a deep and comprehensive understanding of finance because taxpayers and citizens are asking districts to provide more detailed information about their finances. These workshops will feature Carl Dietz and Matt Fisher, two school finance experts, who will structure the presentation around all aspects of the school district finance.

BUDGET & FINANCE WORKSHOPS

4:00 PM - Registration 4:30 PM - Workshop & Dinner 8:30 PM - Adjourn

1. Understanding TEEOSA and other forms of state aid
2. Restrictions placed on school finances
 - Levy limits; Budget Authority; Revenue Cap; Joint Public Hearing
3. Importance of cash reserves
4. Having a long term financial plan and a capital replacement schedule
5. Discussion of financial information that should be provided to board members and the community, including samples and legal posting requirements for board meeting notices, financial reports and minutes
6. The budgeting process is not a 'one and done' activity, rather it's something that needs to be discussed throughout the entire year

AMPLIFIED FINANCE WORKSHOP - MARCH 27

10:00 AM - Registration 10:30 PM - Workshop & Lunch 4:30 PM - Adjourn

1. Review all of the funds
2. Understanding TEEOSA, Foundation aid, and other forms of state funding
 - Impact on equalized and nonequalized districts
3. Perform a detailed NDE budget for all funds
4. Prepare a line item budget for all receipts and expenses
5. How to prepare a five-year projection of receipts, expenses, and cash balance
6. Payroll preparation
7. Building a capital replacement schedule
8. How to build a cost group spending comparability spreadsheet
8. Impact of financial restrictions such as the Joint Public Hearings, Budget Authority, and Revenue Caps.

15 AWARDS OF ACHIEVEMENT POINTS EARNED BY ATTENDING



1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG



2025 Spring Conference Schedule

****Schedule is tentative and subject to change****

Wednesday, March 19, 2025

TBD Executive Committee Meeting—Bronze 5

10:00 AM–2:00 PM Pre-Session: The Seven HAbits of Highly Effective People, *presented by Franklin Covey*

6:30 PM–9:00 PM Exhibitor Check-In & Setup—Gold 4,5,6,10,11,12

7:00 PM –9:00 PM Attendee Registration—Registration 1

7:00 PM Hospitality Rooms

Thursday, March 20, 2025

7:15 AM Attendee Registration—Registration 1

Coffee and Rolls—Gold 4,5,6,10,11,12

8:30 AM General Session—Silver 4,5,6,10,11,12

Presiding: *Dr. Heather Nebesniak, NRCSA President, Supt, Ord Public Schools*

8:30 AM – 9:00 AM Musical Welcome:

9:05 AM – 9:15 AM Scholarships and Awards:

NRCSA Scholarship & Gary Fisher Fine Arts Scholarship Announcements

9:30 AM – 10:20 AM Keynote Address: *Joe Sanfelippo*

10:20 AM–11:00 AM Exhibitor Time

11:00 AM–11:50 AM Thursday Morning Select-a-Sessions

12:00 PM Lunch General Session— Silver 4,5,6,10,11,12

Presiding: *Dr. Mark Lenihan, NRCSA Past President, Supt, Wayne Community Schools*

12:35 PM – 12:55 PM Keynote Address: *Dr. Brian Maher, Commissioner of Education, NDE*

1:00 PM – 1:40 PM Scholarships and Awards:

Outstanding Elementary Teacher

Outstanding Secondary Teacher

Gary Fisher Outstanding Music Teacher

Outstanding ESU Staff Member

1:45 PM–2:20 PM Exhibitor Time

2:20 PM–3:10 PM Thursday Afternoon Select-a-Sessions

3:10 PM–3:35 PM Exhibitor Time

3:35 PM–4:25 PM Thursday Afternoon Select-a-Sessions

4:30 PM–5:30 PM Exhibitor Hospitality

6:00 PM Chuckwagon Buffet— Silver 4,5,6,10,11,12

7:00 PM Hospitality Rooms

Friday, March 21, 2025

7:15 AM Attendee Registration—Registration 1

Coffee and Rolls—Registration 1

8:00 AM–8:50 AM Friday Select-a-Session I

9:00 AM–9:50 AM Friday Select-a-Session II

10:00 AM–10:45 AM Brunch Buffet—Silver 4,5,6,10,11,12

10:30 – 11:00 AM Musical Welcome: *TBD*

10:50 AM Closing Session— Silver 4,5,6,10,11,12

Presiding: *Chris Kuncel, NRCSA President-Elect, Supt, Mullen Public Schools*

11:00 AM – 11:45 AM Scholarships and Awards:

Outstanding Classified Staff Member

Outstanding Board Member

Outstanding Principal

Outstanding Superintendent

11:50- AM – 12:45 PM Keynote Address: *TBD*

12:50 PM Thank Yous, Prizes, & Drawings

OPEN MEETINGS LAW WORKSHOPS



MARCH 25 - GERING
MARCH 26 - KEARNEY
MARCH 31 - NORFOLK
APRIL 1 - LINCOLN



WORKSHOP REGISTRATION

**REGISTER NOW FOR THE 2025 OPEN MEETINGS WORKSHOPS
6:30 to 8:00 PM**

March 25 - Gering Civic Center
1050 M St, Gering, NE 69341
Registration Deadline - March 20

March 26 - Holiday Inn Kearney
110 2nd Ave, Kearney, NE 68847
Registration Deadline - March 20

March 31 - Norfolk - Lifelong Learning Center
601 E Benjamin Ave, Norfolk, NE 68701
Registration Deadline - March 27

April 1 - Courtyard Lincoln Downtown/Haymarket
808 R St, Lincoln, NE 68508
Registration Deadline - March 27

-- *Beverages & Snacks Provided* --

To Register:

- Go to <https://nasb.envisiams.com/> and log in using your email and password.
- If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.
- \$25 cancellation fee by the registration deadline. No refunds after the deadline.

Registration fees for the Workshops are as follows:

NASB MEMBER	\$50
NON-NASB MEMBER	\$75
CANCELLATION FEE	\$25



OPEN MEETINGS LAW WORKSHOP

JOIN US ... 6:30 TO 8:00 PM

AGENDA - NOTICE - MINUTES - CLOSED SESSION - SPECIAL MEETING
EMERGENCY MEETING - PUBLIC COMMENT - Q&A

We're excited to invite you to an informative workshop on the **Nebraska Open Meetings Law**, designed to help you understand the importance of transparency and compliance in public meetings.

This interactive, scenario based, workshop is specifically designed for locally elected officials. Attendance at this workshop will provide valuable insights and practical tips. Join us for an engaging session with NASB Executive Director, John Spatz. He will break down the essentials, answer your questions, and share best practices.

Don't miss this opportunity to enhance your knowledge and stay informed!

SUGGESTED AUDIENCE

School Board members and School Superintendents, ESU Administrators, and Administrative Assistants

15 AWARDS OF ACHIEVEMENT POINTS EARNED BY ATTENDING
CLE CREDITS PENDING APPROVAL FOR ATTORNEYS ATTENDING THE SEMINAR

www.NASBonline.org





1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG

ESU 7 TRAVEL – NON EMPLOYEE

REIMBURSEMENT PROCEDURES

RECEIPT (S): Please attach the following:

- A) All meal receipts must be **ITEMIZED RECEIPTS ONLY**. (Credit card receipts showing only the total are **NOT** accepted unless attached with itemized receipt. Both receipts must be attached for reimbursement (credit card and itemized receipts). Handwritten receipts will only be reimbursed if the restaurant does not serve alcohol and a copy/photo of the menu is provided.
- B) Meal tips are reimbursed at up to 20% of the total bill.
- C) No alcohol receipts reimbursed.
- D) Meals are reimbursed at the IRS per diem rate.
- E) Parking in a Garage or Lot—receipt required for reimbursement. Airport Parking will be reimbursed at the long-term economy rate. Metered on-street parking costs do not require a receipt.
- F) Taxi, Uber...Etc must have a receipt. ESU will reimburse a up to 20% tip of total bill.
- G) Rental car summary of charges and confirmation required.
- H) Airfare itinerary and cost and payment summary required for reimbursement

MILEAGE:

- A) Reimbursement is based on the **IRS mileage rate**.
- B) Central accounting requires map quest (beginning and end address and directions included)

To check for a Per go to: <https://www.gsa.gov/portal/category/100120>



RULE 84 MEETING



t

Memorandum of Understanding (MOU)

**Nebraska Literacy Project
Professional Learning
Multi-Tiered Systems of Support
Teacher Recruitment, Retention & Certification
Cybersecurity**

**Statewide data collection & Reporting
Collaborative Mental Wellness
Legislative Advocacy
School Safety
Early Childhood**

Nebraska ESU Coordinating Council



**Cybersecurity
Project -
Andy Boell**



**Reports to the
Board**



**Literacy
Updates -
Allyson
DenBeste
(NDE)**



ESU 7 Goals 2024-2025: Board and Administrator

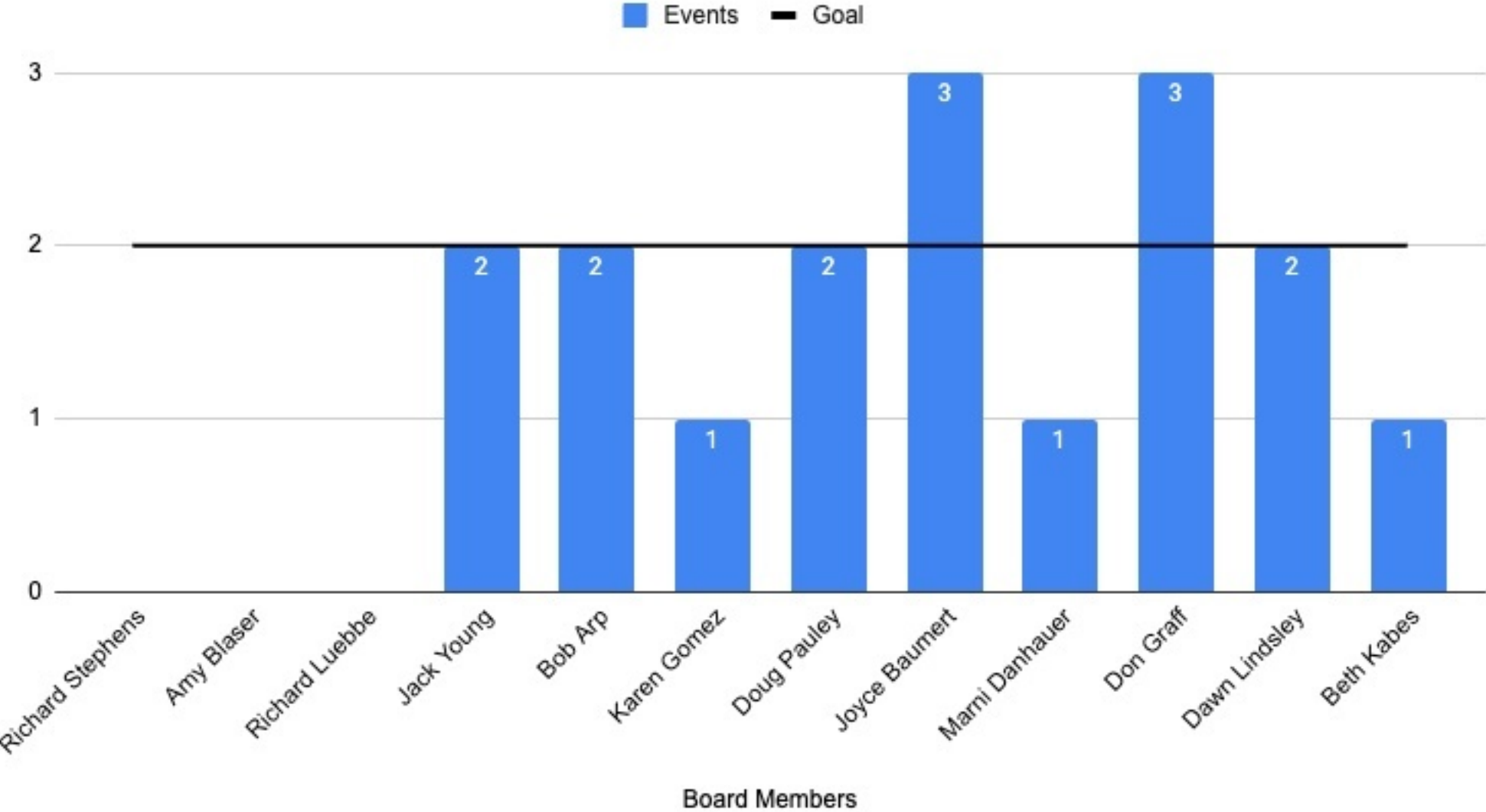
Board of Education

- Goal 1: By July 2025, the ESU 7 board will have advertised for a Chief Administrator, completed the interview process, sent a contract, hired a Chief Administrator, made the announcement, and begun the onboarding process.
- Goal 2: By July 2025, the ESU 7 board will attend at least two professional/personal learning events annually.
- Goal 3: By July 2025, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
- Goal 4: By July 2025, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district.

Administrator

- Goal 1: By June 30, 2025, the Administrator will enhance the climate and culture at ESU 7 by maintaining the implementation of the processes and procedures for data collection, prioritizing and goal development for individual and team growth and development.
- Goal 2: By June 30, 2025, the Administrator will facilitate the completion of the HVAC system and construction in the South Building for the Bridges program.

Goal 2 - Professional Events 2024-2025



**109th Legislative Session
Update to the ESU 7 Board
1-21-2025**

Legislative Session Convene January 8, 2025
Bills introduced until 10th day, January 23, 2025
Hearing dates after bills introduced
Adjourn sine die, June 18, 2025

Committee members for 2025

Speaker of the Legislature: Senator John Arch, Papillion/LaVista (R)	
Education Committee Members: Sen. Dave Murman, Chairperson Sen. Danielle Conrad Sen. Jana Hughes Sen. Megan Hunt Sen. Margo Juarez Sen. Dan Lonowski Sen. Glen Meyer Sen. Rita Sanders	Appropriations Committee: Sen. Robert Clements, Chairperson Sen. Christy Armendariz, Vice Chairperson Sen. Machaela Cavanaugh Sen. Myron Dorn Sen. Robert Dover Sen. Loren Lippincott Sen. Jason Prokop Sen. Ashlei Spivey Sen. Paul Strommen
Revenue Committee: Sen. R. Brad von Gillern, Chairperson Sen. Mike Jacobson, Vice Chairperson Sen. Eliot Bostar Sen. George Dungan Sen. Teresa Ibach Sen. Kathleen Kauth Sen. Dave Murman Sen. Tony Sorrentino	Retirement Committee: Sen. Beau Ballard, Chairperson Sen. Tony Sorrentino, Vice Chairperson Sen. Robert Clements Sen. Danielle Conrad Sen. Brian Hardin Sen. Margo Juarez

New Senators:

District 15: Dave Wordekemper - Districts: Howells-Dodge

District 23: Jared Storm - Districts: Clarkson, David City, East Butler, J=Howells-Dodge, Leigh, Schuyler

District 41: Daniel McKeon - Districts: Boone Central, St. Edwards

[Link to Bill Tracker](#)

Summary Highlights:

This is a New Biennium Budget year:

- \$432 million shortfall
- Any introduced measure with an appropriation bill, not likely to pass
- Forecast Advisory Board meeting in February and April
- The concern is what will get cut due to the shortfall

Introduced Legislation

- [LB 14 - Hunger Free Schools, M. Cavanaugh](#)
- [LB 31 - Require school policies relating to the use of student surveillance, monitoring, and tracking technology by school districts, Conrad](#)
- [LB 84 - Adopt the School Psychologist Interstate Licensure Compact, Meyer](#)
- [LB 140 - Require school policies relating to use of electronic communication devices by students, Cell phones, Sanders](#)
- [LR 11CA - Consumption Tax, Hardin](#)
- [LB300 - Change provisions relating to the Superintendent Pay Transparency Act and provide a limit for superintendent and educational service unit administrator compensation](#)
- [LB389 - Eliminate the levy authority of educational service units and provide state funding to educational service units](#)
 - [Senator Murman has introduced **LB 389**, which would eliminate ESU levy authority beginning with fiscal year 2028-29.](#)
 - [The measure provides that, beginning in 2029, funds would be distributed by the state to ESUs as in order to offset the funds lost due to the elimination of their levy authority.](#)
 - [The amount to be distributed to each ESU would be equal to the amount of property taxes levied by the ESU for tax year 2027, increased by 3.5%.](#)
 - [For 2030 and each year thereafter, the amount to be distributed to each ESU would be equal to the amount distributed to the ESU in the prior year, increased by 3.5%.](#)

- The Department of Revenue would be required annually to determine the amount to be distributed to each ESU and certify the amounts to the State Treasurer and to the ESU. The distributions to the ESUs would occur in two equal payments, the first on or before March 31 and the second on or before August 31.
-
- Governor's Budget recommendation around Educational Service Unit Aid – The recommendation includes a General Fund appropriation reduction of \$716,809 in FY 2025-26 and FY 2026-27 to reverse a one-time 2020 expansion of aid to Educational Service Units.

TENTATIVE* 2025 Legislative Session

Sun	Mon	Tue	Wed	Thur	Fri	Sat
January						
			1	2	3	4
5	6	7	8	9	10	11
			DAY 1	DAY 2	DAY 3	
12	13	14	15	16	17	18
	DAY 4	DAY 5	DAY 6	DAY 7	RECESS	
19	20	21	22	23	24	25
	HOLIDAY	DAY 8	DAY 9	DAY 10	DAY 11	
26	27	28	29	30	31	
	DAY 12	DAY 13	DAY 14	DAY 15	DAY 16	

Sun	Mon	Tue	Wed	Thur	Fri	Sat
March						
						1
2	3	4	5	6	7	8
	RECESS	DAY 34	DAY 35	DAY 36	DAY 37	
9	10	11	12	13	14	15
	DAY 38	DAY 39	DAY 40	DAY 41	RECESS	
16	17	18	19	20	21	22
	RECESS	DAY 42	DAY 43	DAY 44	RECESS	
23	24	25	26	27	28	29
	DAY 45	DAY 46	DAY 47	DAY 48	RECESS	
30	31					
	DAY 49					

Sun	Mon	Tue	Wed	Thur	Fri	Sat
May						
				1	2	3
				DAY 67	RECESS	
4	5	6	7	8	9	10
	RECESS	DAY 68	DAY 69	DAY 70	DAY 71	
11	12	13	14	15	16	17
	DAY 72	DAY 73	DAY 74	DAY 75	RECESS	
18	19	20	21	22	23	24
	DAY 76	DAY 77	DAY 78	DAY 79	RECESS	
25	26	27	28	29	30	31
	HOLIDAY	DAY 80	DAY 81	DAY 82	DAY 83	

Legislative Recess Days

January 17
 February 14, 28
 March 3, 14, 17, 21, 28
 April 4, 7, 18, 21
 May 2, 5, 16, 23
 June 2, 6, 12, 13, 16, 17

Sun	Mon	Tue	Wed	Thur	Fri	Sat
February						
						1
2	3	4	5	6	7	8
	DAY 17	DAY 18	DAY 19	DAY 20	DAY 21	
9	10	11	12	13	14	15
	DAY 22	DAY 23	DAY 24	DAY 25	RECESS	
16	17	18	19	20	21	22
	HOLIDAY	DAY 26	DAY 27	DAY 28	DAY 29	
23	24	25	26	27	28	
	DAY 30	DAY 31	DAY 32	DAY 33	RECESS	

Sun	Mon	Tue	Wed	Thur	Fri	Sat
April						
		1	2	3	4	5
		DAY 50	DAY 51	DAY 52	RECESS	
6	7	8	9	10	11	12
	RECESS	DAY 53	DAY 54	DAY 55	DAY 56	
13	14	15	16	17	18	19
	DAY 57	DAY 58	DAY 59	DAY 60	RECESS	
20	21	22	23	24	25	26
	RECESS	DAY 61	DAY 62	DAY 63	HOLIDAY	
27	28	29	30			
	DAY 64	DAY 65	DAY 66			

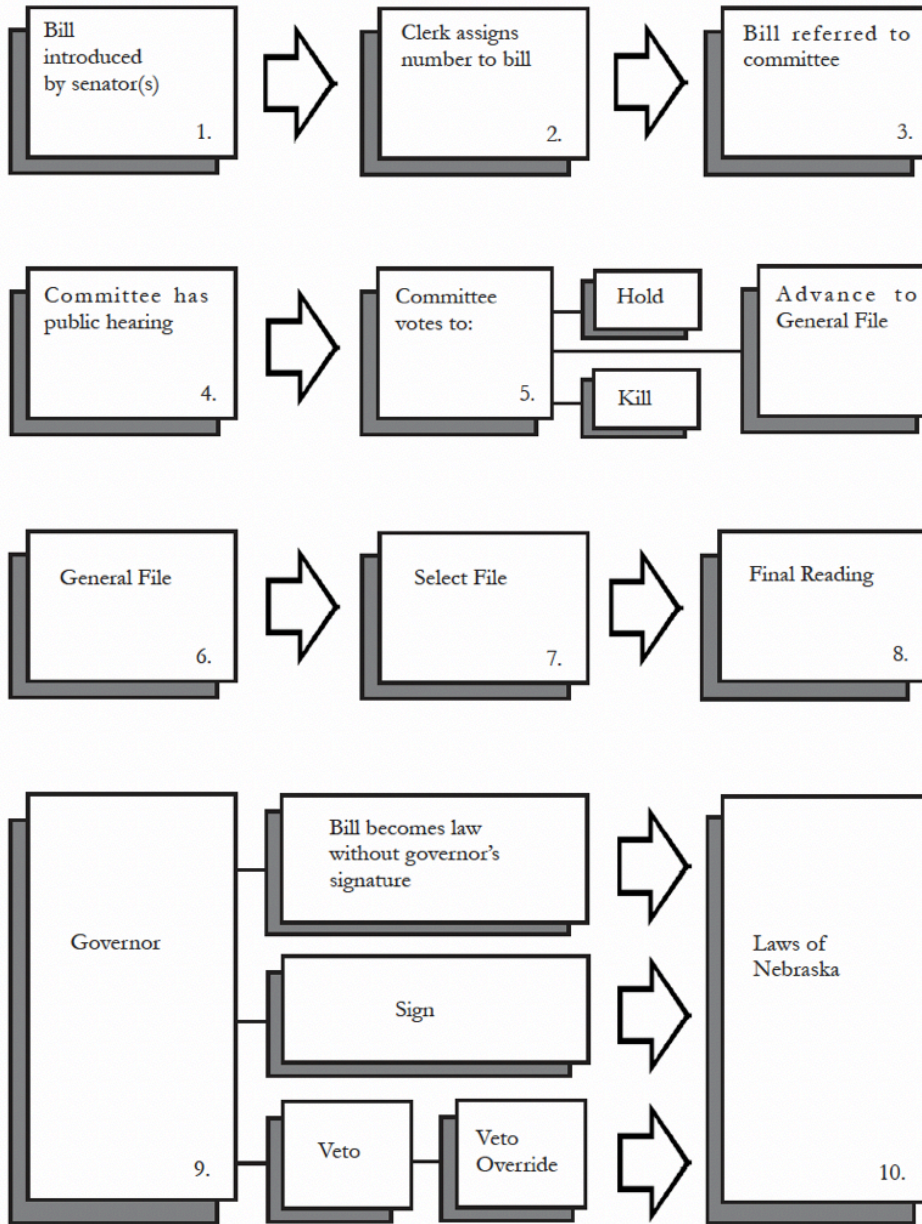
Sun	Mon	Tue	Wed	Thur	Fri	Sat
June						
1	2	3	4	5	6	7
	RECESS	DAY 84	DAY 85	DAY 86	RECESS	
8	9	10	11	12	13	14
	DAY 87	DAY 88	DAY 89	RECESS	RECESS	
15	16	17	18	19	20	21
	RECESS	RECESS	DAY 90			
22	23	24	25	26	27	28
29	30					

Federal & State Holidays

January 20 – Martin Luther King Jr. Day
 February 17 – Presidents' Day
 April 25 – Arbor Day
 May 26 – Memorial Day

*The calendar is subject to change by the speaker elected in the 109th Legislature.

How a Bill Becomes a Law



(Unicameral Clerk of the Legislature, 2017, p. 281)

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00079255	C	02/20/2025	16284	402 ELECTRIC	5,144.03
10	00079256	C	02/20/2025	60053	5TH SEASON LAWN SERVICE	1,029.53
10	00079257	C	02/20/2025	14974	ALLO COMMUNICATIONS	177.00
10	00079258	C	02/20/2025	130180	AMY MAZANKOWSKI	6,014.00
10	00079259	C	02/20/2025	10391	AMAZON CAPITAL SERVICES *	2,840.01
10	00079260	C	02/20/2025	15245	ANGIE OLSON	100.00
10	00079261	C	02/20/2025	10681	APPLE COMPUTER, INC.	3,892.00
10	00079262	C	02/20/2025	388	APPLIED CONNECTIVE TECHNOLOGIES	320.00
10	00079263	C	02/20/2025	16314	ASHLEY LERCH	100.00
10	00079264	C	02/20/2025	10103	B-D CONSTRUCTION	48,032.33
10	00079265	C	02/20/2025	230244	BOYD COUNTY PUBLIC SCHOOLS	125.00
10	00079266	C	02/20/2025	6700	BROOKE KAVAN	78.96
10	00079267	C	02/20/2025	16268	CARRIE KUCERA	39.62
10	00079268	C	02/20/2025	1996	CASEY'S MAIL SERVICE LLC	135.06
10	00079268	CV	02/10/2025	1996	CASEY'S MAIL SERVICE LLC	-135.06
10	00079269	C	02/20/2025	30550	CITY OF COLUMBUS WATER & SANIT	355.25
10	00079270	C	02/20/2025	16292	CLAIRE KAUP	96.46
10	00079271	C	02/20/2025	5800	COBBLESTONE HOTEL	110.00
10	00079272	C	02/20/2025	31029	COLUMBUS PUBLIC SCHOOLS LUNCH FUND	3,553.95
10	00079273	C	02/20/2025	15792	COLUMN SOFTWARE PBC	13.63
10	00079274	C	02/20/2025	4812	CUBBY'S, INC.	640.04
10	00079275	C	02/20/2025	11711	DAWN LINDSLEY	50.25
10	00079276	C	02/20/2025	7471	DODGE COUNTY CLERK	158.86
10	00079277	C	02/20/2025	15539	DUSK AMY JUNKER	740.00
10	00079278	C	02/20/2025	40725	EAKES OFFICE SOLUTIONS	14,078.07
10	00079279	C	02/20/2025	50825	ED SERVICE UNIT 7-PAYROLL	759,133.60
10	00079280	C	02/20/2025	50515	CONSOLIDATED ELECTRICAL DISTRIBUTOR	604.11
10	00079281	C	02/20/2025	14613	ELYSE BELINA	738.50
10	00079282	C	02/20/2025	230292	EMS LINQ, INC.	187.11
10	00079283	C	02/20/2025	50595	ENGINEERED CONTROLS	1,459.00
10	00079284	C	02/20/2025	60017	FAIRFIELD INN & SUITES BY MARRIOTT	220.00
10	00079285	C	02/20/2025	7226	FIREGUARD	1,855.90
10	00079286	C	02/20/2025	60056	FNBO	17.71
10	00079287	C	02/20/2025	13684	FLEETCOR TECHNOLOGIES INC	57.33
10	00079288	C	02/20/2025	15920	FNBO CREDIT CARD	24,687.76
10	00079289	C	02/20/2025	15385	GREGG YOUNG TOYOTA OF COLUMBUS	470.69
10	00079290	C	02/20/2025	80147	HAMPTON INN	904.00
10	00079291	C	02/20/2025	12440	HAMPTON INN BY HILTON COLUMBUS	110.00
10	00079292	C	02/20/2025	4944	HOBBY LOBBY	16.17
10	00079293	C	02/20/2025	80511	HOLIDAY INN EXPRESS	135.00
10	00079294	C	02/20/2025	80543	HOMETOWN LEASING	477.45
10	00079295	C	02/20/2025	80860	HUMPHREY PUBLIC SCHOOL	4,999.00
10	00079296	C	02/20/2025	80880	HY-VEE	425.06
10	00079297	C	02/20/2025	13552	JEAN ANNE KAMRATH	360.00
10	00079298	C	02/20/2025	30027	JENNIFER CALAHAN	200.00
10	00079299	C	02/20/2025	260092	JUDY A ZADINA	100.00
10	00079300	C	02/20/2025	16004	KANSAS CITY AUDIO-VISUAL	1,781.48
10	00079301	C	02/20/2025	12424	KASEYA US, LLC	963.55
10	00079302	C	02/20/2025	120129	LAKEVIEW COMMUNITY SCHOOLS	600.00
10	00079303	C	02/20/2025	14354	LAURA RODRIGUEZ	78.68
10	00079304	C	02/20/2025	120223	LEIGH COMMUNITY SCHOOLS	140.00
10	00079305	C	02/20/2025	40545	LISA DURANSKI	737.80
10	00079306	C	02/20/2025	120550	LOUP POWER DISTRICT	4,755.05
10	00079307	C	02/20/2025	220090	LYNN VOLLBRACHT	600.00
10	00079308	C	02/20/2025	5410	MARK BRADY	216.93
10	00079309	C	02/20/2025	130378	MENARDS	223.05
10	00079310	C	02/20/2025	10499	MICHELLE RUIPIER	600.00
10	00079311	C	02/20/2025	130547	MNJ TECHNOLOGIES	2,392.00
10	00079312	C	02/20/2025	140066	NE ASSOC OF SCHOOL BOARDS	1,790.00
10	00079313	C	02/20/2025	140063	NASB ALICAP	137.00
10	00079314	C	02/20/2025	140570	NEBRASKA TECHNOLOGY & TELECOM.	185.45
10	00079315	C	02/20/2025	140525	NRCSA	100.00

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00079316	C	02/20/2025	16306	OMNIFY BENEFITS	380.00
10	00079317	C	02/20/2025	12122	One Source The Background Check Company	125.00
10	00079318	C	02/20/2025	418	OTIS PIERCE	328.32
10	00079319	C	02/20/2025	80130	PEARSON ASSESSMENT	210.00
10	00079320	C	02/20/2025	160095	PERRY,GUTHERY, HAASE& GESSFORD P.C.,L.L.	292.00
10	00079321	C	02/20/2025	21001	RACHEL BURGESS	100.00
10	00079322	C	02/20/2025	20250	RUTT'S HEATING & AIR	53,887.90
10	00079323	C	02/20/2025	981	SARAH WACHA	564.20
10	00079324	C	02/20/2025	190037	SAUNDERS CO. CLERK	334.09
10	00079325	C	02/20/2025	760	SERVICEMASTER BY SHEVLIN	1,577.00
10	00079326	C	02/20/2025	190850	STATE OF NEBRASKA DAS STATE ACCTG.	5,857.40
10	00079327	C	02/20/2025	191085	SUPER SAVER	811.21
10	00079328	C	02/20/2025	14796	THE PLAYSCHOOL	150.00
10	00079329	C	02/20/2025	200493	TWIN RIVER PUBLIC SCHOOL	160.00
10	00079330	C	02/20/2025	200606	U & I SANITATION	111.50
10	00079331	C	02/20/2025	14389	UNANIMOUS	1,600.00
10	00079332	C	02/20/2025	10320	VERIZON WIRELESS	868.59
10	00079333	C	02/20/2025	230049	CAPITAL ONE-WALMART (SPED)	75.05
10	00079334	C	02/20/2025	230249	WEST POINT PUBLIC SCHOOLS	3,539.50
10	00079335	C	02/20/2025	13420	WOODRIVER ENERGY LLC	1,264.90
10	00079336	A	02/20/2025	13897	ADILENE PEREZ	916.20
10	00079337	A	02/20/2025	120155	AMY J SLAMA	470.40
10	00079338	A	02/20/2025	1082	ANGEL D MAYBERRY	700.60
10	00079339	A	02/20/2025	990	BRANDY ROSE	550.80
10	00079340	A	02/20/2025	14621	CALVIN FREY	954.80
10	00079341	A	02/20/2025	13528	CARA NEESEN	437.85
10	00079342	A	02/20/2025	5967	CASSANDRA RUTH	100.00
10	00079343	A	02/20/2025	9512	CASSIE KRINGS	887.60
10	00079344	A	02/20/2025	13510	CHRISTINA HANCOCK	613.80
10	00079345	A	02/20/2025	50579	DAN ELLSWORTH	58.80
10	00079346	A	02/20/2025	180474	DARLENE RODRIGUEZ	639.10
10	00079347	A	02/20/2025	14001	DEVON GRONENTHAL	357.00
10	00079348	A	02/20/2025	14060	DYLAN SOUTHARD	413.00
10	00079349	A	02/20/2025	60033	ELISSA HEIBEL	21.00
10	00079350	A	02/20/2025	14575	ERNIE VALENTINE	62.98
10	00079351	A	02/20/2025	7560	ESI HOSTED SERVICES	180.39
10	00079352	A	02/20/2025	7099	HALEY KUNZE	567.60
10	00079353	A	02/20/2025	12513	HARRIET NALUMANSI	100.00
10	00079354	A	02/20/2025	11460	HAYLEY MURPHY	100.00
10	00079355	A	02/20/2025	11460	HAYLEY MURPHY	975.10
10	00079356	A	02/20/2025	140691	HD SUPPLY (FORMERLY HOME DEPOT PRO)	171.87
10	00079357	A	02/20/2025	15970	INGRID RODRIGUEZ	809.97
10	00079358	A	02/20/2025	15709	IRIS MEDINA GONZALEZ	717.50
10	00079359	A	02/20/2025	10375	RONELLE JACKSON	2,100.00
10	00079360	A	02/20/2025	8559	JACLYN TERNUS	112.00
10	00079361	A	02/20/2025	14745	JAEDYN MORRIS	1,140.30
10	00079362	A	02/20/2025	15954	JENNA MATTOX	200.90
10	00079363	A	02/20/2025	11223	JILL WIELGUS	326.20
10	00079364	A	02/20/2025	11223	JILL WIELGUS	100.00
10	00079365	A	02/20/2025	11223	JILL WIELGUS	140.00
10	00079366	A	02/20/2025	8540	JOLYNN KAHLANDT	569.10
10	00079367	A	02/20/2025	8540	JOLYNN KAHLANDT	100.00
10	00079368	A	02/20/2025	11932	JOSH ARIAS	805.70
10	00079369	A	02/20/2025	6459	KAISE RECEK	646.70
10	00079370	A	02/20/2025	14478	KASSANDRA CORNWELL	655.20
10	00079371	A	02/20/2025	15695	KRIS ELMSHAEUSER	287.98
10	00079372	A	02/20/2025	100521	KRIS JOHNSON	314.30
10	00079373	A	02/20/2025	190384	LARRY SHEFCYK	100.00
10	00079374	A	02/20/2025	13480	LETISHIA KLEINSCHMIT	848.40
10	00079375	A	02/20/2025	13986	LYNNE WEBSTER	1,148.00
10	00079376	A	02/20/2025	15601	MARCI HAIGHT	261.95
10	00079377	A	02/20/2025	11797	MARIA RODRIGUEZ	1,598.70

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00079378	A	02/20/2025	14699	MARIAH BELLER	1,018.50
10	00079379	A	02/20/2025	10081	MECA	6,990.00
10	00079380	A	02/20/2025	11479	MEGAN WELCH	792.40
10	00079381	A	02/20/2025	11720	MELISSA SCHWICHTENBERG	100.00
10	00079382	A	02/20/2025	14656	MERIDITH RIHA	137.80
10	00079383	A	02/20/2025	12246	MERRIDIE KAUP	788.90
10	00079384	A	02/20/2025	11304	MINDY REED	100.00
10	00079385	A	02/20/2025	8788	NATHALIE VARGAS	766.78
10	00079386	A	02/20/2025	15962	NICOLE CHILES	850.40
10	00079387	A	02/20/2025	13498	RACHEL BECK	361.90
10	00079388	A	02/20/2025	130708	SHARON M BROWN	1,066.80
10	00079389	A	02/20/2025	8524	SHAYNA CEPPEL	100.00
10	00079390	A	02/20/2025	8524	SHAYNA CEPPEL	529.20
10	00079391	A	02/20/2025	10740	SHELLI EICKMEIER	100.00
10	00079392	A	02/20/2025	10740	SHELLI EICKMEIER	744.80
10	00079393	A	02/20/2025	15725	SONYA SUKUP	244.30
10	00079394	A	02/20/2025	12165	STEPHANIE FOREMAN	377.64
10	00079395	A	02/20/2025	11436	TAMRA CLAY	315.70
10	00079396	A	02/20/2025	13536	TERI OPFER	100.00
10	00079397	A	02/20/2025	13536	TERI OPFER	1,005.20
10	00079398	A	02/20/2025	70018	VANESSA GASCON-GUARCAS	244.30
10	00079399	A	02/20/2025	230361	WENDY WOLFE	470.40
10	00079400	A	02/20/2025	10545	YARIBEY RODRIGUEZ	949.90
10	00079401	C	02/20/2025	1996	CASEY'S MAIL SERVICE LLC	236.32
10	00079402	C	02/20/2025	60056	FNBO	30.00
Total Bank: 10						\$1,013,068.06

Total Computer Checks:	\$972,786.41
Total Manual Checks:	\$0.00
Total ACH Checks:	\$40,416.71
Total Other Checks:	\$0.00
Total Electronic Checks:	\$0.00
Total Computer Voids:	-\$135.06
Total Manual Voids:	\$0.00
Total ACH Voids:	\$0.00
Total Other Voids:	\$0.00
Total Electronic Voids:	\$0.00
Grand Total:	\$1,013,068.06
Number of Checks:	149

Batch Year	Batch	Amount
25	000160	182,005.16
25	000164	29,265.80
25	000167	42,397.18
25	000178	759,133.60
25	000180	266.32

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

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

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

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

Legal Reference:	§§ 79-1217 to 79-1224, § 79-1229 NDE Rule 84, section 3.04F
Related Policy/Policies	IV.1.A: Recruitment and Selection IV.II.C: Hiring, Assignment, and Dismissal
Date of Adoption:	January 15, 2018
Date(s) of Review:	November 16, 2020 December 21, 2020 February 21, 2022 February 20, 2023 February 19, 2024 February 17, 2025

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

The role of individual Board members is to express their position by voting on issues presented at duly called meetings of the Board. The Board of ESU 7 functions only when it takes official action at a duly called meeting of the Board. Individual Board members and individual Board officers cannot bind ESU 7 or its Board to a contract or obligation and may not speak on behalf of the Board except when acting upon specific authority given by the Board.

Legal Reference	<i>Busboom v. Southeast Nebraska Technical Community College</i> , 194 Neb. 448 (1975); <i>Markay v. School District No. 18</i> , 58 Neb. 479 (1899)
Date of Adoption	January 15, 2018
Date(s) of Review:	September 13, 2021 February 21, 2022 February 20, 2023 February 19, 2024 February 17, 2025

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

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

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

Legal Reference:	
Date of Adoption:	January 15, 2018
Date(s) of Review	November 16, 2020 February 21, 2022 February 20, 2023 February 19, 2024 February 17, 2025

Article I, Section 3, G Compensation of Board Members

Members of the Board shall receive no compensation for their services. Members may be reimbursed for the actual and necessary expenses incurred in the performance of their duties, pursuant to law and by a majority vote of the Board.

The Board may permit its members to participate in ESU 7’s hospitalization, medical, surgical, accident, sickness, or term life insurance coverage or any one or more of such coverages. A Board member electing to participate in the insurance program of ESU 7 shall pay both the employee and the employer portions of the premium for such coverage. This coverage is available to Board members beginning the first day of the first full month following the Board meeting when the Board member is sworn in.

If the Board opts to permit its members to participate in insurance coverage, the Administrator shall report quarterly at a Board meeting the board members who have elected such coverage. Such a report shall be made available in the ESU 7 office for review by the public upon request.

Legal Reference:	§ 79-1217(3); § 79-1232
Related Policy:	Coffee Act Policy (Reimbursable Expenses)
Date of Adoption:	January 15, 2018
Date(s) of Review:	October 18, 2021 February 21, 2022 February 20, 2023 February 19, 2024 February 17, 2025

Article I, Section 4, G Removal from Officer Position

A Board member may be removed from an officer position by a majority vote of the members of the Board.

Legal Reference:	
Date of Adoption:	December 18, 2017
Date(s) of Review:	February 21, 2022 February 20, 2023 February 19, 2024 February 17, 2025

Article I, Section 4, H Filling a Vacancy in an Officer Position

In the event of a vacancy in an officer position, the Board shall elect by a majority vote a successor to serve until a majority of the Board elects a different member to serve that office position.

Legal Reference:	
Date of Adoption:	December 18, 2017
Date(s) of Review:	February 21, 2022 February 20, 2023 February 19, 2024 February 17, 2025

Article I, Section 5, B Appointments

The President shall appoint members of committees. However, the entire Board may, by a majority vote, take action in the first instance to make committee appointments and may remove any existing committee members and appoint replacement members.

Legal Reference:	
Date of Adoption:	February 19, 2018
Date(s) of Review:	February 21, 2022 February 20, 2023 February 19, 2024 February 17, 2025

MEMBERSHIP DUES INVOICE

in account with

Nebraska Association of School Boards

1311 Stockwell, Lincoln, NE 68502 (402) 423-4951 or 1-(800) 422-4572

Name: ESU 07

County: Platte

NASB Region: 16

DATE	DESCRIPTION	AMOUNT DUE
January 29, 2025	Annual Membership Dues for NASB Fiscal Year 4/1/2025 to 3/31/2026	\$1,000
	Pay by 4/1/2025 to receive a 2% discount.	\$20
	TOTAL AMOUNT DUE IF PAID BY APRIL 1, 2025	<u>\$980</u>

Thank you for your support and participation in NASB.

2310-810
L. Shefeyk

January '25 Treasurer Report

Beginning Balance JANUARY 1, 2025			\$64,931.31		
RECEIPTS					
Property taxes			\$485,954.77		
SPED			\$432,118.12		
General/Flow Through			\$114,088.59		
Grants			\$445,390.66		
TOTAL RECEIPTS			\$1,477,552.14	\$1,477,552.14	
				\$1,542,483.45	
Transfer to Money Market				\$570,000.00	-
Total Funds Available				\$972,483.45	
DISBURSEMENTS:					
General Fund			\$367,572.35		
SPED			\$411,571.68		
Grants			\$133,444.03		
Total DISBURSEMENTS Check #79115 thru #79254			\$912,588.06	\$912,588.06	-
Ending balance, January 31, 2025				\$59,895.39	

Checking balance					\$59,895.39
Money Market Deposit Account at First National Bank					\$5,215,000.00
Money Market Deposit Account at First National Bank					\$100,000.00
Money Market Deposit Account at Bank of Clarks					\$100,000.00
Money Market Deposit Account at Columbus Bank & Trust					\$100,000.00
Certificate of Deposit - Great Western Bank					\$200,000.00
Certificate of Deposit - First National Bank-Columbus					\$100,000.00
Certificate of Deposit - First National Bank-Columbus					\$1,000,000.00
TOTAL CASH ON HAND (includes cash reserve)					\$6,874,895.39

CASH RESERVE	\$1,649,584.44				
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Funds that are due to ESU 7					
Grants				(\$252,510.01)	
Outstanding Receivables				(\$6,165.52)	
Total due to ESU 7				(\$258,675.53)	

	2023-24	2024-25	2023-24	2024-25		
	Dollars Spent Per Month	Dollars Spent Per Month	Percentage spent each month	Percentage spent each month		
September	\$299,871.57	\$259,014.74	10.08%	7.85%	Total Budget	\$17,734,272.86
October	\$172,029.24	\$126,728.31	5.78%	3.84%	30% of budget	\$5,320,281.86
November	\$127,254.21	\$231,711.52	4.28%	7.02%	Earmarked set aside	\$8,586,908.00
December	\$207,245.41	\$212,598.74	6.28%	6.44%	Total budget spent to date	\$5,683,681.76
January	\$204,916.22	\$218,968.52	6.89%	6.64%		
February	\$200,293.65		6.73%	0.00%	NOTES	
March	\$202,230.23		6.80%	0.00%		
April	\$194,408.59		6.53%	0.00%		
May	\$203,683.68		6.85%	0.00%		
June	\$216,633.54		7.28%	0.00%		
July	\$195,107.67		6.56%	0.00%		
August	\$208,707.54		7.01%	0.00%		
Approved Total General Budget for Levy \$			\$2,975,174.95	\$3,299,168.88		
Total Spent to date			\$2,432,381.55	\$1,049,021.83		
Dollars approved from cash reserve				\$0.00		

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA

FINANCIAL STATEMENTS
FOR THE YEAR ENDED AUGUST 31, 2024

ROMANS, WIEMER & ASSOCIATES

Certified Public Accountants, P.C.

Steven D. Wiemer, CPA

Gayle D. Steiger, CPA

Members American Institute of Certified Public Accountants

Nebraska Society of Certified Public Accountants

1910 N. Lincoln Avenue • York, Nebraska 68467

(402) 362-5597 • FAX (402) 362-2173

rwacpas@windstream.net

January 30, 2025

Board of Directors
Educational Service Unit No. 7
Columbus, Nebraska 68601

In planning and performing our audit of the financial statements of the governmental activities, each major fund and the aggregate remaining fund information of Educational Service Unit No. 7, Columbus, Nebraska as of and for the year ended August 31, 2024, in accordance with auditing standards generally accepted in the United States of America, we considered Educational Service Unit No. 7, Columbus, Nebraska's internal control over financial reporting (internal control) as a basis for designing auditing procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Educational Service Unit No. 7, Columbus, Nebraska's internal control. Accordingly, we do not express an opinion on the effectiveness of Educational Service Unit No. 7, Columbus, Nebraska's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A material weakness is a deficiency, or combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis.

Our consideration of internal control was for the limited purpose described in the first paragraph and was not designed to identify all deficiencies in the internal control that might be material weaknesses. Given these limitations during our audit, we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

This communication is intended solely for the information and use of management, the Board of Directors, and others within the organization, and is not intended to be and should not be, used by anyone other than the specified parties.

Romans, Wiemer & Associates

ROMANS, WIEMER & ASSOCIATES,
Certified Public Accountants, P.C.

RWA: gds

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA

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EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA

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ROMANS, WIEMER & ASSOCIATES

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rwacpas@windstream.net

Steven D. Wiemer, CPA

Gayle D. Steiger, CPA

January 30, 2025

Independent Auditor's Report

Board of Directors
Educational Service Unit No. 7
Columbus, Nebraska 68601

Opinions

We have audited the accompanying modified cash basis financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Educational Service Unit No. 7 of Columbus, Nebraska, as of and for the year ended August 31, 2024, and the related notes to the financial statements, which collectively comprise the Educational Service Unit's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective modified cash basis financial position of the governmental activities, each major fund, and the aggregate remaining fund information of Educational Service Unit No. 7 of Columbus, Nebraska, as of August 31, 2024, and the respective changes in modified cash basis financial position thereof for the year then ended in accordance with the modified cash basis of accounting as described in Note 1.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in the *Government Audit Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of Financial Statements section of our report. We are required to be independent of the Educational Service Unit No. 7 of Columbus, Nebraska, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 of the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinions are not modified with respect to that matter.

Independent Auditor's Report

Educational Service Unit No. 7, Columbus, Nebraska

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the modified cash basis of accounting described in Note 1; and for determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Educational Service Unit No. 7 of Columbus, Nebraska's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Audit Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is substantial likelihood that, individually or in aggregate, they would influence the judgement made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Audit Standards*, we:

- Exercise professional judgement and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Educational Service Unit No. 7 of Columbus, Nebraska's internal control. Accordingly, no such opinion is expressed.

Independent Auditor's Report

Educational Service Unit No. 7, Columbus, Nebraska

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgement, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Educational Service Unit No. 7 of Columbus, Nebraska's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Educational Service Unit No. 7 of Columbus, Nebraska's basic financial statements. The budget comparison schedules and schedule of expenditures of federal awards, as required by Title 2 *U.S. Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards*, are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures and applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the budget comparison schedules and the schedule of expenditures of federal awards are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Information

Management is responsible for the other information included in the annual report. The other information comprises the management's discussion and analysis but does not include the basic financial statements and our auditor's report thereon. Our opinions on the basic financial statements do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially

Independent Auditor's Report

Educational Service Unit No. 7, Columbus, Nebraska

misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated January 30, 2025, on our consideration of Educational Service Unit No. 7 of Columbus, Nebraska's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of Educational Service Unit No. 7 of Columbus, Nebraska's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Educational Service Unit No. 7 of Columbus, Nebraska's internal control over financial reporting and compliance.


ROMANS, WIEMER & ASSOCIATES,
Certified Public Accountants, P.C.

RWA: gds

EDUCATIONAL SERVICE UNIT 7
COLUMBUS, NEBRASKA
MANAGEMENT'S DISCUSSION AND ANALYSIS
AUGUST 31, 2024

This section of Educational Service Unit No. 7's annual audit report presents our discussion of ESU's financial performance during the fiscal year ending August 31, 2024. Please read it in conjunction with the ESU's financial statements that follow.

Overview of the Financial Statements

The ESU has adopted the provisions of Statement No. 34 ("Statement 34") of the Governmental Accounting Standards Board "Basic Financial Statements – and Management's Discussion and Analysis – for State and Local Governments." Statement 34 established standards for external financial reporting for all state and local government entities, which includes government-wide financial statements, fund financial statements, and the classification of net assets into three components: (a) invested in capital assets, net of related debt; (b) restricted; and (c) unrestricted.

This annual report consists of four parts: (1) Management's Discussion and Analysis (this section); (2) the Basic Financial Statements – Modified Cash Basis; (3) Supplemental Schedules; and (4) Information on the Single Audit (Federal Funds).

The accompanying basic financial statements have been prepared on the modified cash basis of accounting. Accordingly, the financial statements and supplemental schedules are not intended to present financial position and results of operations in conformity with accounting principles generally accepted in the United States of America. The use of the modified cash basis of accounting is permissible under Title 92, Nebraska Administrative Code, Chapter 2 for Educational Service Units such as ESU 7.

FINANCIAL HIGHLIGHTS (Detailed Information Follows Later in this *Discussion & Analysis*)

Governmental Activities

- Governmental activities modified cash position at August 31, 2024 was \$7,161,190.37 compared with \$6,417,741.49 at August 31, 2023. This was an increase of \$743,448.88 or 11.58%.
- General Fund disbursements were \$12,392,042.85 for the current fiscal year, which is a \$1,268,673.43 11.41% increase from the prior fiscal year.
- Federal program disbursements were \$2,686,433.94 for the current fiscal year, which is a \$23,248.87 increase from the previous fiscal year.
- **Budget Observations 2023- 2024**
 - o Balancing of the ESU 7 Budget between available resources and increasing costs continued to require constant monitoring. During 2023-2024 revenue exceeded expenditures.

(Continued)

EDUCATIONAL SERVICE UNIT 7
COLUMBUS, NEBRASKA
MANAGEMENT'S DISCUSSION AND ANALYSIS
AUGUST 31, 2024

Governmental Activities (Continued)

- o Statewide Core Service Funding was at \$0 during 2023-2024 as a result of statewide formula distribution applications.
- o While working to build cash reserve, the three year spending/revenue projections continue to indicate cash reserve obligations if current levels of services and expenditures are continued. This trend continues to be closely studied/monitored by the Superintendent's Executive Committee and the ESU 7 Board as valuation and Core Service funding continue to interact.
- o Federal and State requirements for increased student achievement accountability and involvement in statewide initiatives, along with ongoing financial pressures for schools, continue to influence service offering discussions. These continually translate into additional service request from area schools, and require increase work efficiency and budget resource allocation shifts as key means to control future budget challenges.

FINANCIAL ANALYSIS OF THE UNIT AS A WHOLE

One of the largest single source of receipts for the Unit is Federal funding for grants. In 2023-2024, the Unit's assessed valuation was \$19,834,499,675, an increase of \$1,499,823,242 from 2022-2023. Another large source of receipts for the Unit is property tax. Comparison figures for the past two years are as follows:

	<u>2022/2023</u>	<u>2023/2024</u>	<u>Difference</u>
Beginning Balance	\$ 5,749,076.48	\$ 6,417,741.49	\$ 668,665.01
Receipts	\$11,792,034.43	\$13,135,491.73	\$ 1,343,457.30
Expenses	11,123,369.42	12,392,042.85	1,268,673.43
Net Increase	<u>668,665.01</u>	<u>743,448.88</u>	<u>74,783.87</u>
Ending Balance	<u>\$ 6,417,741.49</u>	<u>\$ 7,161,190.37</u>	<u>\$ 743,448.88</u>

The following table shows the property tax rates, by fund, for fiscal years 2023-2024 and 2022-2023, including a calculation of the amount by which each levy changed. Note: levies are expressed in dollars and cents per \$100 of valuation. For example, the Unit's total property tax on a \$100,000 property in 2023-2024 would be \$15.00.

	<u>2023-2024</u>	<u>2022-2023</u>	<u>Difference</u>
General Levy	.015000	.015000	0.000000

(Continued)

EDUCATIONAL SERVICE UNIT 7
COLUMBUS, NEBRASKA
MANAGEMENT'S DISCUSSION AND ANALYSIS
AUGUST 31, 2024

General Fund Budgetary Highlights

Over the course of the 2023-2024 fiscal year, the Unit's General Fund Cash Position increased by \$743,448.88. The following table provides a detailed picture of the increase in cash position.

09/01/23 Actual Beginning Balance		<u>\$ 6,417,741.19</u>	
	<u>2023-2024 Year End</u>		
	<u>Budget</u>		
	<u>Original & Final</u>	<u>Actual</u>	<u>Difference</u>
Receipts:			
Local District Taxes	\$ 2,975,174.95	\$ 2,607,645.66	\$ (367,529.29)
Carline		1,807.18	1,807.18
Interest and Penalties on Taxes		4,541.75	4,541.75
Contracted Services	3,292,000.00	5,469,204.66	2,177,204.66
Investment Interest	34,500.00	167,832.27	133,332.27
Other Local Sources	1,086,464.09	1,906,812.85	820,348.76
Homestead	25,000.00	45,007.73	20,007.73
Property Tax Credit		279,189.38	279,189.38
Nameplate Capacity Tax		8,844.46	8,844.46
Motor Vehicle Prorate	5,000.00	6,783.88	1,783.88
School Safety & Security		114,860.00	114,860.00
Federal Sources	3,665,888.11	2,522,672.91	(1,143,215.20)
Non-Revenue Receipts		289.00	289.00
Total Receipts	<u>\$ 11,084,027.15</u>	<u>\$ 13,135,491.73</u>	<u>\$ 2,051,464.58</u>
Disbursements:	<u>\$ 16,223,814.63</u>	<u>\$ 12,392,042.85</u>	<u>\$ 3,831,771.78</u>
Net Increase		<u>743,448.88</u>	
08/31/24 Ending Balance		<u>\$ 7,161,190.37</u>	

CONTACTING THE UNIT'S FINANCIAL MANAGEMENT

This financial report is designed to provide our citizens and taxpayers a general overview of the Unit's finances and to demonstrate the Unit's accountability for the money in which it is entrusted. If you have questions about this report or need additional financial information, contact the Administrator, 2657 44th Avenue, Columbus, Nebraska 68601. Our telephone number is (402) 564-5753, our fax number is (402) 563-1121, and our website is located at <http://www.esu7.org>.

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
STATEMENT OF NET POSITION - MODIFIED CASH BASIS
FOR THE YEAR ENDED AUGUST 31, 2024

	Governmental Activities
Assets:	
Cash and Deposits	\$ 6,517,277.21
County Treasurers' Balance	643,913.16
Total Assets	\$ 7,161,190.37
Liabilities:	\$ 0.00
Net Position	
Unrestricted	\$ 7,161,190.37

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
STATEMENT OF ACTIVITIES - MODIFIED CASH BASIS
FOR THE YEAR ENDED AUGUST 31, 2024

	<u>Program Cash Receipts</u>			Net Disbursements Receipts and Changes in Net Assets
	<u>Cash Disbursements</u>	<u>Charges for Services</u>	<u>Operating Grants and Contributions</u>	
Governmental Activities:				
Special Education	\$ (2,694,763.30)	\$ 5,469,204.66		\$ 2,774,441.36
Support Services - Students	(2,516,868.71)			(2,516,868.71)
Support Services - Instruction	(1,021,626.77)			(1,021,626.77)
Support Services - General Administration	(551,952.29)			(551,952.29)
Central Services	(2,171,257.58)			(2,171,257.58)
Operation & Maintenance of Plant	(169,782.12)			(169,782.12)
Facilities Acquisitions & Construction	(451,837.54)			(451,837.54)
Student Transportation	(54,913.00)			(54,913.00)
State Programs	(72,607.60)			(72,607.60)
Federal Programs	(2,686,433.94)		\$ 2,522,672.91	(163,761.03)
Net Program (Disbursements) Receipts	<u>\$ (12,392,042.85)</u>	<u>\$ 5,469,204.66</u>	<u>\$ 2,522,672.91</u>	<u>\$ (4,400,165.28)</u>
General Receipts:				
Local Receipts				\$ 2,613,994.59
Investment Income				167,832.27
Other Local Receipts				1,906,812.85
State Sources				454,685.45
Non-Revenue Receipts				289.00
Total General Receipts				<u>\$ 5,143,614.16</u>
Changes in Net Position				\$ 743,448.88
Net Position - Beginning				<u>6,417,741.49</u>
Net Position - Ending				<u><u>\$ 7,161,190.37</u></u>

See Accompanying Notes to the Financial Statements

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
STATEMENT OF MODIFIED CASH BASIS ASSETS AND FUND BALANCES AND
MODIFIED CASH RECEIPTS, DISBURSEMENTS AND CHANGES IN MODIFIED CASH BASIS
FUND BALANCE - GOVERNMENTAL FUNDS
AS OF AND FOR THE YEAR ENDED AUGUST 31, 2024

	Actual
Receipts:	
Local Receipts	\$ 2,613,994.59
Tuition Receipts	5,469,204.66
Investment Income	167,832.27
Other Local Receipts	1,906,812.85
State Sources	454,685.45
Federal Sources	2,522,672.91
Non-Revenue Receipts	289.00
	\$ 13,135,491.73
Disbursements:	
Special Education	\$ 2,694,763.30
Support Services - Students	2,516,868.71
Support Services - Instruction	1,021,626.77
Support Services - General Administration	551,952.29
Central Services	2,171,257.58
Operation & Maintenance of Plant	169,782.12
Student Transportation	54,913.00
State Programs	72,607.60
Facilities Acquisitions & Construction	451,837.54
Federal Programs	2,686,433.94
	\$ 12,392,042.85
Excess (Deficit) of Receipts Over Disbursements	\$ 743,448.88
Fund Balance, September 1	6,417,741.49
Fund Balance, August 31	\$ 7,161,190.37
Assets	
Cash and Deposits	\$ 6,517,277.21
County Treasurers' Balance	643,913.16
	\$ 7,161,190.37
Fund Balances	
Unassigned	\$ 7,161,190.37

See Accompanying Notes to the Financial Statements

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
STATEMENT OF NET POSITION - MODIFIED CASH BASIS
FIDCIARY FUNDS
FOR THE YEAR ENDED AUGUST 31, 2024

	Other Employee Benefit Trust Funds
Assets:	
Cash and Deposits	<u>\$ 14,417.17</u>
Net Position	
Held in Trust for Employees	<u>\$ 14,417.17</u>
Total Net Position	<u>\$ 14,417.17</u>

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
STATEMENT OF CHANGES IN FIDUCIARY
NET POSITION - MODIFIED CASH BASIS
FIDUCIARY FUNDS
AS OF AND FOR THE YEAR ENDED AUGUST 31, 2024

	<u>Other Employee Benefit Trust Funds</u>
Receipts:	
Participant Contributions	<u>\$ 37,806.32</u>
Disbursements:	
Payments to Participants	<u>\$ 50,230.13</u>
Change in Net Position Held in Trust for Employees	\$ (12,423.81)
Modified Cash Basis Net Position - Beginning	<u>26,840.98</u>
Modified Cash Basis Net Position - Ending	<u>\$ 14,417.17</u>

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
NOTES TO THE FINANCIAL STATEMENTS
AUGUST 31, 2024

NOTE 1

Significant Accounting Policies

The accounting policies of Educational Service Unit No. 7, Columbus, Nebraska, conform to the uniform system of accounting as prescribed by the Nebraska State Department of Education.

A. Fund Accounting

The accounts of the Educational Service Unit are organized on the basis of funds, each of which is considered a separate accounting entity. The operations of each fund are accounted for with a separate set of self-balancing accounts that comprise its assets, liabilities, fund balances, receipts collected and disbursements paid. The ESU resources are allocated to and accounted for in individual funds based on the purposes for which they are to be spent and the means by which spending activities are controlled.

Fund Types:

General Fund - This fund is the operating fund of the ESU. It is used to account for all financing resources except those required to be accounted for in other funds.

Other Employee Benefit Trust Funds – Fiduciary funds report assets held in a trustee capacity for others and, therefore, cannot be used to support Educational Service Unit No. 7's own programs. The contributions and disbursements related to certain employee benefits, including medical and dependent care reimbursements, are accounted for in the Other Employee Benefit Trust Funds. This is a Fiduciary Fund.

Custodial Funds – This fund holds the assets of the Nebraska Educational Service Unit Board Association. This is a Fiduciary Fund.

B. Basis of Accounting

The Educational Service Unit's policy is to prepare its financial statements on the basis of modified cash receipts and disbursements, which is consistent with the Commissioner of Education and Nebraska Department of Education requirements. Consequently certain receipts and the related assets are recognized when received rather than when earned, and certain disbursements are recognized when paid rather than when the obligation is incurred. Thereby, encumbrance accounting is not used. Accordingly, the accompanying financial statements are not intended to present financial position and results of operations in conformity with generally accepted accounting principles.

C. Basis of Presentation

The Educational Service Unit has adopted the provisions of Statement No. 34
(Continued)

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
NOTES TO THE FINANCIAL STATEMENTS
AUGUST 31, 2024

NOTE 1

Significant Accounting Policies (Continued)

("Statement 34") of the Government Accounting Standards Board "Basic Financial The Educational Service Unit has adopted the provisions of Statement No. 34 ("Statement 34") of the Government Accounting Standards Board "Basic Financial Statements – and Management's Discussion and Analysis – for State and Local Governments." Statement 34 established standards for external financial reporting for all state and local government entities, which includes government-wide financial statements, fund financial statements and the classification of net position into three components – invested in capital assets, net of related debt; restricted; and unrestricted.

Government-wide and fund financial statements – The government-wide financial statements report information on all of the nonfiduciary activities of the primary government. For the most part, the effect of interfund activity has been removed from these statements. Governmental activities, which normally are supported by taxes and intergovernmental receipts, are reported separately from business-type activities, which rely to a significant extent on fees and charges for support.

The statement of activities demonstrates the degree to which the direct disbursements of a given function or segment are offset by program receipts. Direct disbursements are those that are clearly identifiable with a specific function or segment. Program receipts include 1) charges to customers or applicants who purchase, use, or directly benefit from goods, services, or privileges provided by a given function or segment and 2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function or segment. Taxes and other items not properly included among program receipts are reported instead as general receipts.

Separate financial statements are provided for governmental funds, proprietary funds and fiduciary funds, even though the latter are excluded from the government-wide financial statements. Major individual governmental funds and major individual proprietary funds are reported as separate columns in the fund financial statements.

Proprietary funds are used to account for the Educational Service Unit's business type activities. Proprietary funds distinguish operating receipts and disbursements from nonoperating items. Operating receipts and disbursements generally result from providing services and producing and delivering goods in connection with a proprietary fund's principal ongoing operations. All receipts and disbursements not meeting this definition are reported as nonoperating receipts and disbursements. The Educational Service Unit had no proprietary funds.

Fiduciary funds report assets held in a trustee or agency capacity for others and therefore cannot be used to support the Educational Service Unit's own programs.
(Continued)

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
NOTES TO THE FINANCIAL STATEMENTS
AUGUST 31, 2024

NOTE 1

Significant Accounting Policies (Continued)

D. Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

NOTE 2

Reporting Entity

The Educational Service Unit Board of Directors, an twelve-member group constituting an on-going entity, is the level of government, which has governance responsibilities over activities supporting public elementary and secondary school education within the jurisdiction of the Educational Service Unit. The Board receives funding from local, state and federal government sources and must comply with certain requirements, but these other governmental bodies are not financially accountable for the Board. The Board members are elected by the public and have decision-making authority, the power to adopt their own budget, power to designate management, the responsibility to significantly influence operations and primary accountability for fiscal matters.

Based upon these criteria, the Educational Service Unit Board of Directors is not considered a component unit of any other governmental entity. All significant activities and organizations in which Educational Service Unit No. 7 exercises oversight responsibility have been included in Educational Service Unit No. 7's financial statements.

NOTE 3

Fund Balance Reporting

The Governmental Accounting Standards Board (GASB) has issued Statement No.54, Fund Balance Reporting and Governmental Fund Type Definitions (GASB 54). This Statement defines the different types of fund balances that a governmental entity must use for financial reporting purposes.

GASB 54 requires the fund balance amounts to be properly reported within one of the fund balance categories list below.

1. *Nonspendable*, such as fund balance associated with inventories, prepaids, long-term loans and notes receivable, and property held for resale (unless the proceeds are restricted, committed, or assigned),
(Continued)

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
NOTES TO THE FINANCIAL STATEMENTS
AUGUST 31, 2024

NOTE 3

Fund Balance Reporting (Continued)

2. *Restricted* fund balance category includes amounts that can be spent only for the specific purposes stipulated by constitution, external resource providers, or through enabling legislation,
3. *Committed* fund balance classification includes amounts that can be used only for the specific purposes determined by a formal action of the Board of Directors (the Service Unit's highest level of decision-making authority),
4. *Assigned* fund balance classification are intended to be used by the government for specific purposes but not meet the criteria to be classified as restricted or committed, and
5. *Unassigned* fund balance is the residual classification for the government's general fund and includes all spendable amounts not contained in the other classifications

Committed Fund Balance Policy

The Service Unit's Committed Fund Balance is fund balance reporting required by the Board of Directors, either because of a Board Policy in the Board Policy Manual, or because of motions that passed at Board meetings.

Assigned Fund Balance Policy

The Service Unit's Assigned Fund Balance is fund balance reporting occurring by Board Administration authority, under the direction of the Administrator.

Order of Fund Balance Spending Policy

The Service Unit's policy is to apply expenditures against non-spendable fund balance, restricted fund balance, committed fund balance, assigned fund balance, an unassigned fund balance at the end of the fiscal year by adjusting journal entries.

First Non-spendable fund balances are determined. Then restricted fund balances for specific purposes are determined (not including non-spendable amounts). Then any remaining fund balance amounts for the non-general funds are classified as restricted fund balance.

It is possible for the non-general funds to have negative unassigned fund balance when non-spendable amounts plus the restricted fund balances for specific purposes amounts exceed the positive fund balance for the non-general fund.

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
NOTES TO THE FINANCIAL STATEMENTS
AUGUST 31, 2024

NOTE 4

Cash and Investments

Cash for the Educational Service Unit at August 31, 2024, consisted of the following:

	Bank Amount	Book Amount
General Fund	\$6,725,625.07	\$6,517,277.21
Other Employee Benefit Trust Funds	14,417.17	14,417.17
Total	\$6,740,042.24	\$6,531,694.38

At August 31, 2024, the Educational Service Unit had bank deposits of \$6,740,042.24. All of this balance was covered by federal depository insurance and /or collateralized by U.S. Government securities subject to joint custody safe keeping receipts issued by the custodial financial institution which was not the pledging institution. This would be classified as a Category 3 level of risk as described below.

The Educational Service Unit's deposits are categorized to give an indication of the level of risk assumed by the Educational Service Unit at year-end. Category 1 includes deposits that are insured or collateralized or for which securities are held by the Educational Service Unit or its agent in the Educational Service Unit's name. Category 2 includes uninsured and unregistered deposits for which the counter-party's trust department or agent in the Educational Service Unit's name holds the securities. Category 3 includes deposits uncollateralized (this includes any bank balance that is collateralized with securities held by the pledging financial institution, its trust department or agent but not in the Educational Service Unit's name).

The Educational Service Unit had no investments at August 31, 2024.

NOTE 5

Funds Held by County Treasurers

The following County Treasurers' ending balances are included in the fund balances for the year ended August 31, 2024:

	August 31, 2024
General Fund (Including Bond Collections): Antelope County (Continued)	\$ 65.57

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
NOTES TO THE FINANCIAL STATEMENTS
AUGUST 31, 2024

NOTE 5

Funds Held by County Treasurers (Continued)

	<u>August 31, 2024</u>
General Fund (Including Bond Collections):	
Boone County	\$ 44,713.41
Butler County	77,542.53
Colfax County	79,474.83
Cumming County	8,255.14
Hamilton County	8,901.16
Howard County	1,301.05
Merrick County	64,414.48
Nance County	27,338.04
Platte County	232,019.40
Polk County	52,135.20
Saunders County	10,523.64
Seward County	2,152.50
Stanton County	12,688.08
York County	13,007.32
Madison County	170.64
Dodge County	9,210.17
	\$ 643,913.16

NOTE 6

Budget Process and Property Taxes

The ESU follows these procedures in establishing the budgetary data reflected in the accompanying financial statements:

Prior to August 31, the Board of Directors prepares a proposed operating budget on the modified cash basis for the fiscal year commencing the following September 1. The operating budget includes proposed disbursements and the means of financing them.

Hearings are conducted at public meetings to obtain taxpayer comments.

Prior to September 20, the budget is legally adopted by the Board of Directors through the passage of a resolution.

Total disbursements in each budgetary fund may not legally exceed total appropriation, and appropriations lapse at year-end. Any revisions to the budget require Board approval.

(Continued)

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
NOTES TO THE FINANCIAL STATEMENTS
AUGUST 31, 2024

NOTE 6

Budget Process and Property Taxes (Continued)

No supplemental appropriations were made during the year.

The property tax requirement resulting from the budget process is utilized by the County Assessor to establish the tax levy, which attaches as an enforceable lien on property within the ESU's jurisdiction as of December 31, and is due as of that date. The first half of unpaid taxes is delinquent as of May 1; the second half becomes delinquent September 1. The combined tax rate subject to limitations of the ESU for the year ended August 31, 2024, was \$0.015000 per \$100 of assessed valuation.

NOTE 7

Retirement Plan

Plan Description

The Educational Service Unit No. 7 contributes to the Nebraska School Employees Retirement System, a cost-sharing multiple-employer defined benefit pension plan administered by the Nebraska Public Employees Retirement System (NPERS). NPERS provides retirement and disability benefits to plan members and beneficiaries. The School Employees Retirement Act establishes benefit provisions.

In 1945, the Nebraska Legislature enacted the law establishing a retirement plan for school employees of the State. During the NPERS fiscal year ended June 30, 2023, there were 263 participating school districts. These were the districts that had contributions during the fiscal year. All regular public school employees in Nebraska, other than those who have their own retirement plans (Class V school districts, Nebraska State Colleges, University of Nebraska, Nebraska Community Colleges), are members of the plan.

Normal retirement is at age 65. For an employee who became a member before July 1, 2013, the monthly benefit is equal to the greater of the following: 1) the sum of a savings annuity, which is the actuarial equivalent of the member's accumulated contributions and a service annuity equal to \$3.50 per year of service; or 2) the monthly average of the three 12-month periods of service as a school employee in which such compensation was the greatest, multiplied by total years of creditable service, multiplied by a formula factor of two percent, and an actuarial factor based on age.

For an employee who became a member on or after July 1, 2013, the monthly benefit is equal to the greater of the following: 1) the sum of a savings annuity, which is the actuarial equivalent of the member's accumulated contributions and a service annuity equal to \$3.50 per year of service; or 2) the average of the five 12-month periods of service as a school employee in which such compensation was the greatest, multiplied by total years of
(Continued)

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
NOTES TO THE FINANCIAL STATEMENTS
AUGUST 31, 2024

NOTE 7

Retirement Plan (Continued)

creditable service, multiplied by a formula factor of two percent, and an actuarial factor based on age.

Employees' benefits are vested after five years of plan participation or when termination occurs at age 65 or later. Vested members are eligible to receive an unreduced retirement benefit at age 65.

A member's age will determine eligibility to begin receiving a monthly benefit and if those benefits are reduced or unreduced. Benefit calculations vary with early retirement. At ages 55 to 64, members who are in tier one, two or three may qualify to receive unreduced benefits under the "Rule of 85" if the member's attained age plus creditable service equals 85 or greater. At ages 60 to 64, members may qualify to receive unreduced benefits under the tier four "Rule of 85" if the member's attained age plus creditable service equals 85 or greater.

For educational service unit employees who became members prior to July 1, 2013, the benefit paid to a retired member or beneficiary receives an annual cost of living adjustment, which is increased by the lesser of the percentage change in the Consumer Price Index for Urban Wage Earners and Clerical Workers or two and one-half percent. The current benefit paid to a retired member or beneficiary is adjusted so that the purchasing power of the benefit being paid is not less than 75 percent of the purchasing power of the initial benefit.

For educational service unit employees who became members on or after July 1, 2013, the benefit paid to a retired member or beneficiary receives an annual cost-of-living adjustment, which is increased by the lesser of the percentage change in the Consumer Price Index for Urban Wage Earners and Clerical Workers or one percent. There is no purchasing power floor for employees who fall under this tier.

For the Service Unit's year ended August 31, 2024, the Service Unit's total payroll for all employees was \$6,949,660.10. Total covered payroll was \$6,803,593.55. Covered payroll refers to all compensation paid by the Service Unit to active employees covered by the Plan.

Contributions

The State's contribution is based on an annual actuarial valuation. In addition, the State contributes an amount equal to two percent of the compensation of all members. This contribution is considered a nonemployer contribution since school employees are not employees of the State. The employee contribution was equal to 9.78 percent from July 1, 2022, to June 30, 2023 (and from July 1, 2023 through, August 31, 2024). The Educational Service Unit (employer) contribution is 101 percent of the employee contribution. The Service Unit's contribution to the Plan for its year ended August 31, 2024 was \$672,045.28.

(Continued)

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
NOTES TO THE FINANCIAL STATEMENTS
AUGUST 31, 2024

NOTE 7

Retirement Plan (Continued)

Pension Liabilities

At June 30, 2023 the Service Unit had a liability of \$926,488 for its proportionate share of the net pension liability. (This liability is not recorded in the accompanying modified cash basis financial statements.) The net pension liability was measured as of June 30, 2023, and the total pension liability used to calculate the net pension liability was determined using an actuarial valuation as of that date. The NPERS School Plan was 97.33% funded as of June 30, 2023 based on actuarial calculations comparing total pension liability to the plan fiduciary net position. The Service Unit's proportion of the net pension liability was based on a projection of the Service Unit's long-term share of contributions to the pension plan relative to the projected contributions of all participating entities, actuarially determined. At June 30, 2023, the Service Unit's proportion was 0.223340 percent, which was an increase of 0.012962 percent from its proportion measured as of June 30, 2022.

For the year ended June 30, 2023, the Service Unit's allocated pension expense was \$220,032.

Actuarial Assumptions

The total pension liability in the June 30, 2023 actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation	2.45 percent
Salary increases, including wage inflation	2.95 – 12.95 percent
Cost-Of-Living Adjustment	Members hired before July 1, 2013: 2.05% with a floor benefit equal to 75% purchasing power of original benefit Members hired on/after July 1, 2013: 1.00% with no floor benefit
Investment Rate Return, net of investment expense, including inflation	7.10 percent

The School Plan's pre-retirement mortality rates were based on the Pub-2010 General Members (Above Median) Employee Mortality Table (100% of male rates, 95% of female rates), both male & female rates set back one year, projected generationally using MP-2019 modified to 75% of the ultimate rates.

The School Plan's post-retirement mortality rates for retirees were based on the Pub-2010 General Members (Above Median) Retiree Mortality Table (100% of male rates, 95% of female rates), both male and female rates set back one year, projected generationally using MP-2019 modified to 75% of the ultimate rates.

(Continued)

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
NOTES TO THE FINANCIAL STATEMENTS
AUGUST 31, 2024

NOTE 7

Retirement Plan (Continued)

The School's Post Retirement mortality rates for beneficiaries were based on the Pub-2010 General Members (Above median) Contingent Survivor Mortality Table (100% of male rates, 95% of female rates), both male and female rates set back one year, projected generationally using MP-2019 modified to 75% of the ultimate rates.

The School Plan's disability mortality rates were based on the Pub-2010 Non-Safety Disabled Mortality Table (static table).

The actuarial assumptions used in the July 1, 2023 valuations for the School plan are based on the results of the most recent actuarial experience study, which covered the four-year period ending June 30, 2019. The experience study report is dated December 21, 2020.

The long-term expected real rate of return on pension plan investments was based upon the expected long-term investment returns provided by a consultant of the Nebraska Investment Council, who is responsible for investing the pension plan assets. The return assumptions were developed using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of arithmetic real rates of return for each major asset class included in the pension plans' target asset allocation as of June 30, 2023, (see the discussion of the pension plan's investment policy) are summarized in the following table:

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return*
U.S. Equity	27.00%	4.50%
Global Equity	19.00%	5.30%
Non-U.S. Equity	11.50%	5.80%
Fixed Income	30.00%	0.70%
Private Equity	5.00%	7.40%
Real Estate	7.50%	4.20%
Total	100.00%	

* Arithmetic mean, net of investment expenses

Discount Rate

The discount rate used to measure the Total Pension Liability at June 30, 2023, was 7.1 percent. The discount rate is reviewed as part of the actuarial experience study, which was last performed for the period July 1, 2015, through June 30, 2019. The actuarial experience study is reviewed by the NPERS Board, which must vote to change the discount rate.

(Continued)

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
NOTES TO THE FINANCIAL STATEMENTS
AUGUST 31, 2024

NOTE 7

Retirement Plan (Continued)

The projection of cash flows used to determine the discount rate assumed that contributions from plan members will be made at the current contribution rate and contributions from employers and nonemployers will be made at the contractually required rates, actuarially determined. Based on those assumptions, the pension plans' fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payment to determine the total pension liability. The projected future benefit payments for all current plan members were projected through 2122.

Sensitivity of the Service Unit's Proportionate Share of the Net Pension Liability to Changes in the Discount Rate.

The following presents the Service Unit's proportionate share of the net pension liability calculated using the discount rate of 7.1 percent, as well as what the Service Unit's proportionate share of the net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.1 percent) or 1-percentage-point higher (8.1 percent) than the current rate:

	Discount rate	Service Unit's proportionate Share of net pension liability
	_____	_____
1% decrease	6.1%	\$ 5,805,066
Current discount rate	7.1%	\$ 926,488
1% increase	8.1%	\$ (3,075,638)

Plan Fiduciary Net Position

Detailed information about the Plan's fiduciary net position is available in the separately issued Nebraska Public Employees Retirement Systems Plan financial report. NPERS issues a publicly available financial report that includes financial statements and required supplementary information for NPERS. That report may be obtained via the internet at http://www.auditors.nebraska.gov/APA_Reports.

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
NOTES TO THE FINANCIAL STATEMENTS
AUGUST 31, 2024

NOTE 8

Risk of Loss

Educational Service Unit No. 7 is exposed to various risks of losses related to torts; thefts of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. Educational Service Unit No. 7 maintains commercial insurance coverage covering Property, Automobile, General Liability, Premises Medical Payments, Errors and Omissions, Workers Compensation, Employers Liability, Employee Dishonesty, Money and Securities (Inside and Outside), Money Order/Currency Counterfeit and Depositors Forgery. Settled claims resulting from these risks have not exceeded commercial insurance coverage in any of the past three fiscal years.

NOTE 9

Fiduciary Funds

Educational Service Unit No. 7 provides for a qualifying Cafeteria Plan within the meaning of Section 125 of the Internal Revenue Code of 1986 (Code). The benefits that an employee elects to receive under the Cafeteria Plan are includable or excludable from the employee's income under Section 125(a) and other applicable sections of the Code. For the year ended August 31, 2024, Educational Service Unit No. 7 had collected \$37,806.32 from employees to be paid out when claims are filed. Educational Service Unit No. 7 maintains a separate checking account to pay these claims. As of August 31, 2024, that account had a carrying value of \$14,417.17, which is included in the Statement of Changes in Fiduciary Net Position – Modified Cash Basis.

NOTE 10

Unemployment Compensation Insurance

Educational Service Unit No. 7 has adopted the reimbursable option of the State's Unemployment Compensation Insurance Program. Under this option, a claimant would receive unemployment compensation from the State. Educational Service Unit No. 7 is liable to reimburse the State for the actual amount of the claim(s).

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
NOTES TO THE FINANCIAL STATEMENTS
AUGUST 31, 2024

NOTE 11

Interlocal Agreement

The Service Unit has entered into an interlocal agreement with 19 schools dated August 6, 2018. The purpose of this agreement is to construct and operate a special education facility at Educational Service Unit No. 7 and to enter into any arrangements or agreements that are desirable or necessary to achieve this purpose. The agreement shall commence on August 20, 2018 and continue until terminated by the parties involved. Each party shall make an initial contribution of \$31,500.00. Each party has the option of a) Pay full amount before the end of FY18 or FY19; b) Pay in 5 annual payments beginning in FY18 or FY19; c) Incur \$5,000.00 penalty and will be billed upon enrollment of qualifying student in the behavior program, which will make total cost \$36,500.00.

NOTE 12

Tax Abatement

The Service Unit is subject to tax abatements granted by the cities and villages within the Unit's district, who have entered into tax increment financing (TIF) agreements with various redevelopers. This TIF program has the stated purpose of increasing business activity and employment in the community.

Under the TIF program, redevelopers can apply for TIF financing whereby the property tax they pay on the increased valuation of property under a TIF agreement is returned to the redeveloper by the City to finance the project for a period of up to 15 years.

Information relevant to the abatements impacting Educational Service Unit No. 7 for the year ended August 31, 2024 is as follows:

<u>Tax Abatement Program</u>	<u>Amount Abated During the Year</u>
Petersburg Redevelopment 1	\$ 188.76
Petersburg Redevelopment 2	\$ 197.13
Petersburg Redevelopment 3	\$ 126.80
Sindelar Utility Extension	\$ 25.45
Cornerstone Bank St. Edward	\$ 88.91
St. Edward Redevelopment 2012	\$ 77.24
St. Edward Redevelopment 2013	\$ 312.13
Stock Brothers	\$ 119.29
Dana Point Dulp Housing 2017	\$ 64.16
Dana Point Dulp Housing Phase 2	\$ 338.49
Dana Point Dulp Housing Phase 3	\$ 35.90
Industrial Park Expansion & Infrastructure	\$ 1,049.03
Sewage Treatment Facilities Dist	\$ 296.32
(Continued)	

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
NOTES TO THE FINANCIAL STATEMENTS
AUGUST 31, 2024

NOTE 12

Tax Abatement (Continued)

<u>Tax Abatement Program</u>	<u>Amount Abated During the Year</u>
Love's Travel Shop	\$ 608.32
Schuyler Hotel Group	\$ 222.64
Dairy Queen	\$ 63.82
KRHR Redevelopment Plan	\$ 98.30
McHargue 18	\$ 66.31
McHargue Builders	\$ 327.23
McHargue Builders 216 D ST	\$ 52.29
McHargue Builders East View	\$ 352.61
Merrick Manor	\$ 192.29
Runza	\$ 95.06
SCIUGA	\$ 356.38
Dinsdale/Friedrichson Redev Proj Phase 3	\$ 143.79
Dinsdale/Friedrichson Redev Proj Phase 2	\$ 37.32
Dinsdale/Friedrichson Redev Proj Phase 1	\$ 73.90
Archer Daniels Midlands	\$ 617.39
Fullerton Senior Living	\$ 107.35
Smith & Sons Repair LLC Redev Proj	\$ 366.51
Homs, LLC	\$ 105.19
23rd St Corridor Area Dist	\$ 3,688.31
4J Capital Redev Proj	\$ 2,800.65
Ace Oversize Storage Redv Project	\$ 85.86
Farm View Redev Airport Redev Area	\$ 890.39
Farm View Redev Proj Phase II	\$ 436.58
FRC Housing LLC Redev Proj	\$ 206.82
Frontier Park Redev Project	\$ 682.82
Frontier Park Redev Project Phase 2	\$ 81.80
Frontier Redev Prj Armory NHBD	\$ 417.22
Highway 81 & 30/Ramada Inn	\$ 811.54
Sequoia Redev Prj Downtown	\$ 26.66
Serc LLC Redev Project	\$ 321.41
Serc LLC Redev Project Phase 2	\$ 335.14
The Ekea Redev Project	\$ 217.47
West Elks Redev Prj W 23 rd St	\$ 115.11
Westgate Center Hwy 81 & 30	\$ 275.76
Westgate Center Redevelopment Project	\$ 250.31
WHO Development Phase II Freddy's	\$ 139.74
WHO Development Phase III Starbucks	\$ 66.66

(Continued)

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
NOTES TO THE FINANCIAL STATEMENTS
AUGUST 31, 2024

NOTE 12

Tax Abatement (Continued)

<u>Tax Abatement Program</u>	<u>Amount Abated During the Year</u>
WHO Development Phase I Apartment	\$ 951.15
WHO Development Phase I Hotel	\$ 514.75
WHO Development Phase I Retail	\$ 321.62
WHO Development Phase II Retail	\$ 272.96
Osceola Coop	\$ 364.77
Stromsburg City Project 2	\$ 2,251.54

NOTE 13

Subsequent Events

Subsequent events have been evaluated through the audit report date, the date the financial statements were available to be issued.

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
SCHEDULE OF RECEIPTS, DISBURSEMENTS AND CHANGES
IN FUND BALANCE COMPARED TO BUDGET- MODIFIED CASH BASIS - GENERAL FUND
FOR THE YEAR ENDED AUGUST 31, 2024

	Budget Original & Final	Actual	Favorable (Unfavorable)
Receipts:			
1100 Local District Taxes	\$ 2,975,174.95	\$ 2,607,645.66	\$ (367,529.29)
1115 Carline		1,807.18	1,807.18
1140 Penalties and Interest on Taxes		4,541.75	4,541.75
1380 Contracted Services Below Age 5 - SPED	800,000.00	1,348,742.22	548,742.22
1385 Contracted Services School Age - SPED	2,492,000.00	4,120,462.44	1,628,462.44
1510 Investment Interest	34,500.00	167,832.27	133,332.27
1905 Internet Service Reimbursement from Districts		150,103.44	150,103.44
1951 Miscellaneous Revenue - Other Districts	962,664.09	1,561,119.41	598,455.32
1960 Miscellaneous Revenue - Other Governments	117,000.00	147,783.24	30,783.24
1965 Distance Education	4,800.00	4,200.00	(600.00)
1990 Miscellaneous Local Revenue	2,000.00	43,606.76	41,606.76
3130 Homestead Exemption	25,000.00	45,007.73	20,007.73
3131 Property Tax Credit		279,189.38	279,189.38
3133 Nameplate Capacity Tax		8,844.46	8,844.46
3180 Pro-Rate Motor Vehicle	5,000.00	6,783.88	1,783.88
3552 School Safety and Security		114,860.00	114,860.00
4210 Federal Nutrition Programs	12,692.17	25,594.65	12,902.48
4418 IDEA Part B PEaK Projects		138,910.69	138,910.69
4509 Title IIA	211,322.83	115,223.00	(96,099.83)
4510 Title IV	168,310.73	122,143.00	(46,167.73)
4523 IDEA Special Projects	540,505.44	385,576.94	(154,928.50)
4524 Other Federal Non-Categorical	170,364.00	168,930.36	(1,433.64)
4525 Carl Perkins	246,604.19	139,887.00	(106,717.19)
4526 Title I Part C Migrant	1,369,131.75	1,012,793.00	(356,338.75)
4527 Title III LEP	153,853.63	91,913.00	(61,940.63)
4530 Other Federal Categorical	670,464.75	180,092.97	(490,371.78)
4709 Medicaid Admin Activities	100,000.00	133,722.30	33,722.30
4994 ARPA HCY II	22,638.62	7,886.00	(14,752.62)
5690 Non-Revenue Receipts		289.00	289.00
Total Receipts	\$ 11,084,027.15	\$ 13,135,491.73	\$ 2,051,464.58

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
SCHEDULE OF RECEIPTS, DISBURSEMENTS AND CHANGES
IN FUND BALANCE COMPARED TO BUDGET- MODIFIED CASH BASIS - GENERAL FUND
FOR THE YEAR ENDED AUGUST 31, 2024

	Budget Original & Final	Actual	Favorable (Unfavorable)
Disbursements:			
1200 Special Education	\$ 2,097,403.64	\$ 1,576,583.17	\$ 520,820.47
1296 Special Education - Below Age 5	1,122,972.77	1,118,180.13	4,792.64
2141 Psychological Services - SPED School Age	1,264,847.71	1,259,681.72	5,165.99
2151 Speech Pathology & Audiology Services - SPED School Age	1,048,944.82	968,051.31	80,893.51
2181 Visually Impaired - Related Services - SPED School Age	281,449.92	289,135.68	(7,685.76)
2213 Instructional Staff Training	1,088,533.06	864,879.62	223,653.44
2290 Support Services - Other	354,409.80	156,747.15	197,662.65
2310 ESU Board of Control	46,445.25	45,034.73	1,410.52
2320 Executive Administration	610,145.13	497,371.40	112,773.73
2330 District Legal Services	6,950.00	9,546.16	(2,596.16)
2510 Fiscal Services	249,594.77	136,220.38	113,374.39
2530 Printing, Publishing & Duplicating Services	483,974.70	324,825.94	159,148.76
2570 Personnel Services	50,063.31	51,998.56	(1,935.25)
2580 Administrative Technology Services	2,393,155.56	1,658,212.70	734,942.86
2610 Operation of Buildings	97,881.00	29,975.15	67,905.85
2620 Maintenance of Buildings	84,147.99	40,780.17	43,367.82
2630 Care & Upkeep of Grounds	8,200.00	11,409.03	(3,209.03)
2650 Vehicle Operation, Maintenance & Purchasing	112,584.39	64,206.57	48,377.82
2660 Security	6,130.00	9,133.58	(3,003.58)
2670 Safety	21,347.39	14,277.62	7,069.77
2712 Vehicle Operation & Purchasing - SPED	71,026.89	54,913.00	16,113.89
3552 School Safety and Security	114,860.00	72,607.60	42,252.40
4700 Building Improvements	1,094,000.00	451,837.54	642,162.46
6310 Title II Part A	259,742.22	117,718.43	142,023.79
6415 IDEA Special Projects	260,351.29	195,794.94	64,556.35
6416 IDEA Part C (PRT)	23,339.44	21,575.18	1,764.26
6417 IDEA Part B Transition Projects	139,854.60	129,346.54	10,508.06
6418 IDEA Part B PEaK Projects	94,507.00	94,097.18	409.82
6700 Carl Perkins	320,295.93	187,368.57	132,927.36
6800 Federal Nutrition Programs	12,692.17	24,960.50	(12,268.33)
6915 Title I Part C Education of Migratory Children	1,379,131.95	1,159,202.58	219,929.37

(Continued)

See Independent Auditor's Report

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
SCHEDULE OF RECEIPTS, DISBURSEMENTS AND CHANGES
IN FUND BALANCE COMPARED TO BUDGET- MODIFIED CASH BASIS - GENERAL FUND
FOR THE YEAR ENDED AUGUST 31, 2024

	Budget Original & Final	Actual	Favorable (Unfavorable)
Disbursements: (Continued)			
6925 Title III Part A	\$ 183,097.64	\$ 102,917.35	\$ 80,180.29
6926 Title III ESEA/ESSA Immigrant Education	27,338.84	9,439.99	17,898.85
6969 Title IV, Part A	166,137.00	162,946.29	3,190.71
6990 Other Federal Categorical Programs	625,617.70	461,870.16	163,747.54
6994 ARP HCY II	22,640.75	19,196.23	3,444.52
	<u>\$ 16,223,814.63</u>	<u>\$ 12,392,042.85</u>	<u>\$ 3,831,771.78</u>
Excess (Deficit) of Receipts Over Disbursements	<u>\$ (5,139,787.48)</u>	\$ 743,448.88	<u>\$ 5,883,236.36</u>
Fund Balance, September 1		6,417,741.49	
Fund Balance, August 31		<u>\$ 7,161,190.37</u>	

ROMANS, WIEMER & ASSOCIATES

Certified Public Accountants, P.C.

Members American Institute of Certified Public Accountants

Nebraska Society of Certified Public Accountants

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rwacpas@windstream.net

January 30, 2025

Steven D. Wiemer, CPA

Gayle D. Stelger, CPA

Independent Auditor's Report On Internal Control Over Financial Reporting And On Compliance And Other Matters Based On An Audit Of Financial Statements Performed In Accordance With Government Auditing Standards

Board of Directors
Educational Service Unit No. 7
Columbus, Nebraska 68601

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Educational Service Unit No. 7, of Columbus, Nebraska, as of and for the year ended August 31, 2024, and the related notes to the financial statements, which collectively comprise Educational Service Unit No. 7, of Columbus, Nebraska's basic financial statements and have issued our report thereon dated January 30, 2025. Our report disclosed that as described in Note 1 to the financial statements, the Educational Service Unit prepares its financial statements on the modified cash basis of accounting, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America, and have issued our report thereon dated January 30, 2025.

Report On Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered Educational Service Unit No. 7, of Columbus, Nebraska, internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Educational Service Unit No. 7, of Columbus, Nebraska's internal control. Accordingly, we do not express an opinion on the effectiveness of Educational Service Unit No. 7, of Columbus, Nebraska's internal control.

A *deficiency* in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent or detect and correct misstatements on a timely basis. A *material weakness* is a deficiency, or combination of deficiencies in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Independent Auditor's Report On Internal Control Over Financial Reporting And On Compliance And Other Matters Based On An Audit Of Financial Statements Performed In Accordance With Government Auditing Standards

Educational Service Unit No. 7, of Columbus, Nebraska

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or, significant deficiencies. Given these limitations, during our audit, we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Report On Compliance And Other Matters

As part of obtaining reasonable assurance about whether Educational Service Unit No. 7, of Columbus, Nebraska's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statement. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Romans, Wiemer & Associates
ROMANS, WIEMER & ASSOCIATES,
Certified Public Accountants, P.C.

RWA: gds

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rwacpas@windstream.net

Steven D. Wiemer, CPA

Gayle D. Steiger, CPA

January 30, 2025

Independent Auditor's Report On Compliance For Each Major Program And On Internal Control Over Compliance Required By The Uniform Guidance

Board of Directors
Educational Service Unit No. 7
Columbus, Nebraska 68601

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

We have audited Educational Service Unit No. 7 of Columbus, Nebraska's compliance with the types of compliance requirements identified as subject to audit in the *OMB Compliance Supplement* that could have a direct and material effect on each of Educational Service Unit No. 7 of Columbus, Nebraska's major federal programs for the year ended August 31, 2024. Educational Service Unit No. 7 of Columbus, Nebraska's major federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

In our opinion, Educational Service Unit No. 7 of Columbus, Nebraska complied, in all material respects, with the compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended August 31, 2024.

Basis for Opinion on Each Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of Educational Service Unit No. 7 of Columbus, Nebraska and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of Educational Service Unit No. 7 of Columbus, Nebraska's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the

Independent Auditor's Report On Compliance For Each Major Program And On Internal Control Over Compliance Required By the Uniform Guidance

Educational Service Unit No. 7 of Columbus, Nebraska

requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to Educational Service Unit No. 7 of Columbus, Nebraska's federal programs.

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on Educational Service Unit No. 7 of Columbus, Nebraska's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgement made by a reasonable user of the report on compliance about Educational Service Unit No. 7 of Columbus, Nebraska's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance, we:

- Exercise professional judgement and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding Educational Service Unit No. 7 of Columbus, Nebraska's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of Educational Service Unit No. 7 of Columbus, Nebraska's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of Educational Service Unit No. 7 of Columbus, Nebraska's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control Over Compliance

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent or detect and correct noncompliance with a type of compliance requirement of a federal program on a timely basis. *A material weakness in internal control over*

Independent Auditor's Report On Compliance For Each Major Program And On Internal Control Over Compliance Required By the Uniform Guidance

Educational Service Unit No. 7 of Columbus, Nebraska

compliance is a deficiency, or combination of deficiencies, in internal control over compliance, such that there is reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented or detected and corrected, on a timely basis. A *significant deficiency in internal control over compliance* is a deficiency or combination of deficiencies in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Auditor of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as described above. However, material weaknesses, or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing on internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

Romans, Wiemer & Associates
ROMANS, WIEMER & ASSOCIATES,
Certified Public Accountants, P.C.

RWA: gds

EDUCATIONAL SERVICE UNIT NO. 7
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
FOR THE YEAR ENDED AUGUST 31, 2024

<u>Federal Grantor/Pass through Grantor/Program Title</u>	<u>Assistance Listing Number</u>	<u>Pass through Entity Identification Number</u>	<u>Federal Disbursements</u>
<u>U. S. Department of Education</u>			
Passed through Programs from Nebraska Department of Education:			
Title I Migrant	84.011	Not Available	\$ 1,159,202.58
Special Education Cluster			
ASD	84.027	Not Available	\$ 195,794.94
PEaK	84.027	Not Available	94,097.18
Regional Transition	84.027	Not Available	<u>129,346.54</u>
Total Special Education Cluster			\$ 419,238.66
Carl Perkins	84.048	Not Available	187,368.57
Education Stabilization Funds	84.425	Not Available	269,105.57
Planning Region	84.181	Not Available	21,575.18
Title III	84.365	Not Available	112,357.34
Title IIa	84.367	Not Available	117,718.43
Title IV-A	84.424	Not Available	<u>162,946.29</u>
Total U. S. Department of Education			<u>\$ 2,449,512.62</u>

EDUCATIONAL SERVICE UNIT NO. 7
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
FOR THE YEAR ENDED AUGUST 31, 2024

<u>Federal Grantor/Pass through Grantor/Program Title</u>	<u>Assistance Listing Number</u>	<u>Pass through Entity Identification Number</u>	<u>Federal Disbursements</u>
<u>U. S. Department of Health and Human Services</u>			
Passed through Programs from Nebraska Department of Education:			
Child Care Development Funding	93.575	Not Available	\$ <u>203,368.97</u>
Passed through Programs from Nebraska Department of Health and Human Services:			
Medicaid Administrative Activities	93.778	Not Available	\$ <u>133,722.30</u>
Total U. S. Department of Health and Human Services			\$ <u>337,091.27</u>
<u>U. S. Department of Agriculture</u>			
Passed through Programs from Nebraska Department of Education:			
Child Nutrition Cluster:			
National School Lunch Program	10.555	Not Available	\$ 17,193.65
School Breakfast Program	10.553	Not Available	<u>7,766.85</u>
Total Child Nutrition Cluster passed through Nebraska Department of Education			\$ <u>24,960.50</u>
Total Disbursements of Federal Awards			<u>\$ 2,811,564.39</u>

EDUCATIONAL SERVICE UNIT NO. 7
COLUMBUS, NEBRASKA
NOTES TO THE SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
AUGUST 31, 2024

NOTE 1

Basis of Presentation

The accompanying schedule of expenditures of federal awards includes the federal award activity of Educational Service Unit No. 7 and is presented on the modified cash basis of accounting. The information in this schedule is presented in accordance with the requirements of Title 2, U.S. *Code of Federal Regulations (CFR) Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance).

NOTE 2

Indirect Costs

Educational Service Unit No. 7 did not elect to use the 10% de minimis indirect cost rate allowed when computing the amounts in the schedule of expenditures of federal awards.

EDUCATIONAL SERVICE UNIT NO. 7
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
FEDERAL FINANCIAL AWARDS
FOR THE YEAR ENDED AUGUST 31, 2024

SUMMARY OF AUDIT RESULTS

1. The auditor's report expresses an unmodified opinion on the modified cash basis financial statements of Educational Service Unit No. 7.
2. No significant deficiencies were disclosed during the audit of the modified cash basis financial statements as required to be reported in the Independent Auditor's Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Modified Cash Basis Financial Statements Performed in Accordance with Government Auditing Standards.
3. No instances of noncompliance material to the modified cash basis financial statements of Educational Service Unit No. 7 were disclosed during the audit.
4. No significant deficiencies were disclosed during the audit of internal control over major federal award programs required to be reported in the Independent Auditor's Report on Compliance for Each Major Program and on Internal Control over Compliance Required by the Uniform Guidance.
5. The auditor's report on compliance for the major federal award programs for Educational Service Unit No. 7 expresses an unqualified opinion on all major federal programs.
6. There were no audit findings relative to the major federal award programs for Educational Service Unit No. 7 to be reported in this schedule.
7. The programs tested as major programs included:
 1. Title I - Migrant Assistance Listing # 84.011
8. The threshold for distinguishing Type A and B programs was \$750,000.
9. Educational Service Unit No. 7 was not determined to be low-risk auditee.

EDUCATIONAL SERVICE UNIT NO. 7
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
FEDERAL FINANCIAL AWARDS
FOR THE YEAR ENDED AUGUST 31, 2024

FINDINGS- FINANCIAL STATEMENTS AUDIT

None

FINDINGS AND QUESTIONS COSTS - MAJOR FEDERAL AWARD PROGRAM AUDIT

None

<u>Questioned Cost</u>
<u>\$ 0.00</u>

EDUCATIONAL SERVICE UNIT NO. 7
SCHEDULE OF PRIOR YEAR FINDINGS AND QUESTIONED COSTS
FEDERAL FINANCIAL AWARDS
FOR THE YEAR ENDED AUGUST 31, 2024

FINDINGS- FINANCIAL STATEMENTS AUDIT

None

FINDINGS AND QUESTIONS COSTS - MAJOR FEDERAL AWARD PROGRAM AUDIT

None

Questioned
Cost

\$ 0.00

Nebraska ESU Coordinating Council February 7, 2025



**Strategic
Planning
Process**



- Reports to the Board:**
- CEO Updates
 - ESUCC Legislative Position
 - AASA Director of Advocacy
 - BITS Program



**Project Profile:
PowerSchool
Cooperative**

OPEN MEETINGS LAW WORKSHOPS



MARCH 25 - GERING
MARCH 26 - KEARNEY
MARCH 31 - NORFOLK
APRIL 1 - LINCOLN



WORKSHOP REGISTRATION

**REGISTER NOW FOR THE 2025 OPEN MEETINGS WORKSHOPS
6:30 to 8:00 PM**

March 25 - Gering Civic Center
1050 M St, Gering, NE 69341
Registration Deadline - March 20

March 26 - Holiday Inn Kearney
110 2nd Ave, Kearney, NE 68847
Registration Deadline - March 20

March 31 - Norfolk - Lifelong Learning Center
601 E Benjamin Ave, Norfolk, NE 68701
Registration Deadline - March 27

April 1 - Courtyard Lincoln Downtown/Haymarket
808 R St, Lincoln, NE 68508
Registration Deadline - March 27

-- *Beverages & Snacks Provided* --

To Register:

- Go to <https://nasb.envisiams.com/> and log in using your email and password.
- If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.
- \$25 cancellation fee by the registration deadline. No refunds after the deadline.

Registration fees for the Workshops are as follows:

NASB MEMBER	\$50
NON-NASB MEMBER	\$75
CANCELLATION FEE	\$25



OPEN MEETINGS LAW WORKSHOP

JOIN US ... 6:30 TO 8:00 PM

AGENDA - NOTICE - MINUTES - CLOSED SESSION - SPECIAL MEETING
EMERGENCY MEETING - PUBLIC COMMENT - Q&A

We're excited to invite you to an informative workshop on the **Nebraska Open Meetings Law**, designed to help you understand the importance of transparency and compliance in public meetings.

This interactive, scenario based, workshop is specifically designed for locally elected officials. Attendance at this workshop will provide valuable insights and practical tips. Join us for an engaging session with NASB Executive Director, John Spatz. He will break down the essentials, answer your questions, and share best practices.

Don't miss this opportunity to enhance your knowledge and stay informed!

SUGGESTED AUDIENCE

School Board members and School Superintendents, ESU Administrators, and Administrative Assistants

15 AWARDS OF ACHIEVEMENT POINTS EARNED BY ATTENDING
CLE CREDITS PENDING APPROVAL FOR ATTORNEYS ATTENDING THE SEMINAR

www.NASBonline.org





1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG

2025 Spring Conference Schedule

****Schedule is tentative and subject to change****

Wednesday, March 19, 2025

TBD Executive Committee Meeting—Bronze 5

10:00 AM–2:00 PM Pre-Session: The Seven HAbits of Highly Effective People, *presented by Franklin Covey*

6:30 PM–9:00 PM Exhibitor Check-In & Setup—Gold 4,5,6,10,11,12

7:00 PM –9:00 PM Attendee Registration—Registration 1

7:00 PM Hospitality Rooms

Thursday, March 20, 2025

7:15 AM Attendee Registration—Registration 1

Coffee and Rolls—Gold 4,5,6,10,11,12

8:30 AM General Session—Silver 4,5,6,10,11,12

Presiding: *Dr. Heather Nebesniak, NRCSA President, Supt, Ord Public Schools*

8:30 AM – 9:00 AM Musical Welcome:

9:05 AM – 9:15 AM Scholarships and Awards:

NRCSA Scholarship & Gary Fisher Fine Arts Scholarship Announcements

9:30 AM – 10:20 AM Keynote Address: *Joe Sanfelippo*

10:20 AM–11:00 AM Exhibitor Time

11:00 AM–11:50 AM Thursday Morning Select-a-Sessions

12:00 PM Lunch General Session— Silver 4,5,6,10,11,12

Presiding: *Dr. Mark Lenihan, NRCSA Past President, Supt, Wayne Community Schools*

12:35 PM – 12:55 PM Keynote Address: *Dr. Brian Maher, Commissioner of Education, NDE*

1:00 PM – 1:40 PM Scholarships and Awards:

Outstanding Elementary Teacher

Outstanding Secondary Teacher

Gary Fisher Outstanding Music Teacher

Outstanding ESU Staff Member

1:45 PM–2:20 PM Exhibitor Time

2:20 PM–3:10 PM Thursday Afternoon Select-a-Sessions

3:10 PM–3:35 PM Exhibitor Time

3:35 PM–4:25 PM Thursday Afternoon Select-a-Sessions

4:30 PM–5:30 PM Exhibitor Hospitality

6:00 PM Chuckwagon Buffet— Silver 4,5,6,10,11,12

7:00 PM Hospitality Rooms

Friday, March 21, 2025

7:15 AM Attendee Registration—Registration 1

Coffee and Rolls—Registration 1

8:00 AM–8:50 AM Friday Select-a-Session I

9:00 AM–9:50 AM Friday Select-a-Session II

10:00 AM–10:45 AM Brunch Buffet—Silver 4,5,6,10,11,12

10:30 – 11:00 AM Musical Welcome: *TBD*

10:50 AM Closing Session— Silver 4,5,6,10,11,12

Presiding: *Chris Kuncel, NRCSA President-Elect, Supt, Mullen Public Schools*

11:00 AM – 11:45 AM Scholarships and Awards:

Outstanding Classified Staff Member

Outstanding Board Member

Outstanding Principal

Outstanding Superintendent

11:50- AM – 12:45 PM Keynote Address: *TBD*

12:50 PM Thank Yous, Prizes, & Drawings

2025 NASB FINANCE WORKSHOPS



BUDGET & FINANCE WORKSHOPS
MARCH 4 - KEARNEY MARCH 11 - CRETE
APRIL 9 - NORFOLK

AMPLIFIED FINANCE WORKSHOP
MARCH 27 - KEARNEY

WORKSHOP REGISTRATION

REGISTER NOW FOR THE BUDGET & FINANCE WORKSHOPS

March 4 - Holiday Inn Kearney
110 2nd Avenue, Kearney, NE
Registration Deadline - February 27

\$ 75

March 11 - Crete Public Schools
930 Main Ave, Crete, NE
Registration Deadline - March 6

April 9 - Norfolk Country Club
1700 N. Riverside Blvd, Norfolk, NE
Registration Deadline - April 4

REGISTER NOW FOR THE AMPLIFIED FINANCE WORKSHOP

March 27 - Younes South, Kearney
416 Talmadge St, Kearney, NE 68845
Registration Deadline - March 21

\$ 100

To Register:

- Go to <https://nasb.envisiams.com/> and log in using your email and password.
- If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.
- \$25 cancellation fee by the registration deadline. No refunds after the deadline.

Registration fees for the Workshops are as follows:

BUDGET & FINANCE - NASB MEMBER	\$75
AMPLIFIED - NASB MEMBER	\$100
NON-NASB MEMBER	\$200
CANCELLATION FEE	\$25

Suggested Audience:

- School Board Members, Superintendents, ESU Administrators, Business Managers



NASB FINANCE WORKSHOPS

Both new and veteran school board members must have a fundamental understanding of school finance. Superintendents, business managers, and bookkeepers are required to have a deep and comprehensive understanding of finance because taxpayers and citizens are asking districts to provide more detailed information about their finances. These workshops will feature Carl Dietz and Matt Fisher, two school finance experts, who will structure the presentation around all aspects of the school district finance.

BUDGET & FINANCE WORKSHOPS

4:00 PM - Registration 4:30 PM - Workshop & Dinner 8:30 PM - Adjourn

1. Understanding TEEOSA and other forms of state aid
2. Restrictions placed on school finances
 - Levy limits; Budget Authority; Revenue Cap; Joint Public Hearing
3. Importance of cash reserves
4. Having a long term financial plan and a capital replacement schedule
5. Discussion of financial information that should be provided to board members and the community, including samples and legal posting requirements for board meeting notices, financial reports and minutes
6. The budgeting process is not a 'one and done' activity, rather it's something that needs to be discussed throughout the entire year

AMPLIFIED FINANCE WORKSHOP - MARCH 27

10:00 AM - Registration 10:30 PM - Workshop & Lunch 4:30 PM - Adjourn

1. Review all of the funds
2. Understanding TEEOSA, Foundation aid, and other forms of state funding
 - Impact on equalized and nonequalized districts
3. Perform a detailed NDE budget for all funds
4. Prepare a line item budget for all receipts and expenses
5. How to prepare a five-year projection of receipts, expenses, and cash balance
6. Payroll preparation
7. Building a capital replacement schedule
8. How to build a cost group spending comparability spreadsheet
8. Impact of financial restrictions such as the Joint Public Hearings, Budget Authority, and Revenue Caps.

15 AWARDS OF ACHIEVEMENT POINTS EARNED BY ATTENDING



1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG



SCHEDULE

Schedule is tentative and subject to change

8:20 A.M. – Welcome & Announcements by Legislative Committee Co-chairs Dr. Jason Dolliver & Bryce Jorgenson, Pender Public Schools & Southern Valley Public Schools

8:30 A.M. – Revenue Committee

9:00 A.M. – Education Committee

9:30 A.M. – General Affairs, Retirement, or Appropriations Committee

10:00 A.M. – Education Policy Group

10:30 A.M. – Rural Senator

11:00 A.M. – Rural Senator

11:30 A.M. – Rural Senator

12:00 P.M. – Lunch with Senators

1:10 P.M.– Jack Moles & Russ Westerhold; NRCSA Executive Director & Lobbyist

1:45 P.M.– Closing & Adjourn

2025 NAEP STATE CONVENTION

MARCH 19-20 - KEARNEY



Set For Success

The mission of NAEP is to provide opportunities for fellowship and collaboration to support the success of the board of education, administration, staff, students, and communities.



2025 NAEP STATE CONVENTION - KEARNEY

WEDNESDAY, MARCH 19

1:15 PM - REGISTRATION
1:30 PM - WELCOME
2:00 PM - BREAKOUT SESSIONS
3:10 PM - BREAKOUT SESSIONS
4:20 PM - TABLE TALKS
4:50 PM - EHA UPDATE
5:50 PM - HOTEL CHECK-IN
6:15 PM - SOCIAL HOUR
6:45 PM - DINNER
8:00 PM - HOSPITALITY SUITE

THURSDAY, MARCH 20

6:30 AM - FIT & FRESH
8:00 AM - REGISTRATION
8:15 AM - KEYNOTE
10:00 AM - TABLE TALKS
11:15 AM - BREAKOUT SESSIONS
12:15 PM - GROUP PHOTO
12:30 PM - LUNCH
1:15 PM - TABLE TALKS
1:45 PM - VISION PLANNING
2:30 PM - CLOSING & EVALS
2:45 PM - ADJOURN

REGISTRATION

Log in using your username and password at www.NASBonline.org

There is a \$25 cancellation fee by the registration deadline, no refunds after the deadline. Fees are as follows up to the Registration Deadline:

NAEP MEMBERS: \$ 120

NON-MEMBERS: \$ 170

Registration Deadline: March 12

Late/Onsite Registration: \$125/\$175

WEDNESDAY, MARCH 19

REGISTER NOW AT WWW.NASBONLINE.ORG



1:15 PM

Registration

1:30 PM

Welcome

Table Introductions and Discussion: Parking lot - What is taking up space in your mind, creating stress for you and/or distracting you from being fully present? This is your opportunity to "park" these thoughts and free you to maximize your impact during and after this conference.

Introduction of Officers:

South Central Region – Kim Vaught, Aurora Public Schools

Eastern Region – Jessica Carson, Millard Public Schools

North Central Region – Mindy Reed, ESUCC

Western Region – Carmela Graves, Kimball Public Schools

Review Bylaws & Officer Elections (NC and Western Regions)

Recognition of Retiring NAEP Members & New NAEP Members

2:00 PM

Breakout Sessions

Minute by Minute Board Meetings

Marcia Herring, NASB Director of Board Leadership

Member Tricks of the Trade: Create Your 'Homepage'

Carmela Graves, Kimball Public Schools Business Manager

ChatGPT & Google Tips to Work Smarter: No Tech Degree Required!

Lynne Herr, ESU 6 PD Technology Consultant

3:00 PM

Break

3:10 PM

Breakout Sessions

ChatGPT & Google Tips to Work Smarter: No Tech Degree Required!

Lynne Herr, ESU 6 PD Technology Consultant

All Things Board Meetings

Marcia Herring, NASB Director of Board Leadership

What's New With SPARQ Meetings and Negotiations?

Darion Miller, SPARQ Client Service Manager

4:10 PM

Break

4:20 PM

Table Talk Timeout - Round 1

Engage in general discussion of questions that pertain to the work and role of the following positions. What questions do you have for one another; what challenges do you face? What tips and tricks do you recommend? Table Groups Available: Business Managers and Bookkeepers; Secretaries and Administrative Assistants; ESU-Specific Roles; Other and/or combined roles

4:50 PM

EHA Wellness: Resources for Empowering Your Best Self

Linda Anderson, EHA Wellness Program

5:50 PM

Hotel Check-In

6:15 PM

Social Hour & Dinner

8:00 PM

Hospitality Suite - Dessert and Drinks Sponsored by Sparq

2025 NAEP STATE CONVENTION - KEARNEY

THURSDAY, MARCH 20

REGISTER NOW AT WWW.NASBONLINE.ORG



6:30 AM **Fit and Fresh: Optional Walk Outside**

8:00 AM **Registration**

8:15 AM **#RelationshipsMatter - It's Canned**

Peter Ferguson, is a Relationship Matters specialist, will jumpstart the morning with guidance in the journey of rediscovery of the fundamental aspects of relationships and their ongoing significance in our lives. The time will include a reflective journey, emphasizing that the connections we form—whether with people or objects—extend beyond mere words and actions. Instead, they are rooted in feelings that cultivate hope, resilience, and positive outcomes. The objectives of our time are to modernize our approach to inclusion and belonging, to understand how feedback can enhance relationship-building, and to examine how personal experiences and biases can influence the connections with ourselves and others that matter most. Our time will be experiential around an everyday object—a can, yes, a can. Participants will discover new dimensions of engagement and connection through this simple item, reinforcing the themes of our time together.

9:45 AM **Break**

10:00 AM **Table Talk Timeout - Round 2**

Choose TWO 30-minute sessions at a table of your choice. Table Topics Available: NPERS; ESU Financial Coding (ESSA); District Financial Coding; Task/Organizational Management; Human Resources; Board Meetings *Marcia Herring Available for Questions; Communication, Collaboration, and Confidentiality; Hot Lunch Reporting/Training/Service; Accounting Software (Software Unlimited, AptaFund, FA2, Infinite Visions); SIS (PowerSchool, Infinite Campus, etc.)

11:00 AM **Break**

11:15 AM **Breakout Sessions**

Going Beyond the Can - #RelationshipsMatter

Peter Ferguson, Engagement Speaker

NPERS – Reporting, Forms, Accounting

NPERS Training Specialist, Internal Auditor, Employer Reporting Contact (Accounting)

Work Comp 101 - From ALICAP

Megan Boldt, Director of ALICAP; Jennifer Cheever, Sedgwick CMS, ALICAP WC Claims Adjuster

PowerSchool Updates and Navigation

Ellie Schroeder and Wayne Weins, ESU 10 Application Support Specialists

12:15 PM **Group Photo and Lunch, sponsored by American Fidelity**

1:15 PM **Table Talk Timeout - Round 3**

SCENARIOS – sit in groups of like positions. Engage in general discussion to problem solve situations.

1:45 PM **NAEP Vision Planning: Where We Were, Where We Are, Where We're Going**

Discussion and development of a vision to improve and grow the NAEP group. Are we meeting your needs? How do we expand our support and services? We need your voice to be heard so that we know what you need from NAEP!

2:30 PM **Questions, Closing and Evaluation**

2:45 PM **Adjourn 2025 NAEP State Convention**

HOTEL RESERVATIONS

There is a block of hotel rooms at the Holiday Inn (308-237-5971) for \$139.95 per night.

Mention Nebraska Association of School Boards (NASB) when booking your room.

Rooms must be booked by February 19, 2025 to receive the discounted rate.



ESU 7 Goals 2024-2025: Board and Administrator

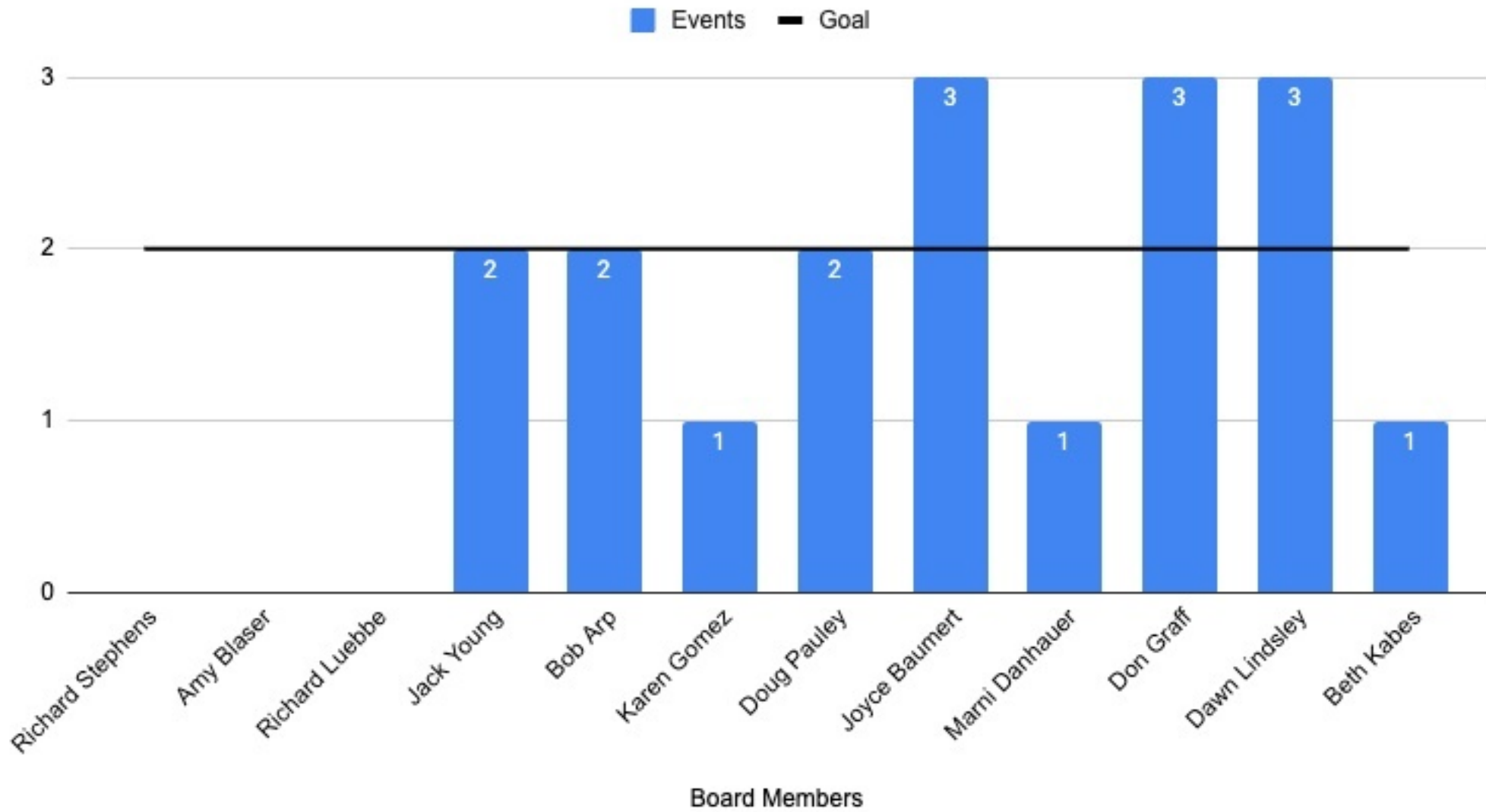
Board of Education

- Goal 1: By July 2025, the ESU 7 board will have advertised for a Chief Administrator, completed the interview process, sent a contract, hired a Chief Administrator, made the announcement, and begun the onboarding process.
- Goal 2: By July 2025, the ESU 7 board will attend at least two professional/personal learning events annually.
- Goal 3: By July 2025, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
- Goal 4: By July 2025, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district.

Administrator

- Goal 1: By June 30, 2025, the Administrator will enhance the climate and culture at ESU 7 by maintaining the implementation of the processes and procedures for data collection, prioritizing and goal development for individual and team growth and development.
- Goal 2: By June 30, 2025, the Administrator will facilitate the completion of the HVAC system and construction in the South Building for the Bridges program.

Goal 2 - Professional Events 2024-2025





ESU 7 Goals 2024-2025: Board and Administrator

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Shelby Sudduth

to me ▾

Thu, Feb 13, 7:46 PM (4 days ago)



Shelby Sudduth

217-381-9984

shelbysudduth@ymail.com

Dear ESU7 Administrators,

This is my formal notice of resignation from Bridges at ESU7 effective February 14th, 2025.

I was honored and excited to be chosen to work as a paraprofessional for this new program and later promoted to a lead paraprofessional. I was flattered to be given that opportunity. However, the turn that this program has taken, it is not what I was told it would be when I was hired.

At this time, I am resigning as the lead paraprofessional.

Sincerely,

Shelby Sudduth



Shelby Sudduth
Bridges Paraprofessional

New Message



**109th Legislative Session
Update to the ESU 7 Board
2-14-2025**

Legislative Session Convene January 8, 2025
Bills introduced until 10th day, January 23, 2025
Hearing dates after bills introduced
A total of 715 bills were introduced
Adjourn sine die, June 18, 2025

Committee members for 2025

Speaker of the Legislature: Senator John Arch, Papillion/LaVista (R)	
Education Committee Members: Sen. Dave Murman, Chairperson Sen. Danielle Conrad Sen. Jana Hughes Sen. Megan Hunt Sen. Margo Juarez Sen. Dan Lonowski Sen. Glen Meyer Sen. Rita Sanders	Appropriations Committee: Sen. Robert Clements, Chairperson Sen. Christy Armendariz, Vice Chairperson Sen. Machaela Cavanaugh Sen. Myron Dorn Sen. Robert Dover Sen. Loren Lippincott Sen. Jason Prokop Sen. Ashlei Spivey Sen. Paul Strommen
Revenue Committee: Sen. R. Brad von Gillern, Chairperson Sen. Mike Jacobson, Vice Chairperson Sen. Eliot Bostar Sen. George Dungan Sen. Teresa Ibach Sen. Kathleen Kauth Sen. Dave Murman Sen. Tony Sorrentino	Retirement Committee: Sen. Beau Ballard, Chairperson Sen. Tony Sorrentino, Vice Chairperson Sen. Robert Clements Sen. Danielle Conrad Sen. Brian Hardin Sen. Margo Juarez

[Legislative Roster for 2025](#)

New Senators:

District 15: Dave Wordekemper - Districts: Howells-Dodge

District 23: Jared Storm - Districts: Clarkson, David City, East Butler, J=Howells-Dodge, Leigh, Schuyler

District 41: Daniel McKeon - Districts: Boone Central, St. Edwards

[Link to Bill Tracker](#)

[ESUCC Summary](#)

Summary Highlights:

This is a New Biennium Budget year:

- \$432 million shortfall
- Any introduced measure with an appropriation bill, not likely to pass
- Forecast Advisory Board meeting in February and April
- The concern is what will get cut due to the shortfall

Introduced Legislation

- [LB 14 - Hunger Free Schools, M. Cavanaugh](#)
 - Hearing has not been scheduled
 - NASB Supports
- [LB 31 - Require school policies relating to the use of student surveillance, monitoring, and tracking technology by school districts, Conrad](#)
 - Hearing complete, on general file
 - NASB Oppose
 - ESUCC Monitoring
- [LB 84 - Adopt the School Psychologist Interstate Licensure Compact, Meyer](#)
 - Hearing completed
 - NASB Supports
- [LB 122 - Require display of the state and national motto in schools](#)
 - Hearing not scheduled yet
 - NASB Oppose
 - ESUCC Monitor
- [LB 140 - Require school policies relating to use of electronic communication devices by students, Cell phones, Sanders](#)
 - Hearing completed and on General File
 - NASB Oppose

- [LB 161 - Redefine formula students under the Tax Equity and Educational Opportunities Support Act](#)
 - Hearing complete
 - NASB Supports
 - ESUCC monitor
- [LB 213 - Require the State Board of Education to adopt academic content standards on human embryology under the science education standards](#)
 - Hearing not scheduled
 - NASB Oppose
 - ESUCC monitor
- [LB 282 - Provide for reimbursement for teachers for school supplies](#)
 - Hearing completed
 - NASB Supports
 - ESUCC monitor
- [LB300 - Change provisions relating to the Superintendent Pay Transparency Act and provide a limit for superintendent and educational service unit administrator compensation](#)
 - Hearing completed on General File
 - NASB Oppose
 - ESUCC Oppose
- [LB 329 - Change provisions relating to sexual abuse by a school employee](#)
 - Hearing date March 26, 2025
 - NASB supports
 - ESUCC supports
- [LB389 - Eliminate the levy authority of educational service units and provide state funding to educational service units](#)
 - Senator Murman has introduced **LB 389**, which would eliminate ESU levy authority beginning with fiscal year 2028-29.
 - The measure provides that, beginning in 2029, funds would be distributed by the state to ESUs as in order to offset the funds lost due to the elimination of their levy authority.
 - The amount to be distributed to each ESU would be equal to the amount of property taxes levied by the ESU for tax year 2027, increased by 3.5%.
 - For 2030 and each year thereafter, the amount to be distributed to each ESU would be equal to the amount distributed to the ESU in the prior year, increased by 3.5%.
 - The Department of Revenue would be required annually to determine the amount to be distributed to each ESU and certify the amounts to the State Treasurer and to the ESU. The distributions to the ESUs would occur in two equal payments, the first on or before March 31 and the second on or before August 31.

- Hearing completed on General File
- NASB Opposed
- ESUCC Opposed
- [LB 408 - Adopt the Special Education Teacher Forgivable Loan Program Act](#)
 - Hearing date 2/11
 - NASB Supports
 - ESUCC Supports
- [LB 523 - Adopt the Student Teacher Compensation Act](#)
 - Hearing not scheduled
 - NASB supports
- [LB 549 - Allow a school board to employ a chaplain, including in a volunteer capacity, at a school](#)
 - Hearing not scheduled
 - NASB oppose
- [LB 550 - Require school districts to adopt a policy that excuses students to attend a course for religious instruction](#)
 - Hearing not scheduled
 - NASB oppose
- [LB 599 - Require the State Board of Education to adopt a policy relating to cybersecurity](#)
 - Hearing not scheduled
 - NASB Supports
- [LB 645 - Change provisions relating to the School Retirement Fund](#)
 - Hearing not scheduled
 - NASB oppose
 - ESUCC Monitor
- [LB 691 - Require school districts and private, denominational, and parochial schools to display the Ten Commandments in school buildings](#)
 - Hearing not scheduled
 - NASB oppose
- [Governor's Budget recommendation around Educational Service Unit Aid – The recommendation includes a General Fund appropriation reduction of \\$716.809 in FY 2025-26 and FY 2026-27 to reverse a one-time 2020 expansion of aid to Educational Service Units.](#)

TENTATIVE* 2025 Legislative Session

Sun	Mon	Tue	Wed	Thur	Fri	Sat
January						
			1	2	3	4
5	6	7	8	9	10	11
			DAY 1	DAY 2	DAY 3	
12	13	14	15	16	17	18
	DAY 4	DAY 5	DAY 6	DAY 7	RECESS	
19	20	21	22	23	24	25
	HOLIDAY	DAY 8	DAY 9	DAY 10	DAY 11	
26	27	28	29	30	31	
	DAY 12	DAY 13	DAY 14	DAY 15	DAY 16	

Sun	Mon	Tue	Wed	Thur	Fri	Sat
March						
						1
2	3	4	5	6	7	8
	RECESS	DAY 34	DAY 35	DAY 36	DAY 37	
9	10	11	12	13	14	15
	DAY 38	DAY 39	DAY 40	DAY 41	RECESS	
16	17	18	19	20	21	22
	RECESS	DAY 42	DAY 43	DAY 44	RECESS	
23	24	25	26	27	28	29
	DAY 45	DAY 46	DAY 47	DAY 48	RECESS	
30	31					
	DAY 49					

Sun	Mon	Tue	Wed	Thur	Fri	Sat
May						
				1	2	3
				DAY 67	RECESS	
4	5	6	7	8	9	10
	RECESS	DAY 68	DAY 69	DAY 70	DAY 71	
11	12	13	14	15	16	17
	DAY 72	DAY 73	DAY 74	DAY 75	RECESS	
18	19	20	21	22	23	24
	DAY 76	DAY 77	DAY 78	DAY 79	RECESS	
25	26	27	28	29	30	31
	HOLIDAY	DAY 80	DAY 81	DAY 82	DAY 83	

Legislative Recess Days

January 17
 February 14, 28
 March 3, 14, 17, 21, 28
 April 4, 7, 18, 21
 May 2, 5, 16, 23
 June 2, 6, 12, 13, 16, 17

Sun	Mon	Tue	Wed	Thur	Fri	Sat
February						
						1
2	3	4	5	6	7	8
	DAY 17	DAY 18	DAY 19	DAY 20	DAY 21	
9	10	11	12	13	14	15
	DAY 22	DAY 23	DAY 24	DAY 25	RECESS	
16	17	18	19	20	21	22
	HOLIDAY	DAY 26	DAY 27	DAY 28	DAY 29	
23	24	25	26	27	28	
	DAY 30	DAY 31	DAY 32	DAY 33	RECESS	

Sun	Mon	Tue	Wed	Thur	Fri	Sat
April						
		1	2	3	4	5
		DAY 50	DAY 51	DAY 52	RECESS	
6	7	8	9	10	11	12
	RECESS	DAY 53	DAY 54	DAY 55	DAY 56	
13	14	15	16	17	18	19
	DAY 57	DAY 58	DAY 59	DAY 60	RECESS	
20	21	22	23	24	25	26
	RECESS	DAY 61	DAY 62	DAY 63	HOLIDAY	
27	28	29	30			
	DAY 64	DAY 65	DAY 66			

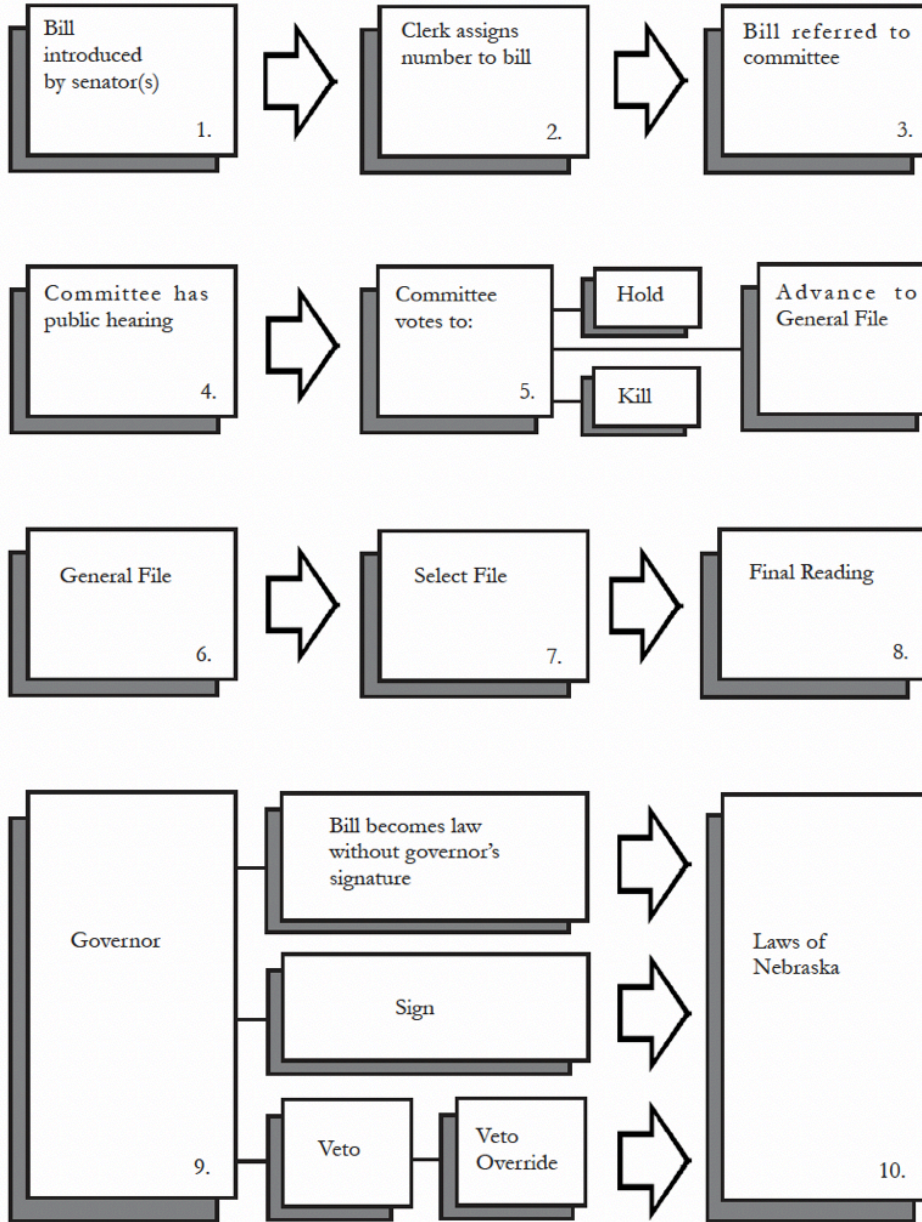
Sun	Mon	Tue	Wed	Thur	Fri	Sat
June						
1	2	3	4	5	6	7
	RECESS	DAY 84	DAY 85	DAY 86	RECESS	
8	9	10	11	12	13	14
	DAY 87	DAY 88	DAY 89	RECESS	RECESS	
15	16	17	18	19	20	21
	RECESS	RECESS	DAY 90			
22	23	24	25	26	27	28
29	30					

Federal & State Holidays

January 20 – Martin Luther King Jr. Day
 February 17 – Presidents' Day
 April 25 – Arbor Day
 May 26 – Memorial Day

*The calendar is subject to change by the speaker elected in the 109th Legislature.

How a Bill Becomes a Law



(Unicameral Clerk of the Legislature, 2017, p. 281)