



Regular Board of Education Meeting

Educational Service Unit 7, Oak Room

2657 44th Ave

Columbus, NE 68601-8537

Monday, October 20, 2025 at 5:30 PM

Posted Locations:

Columbus Telegram Newspaper

Columbus Telegram Website

ESU 7 North Building Front Door

Posted Date: 10/10/2025

Attendance Taken at 5:30 PM.

Bob Arp: Present

Joyce Baumert: Present

Amy Blaser: Absent

Marni Danhauer: Present

Karen Gomez: Present

Don Graff: Absent

Beth Kabes: Present

Clark Lehr: Present

Dawn Lindsley: Absent

Doug Pauley: Present

Richard Stephens: Absent

Jack Young: Present

Present: 8, Absent: 4.

{{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

Board Members Amy Blaser, Dawn Lindsley, Richard Stephens and Don Graff provided notice of their absence 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 Clark Lehr and a second by Joyce Baumert.

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

Yea: 8, Nay: 0, Absent: 4

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 Bob Arp and a second by Jack Young.

Amy Blaser: Absent
Don Graff: Absent
Dawn Lindsley: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Karen Gomez: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Doug Pauley: Yea
Jack Young: Yea
Yea: 8, Nay: 0, Absent: 4

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. **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 with the removal of Excess Lodging Passed with a motion by Bob Arp and a second by Clark Lehr.

Amy Blaser: Absent
Don Graff: Absent

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

Yea: 8, Nay: 0, Absent: 4

Item 5.7, Excess Lodging has been removed from the consent agenda.

5.1. Minutes

This is a consent item.

5.2. Presentation of Bills #80531 through #80732 totaling \$1,278,374.00

The summary of bills for the current month total: \$1,278,374.00 - Bills #80531 through #80732

General Activity Fund total: \$68.62

	Amount	Vendor	Description
80531	\$25,289.00	Gregg Young Chevy	2026 Chevy Trax
80542	\$222,228.90	BD Construction	Playground Payment
80579	\$18,806.30	ESUCC	Master Service Agreement program fees
80598	\$45,494.00	Gregg Young Toyota	2025 Toyota Sienna (SPED)
80710	\$7,250.00	Lexia Learning Systems LLC	CLSD Grant - LETRS Participant materials

This is a consent item.

5.3. Reading of Article I, Section 2, C Chief Administrator Evaluation

This is a consent item.

5.4. Reading of Article V, Section 3, A Special Education

This is a consent item.

5.5. Reading of Article V, Section 5, A Child Abuse and Neglect

This is a consent item.

5.6. Reading of Article V, Section 5, B Corporal Punishment

This is a consent item.

6. Excess Lodging
 Excess Lodging:

- The Professional Development Department had excess travel to report:
 - Nebraska Association of Curriculum Instruction and Assessment, NACIA (October 2-3, 2025)
 - Beth Ericson - \$98.00
 - Brooke Koliha - \$49.00
- The Administration Department had excess travel to report:
 - Labor Relations (October 1-2, 2025)
 - Linda Shefcyk - \$63.95
 - Marci Ostmeyer - \$63.95
- The Title IC Education Department had excess travel to report:
 - Fall Conference (September 3-4, 2025)
 - Vanessa Gascon-Guarcas - \$58.00
 - Cynthia Alarcon - \$58.00
 - Maria Rodriguez Borquez - \$58.00
 - Yaribey Rodriguez Auilar - \$58.00

Discuss, consider and take all necessary action to approve the Excess Lodging Passed with a motion by Bob Arp and a second by Beth Kabes.

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

Yea: 8, Nay: 0, Absent: 4

This item was removed from the consent agenda. Board Member Bob Arp asked how the per diem amount is set. The per diem amount is set federally by the GSA, and the per diem rates are found on GSA.gov.

7. Spotlight: Bridges Bridges Principal, Jenna Mattox, will present the Bridges spotlight. Bridges Principal Jenna Mattox presented the Bridges slides and shared testimonials from students' parents and outside teachers.

Questions and Answers:

What happens to students on the wait list? Districts can reach out to other supports offered by ESU 7.

What determines if a student does not qualify for services? Special Education is required by law to place students in their Least Restrictive Environment (LRE).

Is there documentation for students who do not qualify on how to help/support the student? Yes, their Individualized Educational Plan (IEP).

What is the age range of the students currently enrolled in the program? Ages second grade to seventh grade.

What happens if the transition back into the home district doesn't work? If their spot is still open, they could return but since there are 7 students on the wait list, the spot may be filled.

8. 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 Clark Lehr and a second by Doug Pauley.

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

Yea: 8, Nay: 0, Absent: 4

ESU 7 now has 17 vehicles in the fleet. It is less expensive to own the vehicle than it is to pay the staff mileage. Insurance on vehicles is blanket coverage, so it neither increases nor decreases with the number of vehicles. August expenses are increased due to the Playground, HVAC and being towards the end of the budget year.

9. Administrator's Report General

- Administrator's Update
 - Administrator's Goals
- ESUCC Update
 - ESU 7 2024-2025 Coop Sales Savings by School
- Professional Development and Print Shop Report - Director Ericson
- Special Education Report - Director Clay
- Technology Report - Director Ellsworth

- Upcoming Events
 - 2025 State Education Conference
 - November 19-21, 2025 - Omaha
 - Registered: Marci Ostmeyer, Joyce Baumert, Beth Kabes, Bob Arp, Dawn Lindsley, Don Graff, Doug Pauley, Marni Danhauer, Jack Young
 - New Board Member Workshop
 - December 3, 2025 - Kearney
 - AESA Annual Conference
 - December 3-5, 2025 - Colorado Springs, CO
 - Registered: Marci Ostmeyer, Beth Kabes, Bob Arp, Clark Lehr, Don Graff, Karen Gomez, Marni Danhauer, Dawn Lindsley
 - Legislative Issues Conference
 - January 25-26, 2025 - Lincoln
 - Board President Retreat (more info to come)
 - February 16-17, 2025 - Kearney

Administrator Ostmeyer reviewed the attachments. Her goals for this year are intertwined with the Board of Education Goals. The themes are mentoring & onboarding, budget, and facilities. Director Ericson is beginning the advertising for the Regional Literacy Coach along with the Strategic Planning Process in 2 of the ESU 7 districts. Print Shop has been receiving professional development and will be acquiring two new copiers by the end of the year. Director Clay is working on Special Education Financials for the districts and only two schools this year have a Needs Improvement determination.

9.1. Goal Update

Goal 1: By July 2026, the ESU 7 board will formalize a process to mentor and onboard new board members.

Goal 2: By July 2026, the ESU 7 board will attend at least two professional/personal learning events annually.

- **Update:** 7 Board Members have attended one event and 4 Board Members have attended two events.

Goal 3: By July 2026, 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:
 - Cross County - October 13, 2025
 - Schuyler - October 13, 2025

Goal 4: By July 2026, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district and train board members on the meaning of the data. Board

Member Joyce Baumert and Administrator Ostmeyer attended Schuyler. Board Member Don Graff and Director Ericson attended Cross County.

9.2. Services Update

- SMART Update - 25-26 SMART Service Plan attached
- 9 out of 19 Fall Superintendent Visits are completed.
 - East Butler
 - Osceola
 - David City
 - Twin River
 - Lakeview
 - Schuyler
 - Cross County
 - Shelby-Rising City
 - Columbus

Administrator Ostmeyer explained the SMART service planning process for the 2026-2027 school year. Current needs being communicated are more Level III Programs, English Learner Supports, Literacy Supports, MTSS Supports and Instructional Materials. Senators and Deputy Commissioner will be invited to attend the data dig in December when the Superintendents solidify the 2026-2027 Service Plan.

9.3. Facilities Update The Administrator will provide a facilities update during this item Administrator Ostmeyer provided updates on the Playground, Learning Academy, North Building and South Building.

9.4. Personnel

Three open positions:

- Custodian/Maintenance Technician
- Technology Intern
- Tier II Helpdesk Technician

Custodian/Maintenance Technician applications closed on Friday, October 17, 2025. Tier II Helpdesk Technician has been hired and starting October 27, 2025.

10. Committee Reports

10.1. Budget Committee Report Reports of Budget Committee activities and discussion will take place during this item.

Committee Recommendation: Did not meet.

10.2. Negotiations Committee Report Reports of activities and discussions from the Negotiations Committee will take place during this item.

Committee Recommendation: Meeting was postponed. According to state statute, we must begin the process by November 1st.

10.3. Administrator Evaluation Committee Report A report of activities from the Administrator Evaluation Committee will be given during this item.

Evaluation Timeline:

- **August:** Evaluation Committee Chair and Administrator review Evaluation Tool

and Evaluation Policy/Procedures.

- **September:** Full Board is provided a paper copy of the evaluation questions.

- **October:** Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to the full Board for completion by the October Board Meeting. The Board will send their completed evaluation tool to the Evaluation Committee prior to the October Board Meeting. The Administrator completes the Evaluation Tool as a self-assessment and sends it to the Evaluation Committee Chair on or before October 31.

- **November:** Committee Chair will send the completed Administrator self-assessment to the full Board after November 1. The Evaluation Committee compiles results of the full Board's completed evaluations prior to the November Board Meeting.

- **December:** The Evaluation Committee meets prior to the December Board Meeting to review with the Administrator the results of the evaluation. Report to the full Board in December Board Meeting following Closed Session requirements with the Administrator present.

- **January:** Confirm Evaluation Committee members. The Administrator provides the Evaluation Committee with goals and shares with the Board at the January Board Meeting.

Committee Recommendation: Committee Chair Marni Danhauer reported the process is on track and results will be reported to the board at next month's meeting.

11. Conference Report

Conference Attendees will report on their learnings.

- September 17, 2025 - Nebraska Council of School Administrators (NCSA), 2025 School Law Update
- September 24, 2025 - Nebraska Association of School Boards (NASB), Fremont Area Membership Meeting
- October 1-2, 2025 - Labor Relations
- October 3, 2025 - Nebraska State Board of Education Meeting
- October 15, 2025 - Region 3 Meeting

12. Adjournment Board President Doug Pauley adjourned the meeting at 6:36 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; virtual conferencing authorized; requirements; emergency meeting without notice; appearance before public body.

(1)(a) Except as provided in subsection (9) of this section, 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 committees, 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, if available, 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, if available, 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, if available, 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 on a statewide website, if available, 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) 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 (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 publish the notice, the public body shall (A) post such notice on its website, if available, (B) request the newspaper submit a post on a statewide website, if available, 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 pursuant to subdivision (1)(b)(iv)(A) and (C) of this section and a written record of the request to the newspaper pursuant to subdivision (1)(b)(iv)(B) of this section. 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)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(b) of this section are met:

- (i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;
- (ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;
- (iii) The governing body of a public power district having a chartered territory of more than one county in this state;
- (iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;
- (v) An educational service unit;
- (vi) The Educational Service Unit Coordinating Council;
- (vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;
- (viii) A community college board of governors;
- (ix) The Nebraska Brand Committee;
- (x) A local public health department;
- (xi) A metropolitan utilities district;
- (xii) A regional metropolitan transit authority; 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 subsection (1) of this section, including providing access to a dial-in number or link to the virtual conference;

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

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

(iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of (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 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.

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

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

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

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

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

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

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

(8) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (2)(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 (2)(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. Except for closed sessions called pursuant to section 84-1410, a public body shall allow members of the public an opportunity to speak at each meeting.

(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.

(3) No public body shall require members of the public to identify themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body shall require any member of the public desiring to address the body to identify himself or herself, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

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

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

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

- (a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;
- (b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;
- (c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an in-state location to members, the public, or the press, if requested twenty-four hours in advance;
- (d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;
- (e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and
- (f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

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

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

84-1413. Meetings; minutes; roll call vote; secret ballot; when; agenda and minutes; required on website; 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.

Revised 06/2025



ESU 7 Budget Hearing

Educational Service Unit 7, Conference Room B

2567 44th Avenue

Columbus, NE 68601

Monday, September 15, 2025 at 5:15 PM

Posted Locations:

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

Posted Date: **09/10/2025**

Attendance Taken at 5:16 PM.

Bob Arp: Present

Joyce Baumert: Present

Amy Blaser: Present

Marni Danhauer: Absent

Karen Gomez: Present

Don Graff: Present

Beth Kabes: Present

Clark Lehr: Present

Dawn Lindsley: Present

Doug Pauley: Absent

Richard Stephens: Absent

Jack Young: Present

Present: 9, Absent: 3.

1. Call the Meeting to Order

LEADERSHIP • SERVICE • SUPPORT

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public on ESU 7 website www.esu7.org 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 Vice President Jack Young called the meeting to order at 5:15 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

Richard Stephens, Marni Danhauer and Doug Pauley are absent.

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.

N/A

3. Budget Hearing

Chief Administrator Marci Ostmeyer reviewed the attached 25-26 Budget Hearing Document.

4. Adjournment

Meeting adjourned at 5:24 pm.



Tax Asking/Final Levy

Educational Service Unit 7, Conference Room B
2567 44th Avenue
Columbus, NE 68601

Monday, September 15, 2025 at Directly following the Budget Hearing
Posted Locations:

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

Posted Date: 09/10/2025

Attendance Taken at 5:25 PM.

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

Present: 9, Absent: 3.

1. Call the Meeting to Order

LEADERSHIP • SERVICE • SUPPORT

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public on ESU 7 website www.esu7.org 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 Vice President Jack Young called the meeting to order at 5:24 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

Dick Stephens, Marni Danhauer and Doug Pauley were absent.

2. Welcome Visitors

N/A

3. 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.

N/A

4. Tax Asking Hearing/Setting Final Levy

Chief Administrator Marci Ostmeyer reviewed the 25-26 Tax Asking document.

5. Adjournment

Meeting adjourned at 5:27 pm.



Regular Board of Education Meeting

Educational Service Unit 7, Conference Room B
2567 44th Avenue
Columbus, NE 68601

Monday, September 15, 2025 at Directly following the Tax Asking/Final Levy
Posted Locations:

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

Posted Date: 09/10/2025

Attendance Taken at 5:28 PM.

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

Present: 9, Absent: 3.

1. **Call the Meeting to Order**

LEADERSHIP • SERVICE • SUPPORT

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public on ESU 7 website www.esu7.org 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 Vice President Jack Young called the meeting to order at 5:28 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

Board President Doug Pauley notified he would be absent 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 Beth Kabes and a second by Dawn Lindsley.

Marni Danhauer:	Absent
Doug Pauley:	Absent
Richard Stephens:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Amy Blaser:	Yea
Karen Gomez:	Yea
Don Graff:	Yea
Beth Kabes:	Yea
Clark Lehr:	Yea
Dawn Lindsley:	Yea
Jack Young:	Yea
Yea: 9, Nay: 0, Absent: 3	

Marni Danhauer and Doug Pauley notified they would be absent prior to the meeting. Richard Stephens did not notify of his absence prior to the meeting.

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 Dawn Lindsley and a second by Don Graff.

Marni Danhauer: Absent

Doug Pauley: Absent

Richard Stephens: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Karen Gomez: Yea

Don Graff: Yea

Beth Kabes: Yea

Clark Lehr: Yea

Dawn Lindsley: Yea

Jack Young: Yea

Yea: 9, Nay: 0, Absent: 3

3. Welcome Visitors

N/A

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.

N/A

5. **Consent Agenda**

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

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

Consent Agenda Includes:

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

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 Bob Arp and a second by Beth Kabes.

Marni Danhauer: Absent
Doug Pauley: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Karen Gomez: Yea
Don Graff: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Dawn Lindsley: Yea
Jack Young: Yea
Yea: 9, Nay: 0, Absent: 3

5.1. Minutes

This is a consent item.

5.2. Presentation of Bills #80344 through #80530 totaling \$1,180,513.80

The summary of bills for the current month total: \$1,180,513.80 - Bills #80344 through #80530

General Activity Fund total: No Activity

	Amount	Vendor	Description
80347	\$10,000.00	All American Entertainment	Title IC Suenos Summit speaker

80381	\$11,303.65	ESU 2	NNNC Semester billing
80384	\$20,520.00	Flagler Technologies LLC	Technology flow through - Huntress renewal
80391	\$17,766.95	FNBO-DE	Technology flow through/department storage cabinets
80409	\$18,150.00	Imagine Learning	Title III License Renewal
80418	\$33,329.08	Journeyed.Com, Inc.	Technology flow through - Veeam renewal
80436	\$70,778.00	NASB ALICAP	Property/Liability/Auto/Workers Compensation
80499	\$5,250.00	Lexia Learning Systems, LLC	LETRS participant materials bundle
80522	\$33,798.00	Gregg Young Toyota	2025 RAV4
80522	\$24,689.00	Gregg Young Chevrolet GMC	2025 Chevy Trax

This is a consent item.

5.3. Reading of Article I, Section 5, E Negotiations

This is a consent item.

5.4. Reading of Article IV, Section 11, C Hiring, Assignment and Dismissal

This is a consent item.

5.5. Reading of Article IV, Section 11, E Classified Evaluations

This is a consent item.

5.6. Reading of Article V, Section 2, A Section 504 Compliance

This is a consent item.

6. 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 Joyce Baumert and a second by Clark Lehr.

Marni Danhauer: Absent

Doug Pauley: Absent

Richard Stephens: Absent

Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Karen Gomez: Yea
Don Graff: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Dawn Lindsley: Yea
Jack Young: Yea

Yea: 9, Nay: 0, Absent: 3

7. 2025-2026 Resolution for Tax Asking and Final Levy

Now be it therefore resolved that the Board of ESU 7 has a tax request of \$3,672,339.40 for the 2025-2026 fiscal year and the final levy of the Board of ESU 7 should be, and hereby is set at .015 for the 2025-2026 fiscal year.

Administrator Recommendation: Discuss, consider and take all necessary action to approve the 2025-2026 Tax Asking and Final Levy Resolution as presented.

Discuss, consider and take all necessary action to approve the 2025-2026 Tax Asking and Final Levy Resolution as presented Passed with a motion by Dawn Lindsley and a second by Joyce Baumert.

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

Yea: 9, Nay: 0, Absent: 3

Board Member Bob Arp asked how ESU 7's tax asking compares to the districts' tax asking. Administrator Ostmeier stated the advice ESUs have been receiving advice to keep the levy where it's at due to uncertainty in the legislature. Districts are likely receiving the same advice.

8. Approval of the 2025-2026 Budget

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

Discuss, consider and take all necessary action to approve the 2025-2026 Budget as presented Passed with a motion by Dawn Lindsley and a second by Beth Kabes.

Marni Danhauer: Absent
Doug Pauley: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Karen Gomez: Yea
Don Graff: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Dawn Lindsley: Yea
Jack Young: Yea
Yea: 9, Nay: 0, Absent: 3

Administrator Ostmeier explained the budget creation process and reviewed the most recent changes.

9. Reading of Article III, Section 4, F Internal Controls

From Attorney Justin Knight: "If your ESU holds (or will hold) a federal grant, this policy update will be required if you are subject to a federal desk review audit."

[Travel Costs: Travel costs \(including transportation, lodging, subsistence, and related items\) incurred by an employee who travels on official business for a federal award may only be charged to the federal award on an actual cost basis, a per diem or mileage basis, or on a combination of the two, provided the method used is applied to an entire trip and not to selected days of the trip. The District will ensure that the method used will be consistent with the method normally allowed in similar circumstances in the District's other travel and Board Policies. Any travel costs charged directly to a federal award must be documented to justify that \(1\) the individual's participation is necessary for the federal award and \(2\) the costs are reasonable and consistent with the District's travel costs and expectations. All travel costs must be reasonable and not in excess of what the District typically allows for other travel. All reasonable rates and amounts will be consistent with the rates and amounts established under 5 U.S.C. 5701-11](#)

[Legal Reference: 2 C.F.R. § 200.475](#)

Administrator Recommendation: Discuss, consider and take all necessary action to approve Article III, Section 4, F as presented.

Discuss, consider and take all necessary action to approve Article III, Section 4, F as presented Passed with a motion by Dawn Lindsley and a second by Joyce Baumert.

Marni Danhauer: Absent

Doug Pauley: Absent

Richard Stephens: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Karen Gomez: Yea

Don Graff: Yea

Beth Kabes: Yea

Clark Lehr: Yea

Dawn Lindsley: Yea

Jack Young: Yea

Yea: 9, Nay: 0, Absent: 3

Administrator Ostmeyer explained the addition to the policy. According to the GSA (U.S. General Services Administration), there are certain per diem rates that must be followed. If these are unable to be met, there needs to be an explanation provided.

10. North Building Backup Heat

The North Building HVAC Backup Heat System installation can begin as soon as materials arrive, the current lead time is 5 to 6 weeks on material shipping. The presented proposal will be honored until the end of September, 2025.

Administrator Recommendation: Discuss, consider and take all action necessary to approve the installation of the Backup Heat System by Rutt's and not to exceed \$33,980.00.

Discuss, consider and take all action necessary to approve the installation of the Backup Heat System by Rutt's and not to exceed \$33,980.00 Passed with a motion by Clark Lehr and a second by Bob Arp.

Marni Danhauer: Absent

Doug Pauley: Absent

Richard Stephens: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Karen Gomez: Yea

Don Graff: Yea

Beth Kabes: Yea

Clark Lehr: Yea

Dawn Lindsley: Yea

Jack Young: Yea

Yea: 9, Nay: 0, Absent: 3

11. Committee Member Appointments

Review committee member assignments and appoint Clark Lehr to the Budget Committee and Amy Blaser to the Negotiations Committee.

Administrator Recommendation: According to Board Policy, committee member appointment or replacement member can be approved by President appointment or majority vote of the entire Board.

Discuss, consider and take all action necessary to appoint Clark Lehr to the Budget Committee and Amy Blaser to the Negotiations Committee Passed with a motion by Dawn Lindsley and a second by Don Graff.

Marni Danhauer: Absent

Doug Pauley: Absent

Richard Stephens: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Karen Gomez: Yea

Don Graff: Yea

Beth Kabes: Yea

Clark Lehr: Yea

Dawn Lindsley: Yea

Jack Young: Yea

Yea: 9, Nay: 0, Absent: 3

Committee appointments typically happen in January. According to Board Policy, new members need to be voted onto the committee in order to participate.

12. Representation at the State Education Conference Delegate Assembly

Selection of one Board Member to represent ESU 7 at the Delegate Assembly on Friday, November 21, 2025 from 8:00am-9:30am.

Dawn Lindsley will be the representative at the Delegate Assembly.

13. **Administrator's Report General**

- ESUCC Update
- Digital Accessibility Training with Nebraska Department Education (NDE) & WebAIM
- Professional Development and Print Shop Report - Director Ericson
- Special Education Report - Director Clay
- Technology Report - Director Ellsworth

- ESU 7 Apparel Store - September 22-October 3, 2025
 - [Polo Link](#)
- Upcoming Events
 - NASB Area Membership Meetings (Those being awarded achievement points in attachment below)
 - September 24, 2025 - Fremont ***Last chance to register***
 - Registered: Dawn Lindsley, Joyce Baumert, Bob Arp, Jack Young, Marci Ostmeyer
 - Labor Relations Conference
 - October 1-2, 2025 - Lincoln
 - Registered: Marci Ostmeyer, Linda Shefcyk, Richard Stephens
 - 2025 State Education Conference - [Google Form](#)
 - November 19-21, 2025 - Omaha
 - Registered: Marci Ostmeyer, Don Graff, Jack Young, Dawn Lindsley
 - New Board Member Workshop
 - December 3, 2025 - Kearney
 - AESA Annual Conference
 - December 3-5, 2025 - Colorado Springs, CO - [Google Form](#)
 - Registered: Beth Kabes, Bob Arp, Clark Lehr, Don Graff, Karen Gomez, Marci Ostmeyer, Marni Danhauer, Dawn Lindsley

Administrator Ostmeyer reviewed the ESUCC update. The ESUCC 25-26 budget was previewed last month and approved last week. Administrator Ostmeyer is on the Educational Resources Committee, one of several committees.

Director Ericson reviewed the Professional Development and Print Shop report provided in the attachments. Director Clay and Director Ellsworth were absent, their reports attached below.

13.1. Goal Update

NASB Board Goal Retreat Date: Tuesday, September 30, 2025. Time: TBD

[2025-2026 District Board Visit Scheduling](#)

The NASB Goal Setting Retreat will begin at 4:00 pm on September 20th with a run time of 90-minutes.

13.2. Services Update

- [SMART Update](#)
- July-September 2025 Quarterly Report (Attached below)

Items inside this item include visit updates, quarterly report, director reports, etc. Administrator Ostmeyer explained how the SMART data is calculated on the website.

13.3. Facilities Update

Administrator Ostmeyer will give an update on the Learning Academy and Playground.

Playground installation is to begin this week and roofers are coming on Wednesday to assess the North Building roof.

13.4. Personnel

Resignations:

Tanley Miller, Bridges Paraprofessional. Last day, August 31, 2025.

Iriana Medel, Bridges Paraprofessional. Last day, September 17, 2025.

Retirements:

Larry Shefcyk, Custodian/Maintenance. Last day, December 22, 2025.

Board Secretary Dawn Lindsley asked if ESU 7 is able to hire Bridges paras.

Administrator Ostmeyer confirmed the position is being advertised.

13.5. Legislative Update

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

Administrator Ostmeyer stated that ESUs are being discussed at the legislative level.

14. **Committee Reports**

14.1. Budget Committee Report

Reports of Budget Committee activities and discussion will take place during this item.

Committee Recommendation:

No update

14.2. Buildings and Grounds Committee Report

The Buildings and Grounds Committee Chairperson will provide an update.

No update

14.3. **Negotiations Committee Report**

Reports of activities and discussions from the Negotiations Committee will take place during this item.

Joint Budget and Negotiations Committee meeting to take place in October.

Committee Recommendation:

Joint Budget and Negotiations Committee meeting to take place in October.

14.3.1. Request to recognize ESUEA as exclusive bargaining agent for 2027-2028

The ESU 7 Education Association requests that the Board representing the Educational Service Unit 7 take action to recognize ESU 7 Education

Association as the exclusive bargaining agent for the non-supervisory certificated staff for the 2027-2028 contract year.

Committee Recommendation: Discuss, consider, and take all necessary action to recognize ESU 7 Education Association as exclusive bargaining agent for the non-supervisory certificated staff for the 2027-2028 contract year.

Discuss, consider, and take all necessary action to recognize ESU 7 Education Association as exclusive bargaining agent for the non-supervisory certificated staff for the 2027-2028 contract year Passed with a motion by Don Graff and a second by Dawn Lindsley.

Marni Danhauer: Absent

Doug Pauley: Absent

Richard Stephens: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Karen Gomez: Yea

Don Graff: Yea

Beth Kabes: Yea

Clark Lehr: Yea

Dawn Lindsley: Yea

Jack Young: Yea

Yea: 9, Nay: 0, Absent: 3

14.4. Administrator Evaluation Committee Report

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

Evaluation Timeline:

- **August:** Evaluation Committee Chair and Administrator review Evaluation Tool and Evaluation Policy/Procedures.

- **September:** Full Board is provided a paper copy of the evaluation questions.

- **October:** Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to the full Board for completion by the October Board Meeting. The Board will send their completed evaluation tool to the Evaluation Committee prior to the October Board Meeting. The Administrator completes the Evaluation Tool as a self-assessment and sends it to the Evaluation Committee Chair on or before October 31.

- **November:** Committee Chair will send the completed Administrator self-assessment to the full Board after November 1. The Evaluation Committee compiles results of the full Board's completed evaluations prior to the November Board Meeting.

- **December:** The Evaluation Committee meets prior to the December Board Meeting to review with the Administrator the results of the evaluation. Report to the full Board in December Board Meeting following Closed Session requirements with the Administrator present.

- **January:** Confirm Evaluation Committee members. The Administrator provides the Evaluation Committee with goals and shares with the Board at the January Board Meeting.

Committee Recommendation:

Paper copies of evaluation questions were provided along with an evaluation timeline graphic.

15. Conference Report

Conference Attendees will report on their learnings.

- Nebraska Association School Boards (NASB) Area Membership Meeting - York

Board Members Don Graff, Clark Lehr and Beth Kabes attended the NASB Area Membership Meeting in York.

16. Adjournment

Meeting adjourned at 6:45pm.



Board of Education Work Session

Educational Service Unit 7, Oak Room

2657 44th Ave

Columbus, NE 68601-8537

Tuesday, September 30, 2025 at 4:00 PM

Posted Locations:

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

Posted Date: 09/23/2025

Attendance Taken at 4:04 PM.

Bob Arp: Present

Joyce Baumert: Present

Amy Blaser: Absent

Marni Danhauer: Present

Karen Gomez: Absent

Don Graff: Absent

Beth Kabes: Present

Clark Lehr: Absent

Dawn Lindsley: Absent

Doug Pauley: Present

Richard Stephens: Present

Jack Young: Present

Present: 7, Absent: 5.

Attendance Update Taken at 4:09 PM.

Amy Blaser: Present

Present: 8, Absent: 4.

Board Member Amy Blaser arrived at 4:08

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 4:05pm.

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.

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 Richard Stephens.

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

Yea: 7, Nay: 0, Absent: 5

Board Members Dawn Lindsley, Clark Lehr, Don Graff and Karen Gomez notified of their absence prior to the work session. Board Member Amy Blaser arrived at 4:08pm.

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 Jack Young.

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

Yea: 7, Nay: 0, Absent: 5

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. Board Goal Work Session

NASB Representative Stephanie Summers will lead the Board through a goal development process in response to the hiring of a new Chief Administrator, completed in December 2024.

6. Adjournment

Meeting adjourned at 5:31pm.

Check Register Summary

Batch Year: 26 Bank: All Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00080531	C	09/19/2025	15342	GREGG YOUNG CHEVROLET GMC OF COLUMBUS	25,289.00
10	00080532	C	10/20/2025	10013	ACE HARDWARE	7.99
10	00080533	C	10/20/2025	10060	ADMINISTRATORS IN-SERVICE	68.62
10	00080534	C	10/20/2025	14974	ALLO COMMUNICATIONS	184.00
10	00080535	C	10/20/2025	10391	AMAZON CAPITAL SERVICES *	34,196.30
10	00080536	C	10/20/2025	16845	AMERGIS HEALTHCARE STAFFING, INC	2,397.60
10	00080537	C	10/20/2025	13382	AMY SCHREIBER	160.00
10	00080538	C	10/20/2025	17345	ANN P HEERMANN	20.00
10	00080539	C	10/20/2025	10681	APPLE COMPUTER, INC.	3,076.00
10	00080540	C	10/20/2025	388	APPLIED CONNECTIVE TECHNOLOGIES	335.00
10	00080541	C	10/20/2025	17396	ASTRID CAROLINA IBARRA NIELSEN	150.00
10	00080542	C	10/20/2025	10103	B-D CONSTRUCTION	222,228.90
10	00080543	C	10/20/2025	16888	BARBARA A. HOFF	160.00
10	00080544	C	10/20/2025	20142	BARNES AND NOBLE, INC.	760.96
10	00080545	C	10/20/2025	17213	BEN SPARKS	440.00
10	00080546	C	10/20/2025	20419	BOMGAARS SUPPLY	1,253.67
10	00080547	C	10/20/2025	6700	BROOKE KAVAN	132.35
10	00080548	C	10/20/2025	1996	CASEY'S MAIL SERVICE LLC	946.18
10	00080549	C	10/20/2025	30235	CENTRAL CITY PUB SCHOOL	913.77
10	00080550	C	10/20/2025	30260	CENTRAL COMMUNITY COLLEGE	745.00
10	00080551	C	10/20/2025	16683	CENTURY BUSINESS PRODUCTS	33.15
10	00080552	C	10/20/2025	30328	CHARTWELLS FOOD SERVICE CCC - COLUMBUS	301.95
10	00080553	C	10/20/2025	280	CHRISTINA KILGORE	460.50
10	00080554	C	10/20/2025	16896	CHRISTINA NOKELBY	160.00
10	00080555	C	10/20/2025	30550	CITY OF COLUMBUS WATER & SANIT	550.48
10	00080556	C	10/20/2025	9849	CLASSLINK	500.00
10	00080557	C	10/20/2025	30879	COLUMBUS COMMUNITY HOSPITAL	225.00
10	00080558	C	10/20/2025	31030	COLUMBUS PUBLIC SCHOOLS - ACTIVITY FUND	1,283.38
10	00080559	C	10/20/2025	31035	COLUMBUS PUBLIC SCHOOLS	32.00
10	00080560	C	10/20/2025	31035	COLUMBUS PUBLIC SCHOOLS GENERAL FUNDS	90.00
10	00080561	C	10/20/2025	31029	COLUMBUS PUBLIC SCHOOLS LUNCH FUND	4,021.50
10	00080562	C	10/20/2025	15792	COLUMN SOFTWARE PBC	23.50
10	00080563	C	10/20/2025	5851	CONNIE A. CRONIN	108.50
10	00080564	C	10/20/2025	31423	COUNTRY INNS & SUITES	1,100.00
10	00080565	C	10/20/2025	12769	CROWNE PLAZA (JM HOSPITALITY)	1,759.45
10	00080566	C	10/20/2025	4812	CUBBY'S, INC.	834.45
10	00080567	C	10/20/2025	31570	CULLIGAN OF COLUMBUS	1,200.00
10	00080568	C	10/20/2025	11711	DAWN LINDSLEY	63.70
10	00080569	C	10/20/2025	40725	EAKES OFFICE SOLUTIONS	1,134.95
10	00080570	C	10/20/2025	50060	EAST BUTLER PUBLIC SCHOOL	117.53
10	00080571	C	10/20/2025	50825	ED SERVICE UNIT 7-PAYROLL	794,357.77
10	00080572	C	10/20/2025	15458	ELIZABETH GAMBLIN	160.00
10	00080573	C	10/20/2025	16209	ELIZABETH SULLIVAN SCOTT	4,000.00
10	00080574	C	10/20/2025	14613	ELYSE BELINA	513.80
10	00080575	C	10/20/2025	50583	EMBASSY SUITES HOTELS	347.90
10	00080576	C	10/20/2025	50750	ESU 10	320.00
10	00080577	C	10/20/2025	50650	ESU 3	25.00
10	00080578	C	10/20/2025	50734	ESU 8	20.00
10	00080579	C	10/20/2025	50652	ESUCC	18,806.30
10	00080580	C	10/20/2025	5533	FAS-BREAK WINDSHIELD REPAIR	339.00
10	00080581	C	10/20/2025	7226	FIREGUARD	240.00
10	00080582	C	10/20/2025	60056	FNBO	49.17
10	00080583	C	10/20/2025	13684	FLEETCOR TECHNOLOGIES INC	171.33
10	00080584	C	10/20/2025	16438	FNBO - AA	2,290.09
10	00080585	C	10/20/2025	16969	FNBO - BE	362.82
10	00080586	C	10/20/2025	16411	FNBO - CA	734.13
10	00080587	C	10/20/2025	16489	FNBO - CK	8,385.42
10	00080588	C	10/20/2025	16365	FNBO - DE	6,861.66
10	00080589	C	10/20/2025	16357	FNBO - LL	272.32
10	00080590	C	10/20/2025	16390	FNBO - MM	589.09
10	00080591	C	10/20/2025	16381	FNBO - MO	531.92
10	00080592	C	10/20/2025	16110	GENNAVEVE FAULKNER	400.00

Check Register Summary

Batch Year: 26 Bank: All Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00080593	C	10/20/2025	80517	GRADUATE LINCOLN, NE	238.00
10	00080594	C	10/20/2025	17400	GREENHOUSE MEGASTORE	775.59
10	00080595	C	10/20/2025	15431	GREG TARNICK	18.00
10	00080596	C	10/20/2025	15342	GREGG YOUNG CHEVROLET GMC OF COLUMBUS	102.82
10	00080597	C	10/20/2025	15385	GREGG YOUNG TOYOTA OF COLUMBUS	424.94
10	00080598	C	10/20/2025	15385	GREGG YOUNG TOYOTA OF COLUMBUS	45,494.00
10	00080599	C	10/20/2025	80147	HAMPTON INN	1,997.00
10	00080600	C	10/20/2025	80140	HAMPTON INN	110.00
10	00080601	C	10/20/2025	16870	HAYLE SANBORN	160.00
10	00080602	C	10/20/2025	80390	HIGH PLAINS COMMUNITY SCHOOLS	160.00
10	00080603	C	10/20/2025	80543	HOMETOWN LEASING	477.45
10	00080604	C	10/20/2025	80670	HOWELLS-DODGE CONSOLIDATED SCHOOL DIST	47.01
10	00080605	C	10/20/2025	17248	HUMANEX VENTURES	3,500.00
10	00080606	C	10/20/2025	80880	HY-VEE	1,821.58
10	00080607	C	10/20/2025	13030	INTERNATIONAL ACADEMY OF SCIENCE ACELLUS	1,938.00
10	00080608	C	10/20/2025	16861	JACLYN SMITH	160.00
10	00080609	C	10/20/2025	190486	JENNIFER SNYDER	400.00
10	00080610	C	10/20/2025	17310	JENNY WOOD	355.20
10	00080611	C	10/20/2025	14869	JESSICA BRUGMAN	100.00
10	00080612	C	10/20/2025	3425	JESSICA MILLER	20.00
10	00080613	C	10/20/2025	17388	JESSICA MOLLAO	80.00
10	00080614	C	10/20/2025	5320	JULIE R. WARNEKE	72.94
10	00080615	C	10/20/2025	12424	KASEYA US, LLC	963.55
10	00080616	C	10/20/2025	15652	KELSI L. AMEN	160.00
10	00080617	C	10/20/2025	17418	KIMBERLY FROWICK	120.00
10	00080618	C	10/20/2025	12050	KIMBERLY LOSEKE	80.78
10	00080619	C	10/20/2025	5444	KRISTIN CATTERSON	150.00
10	00080620	C	10/20/2025	120129	LAKEVIEW COMMUNITY SCHOOLS	340.00
10	00080621	C	10/20/2025	12327	LASTPASS US LP	174.47
10	00080622	C	10/20/2025	14354	LAURA RODRIGUEZ	135.94
10	00080623	C	10/20/2025	4430	LEARNING FORWARD NEBRASKA	200.00
10	00080624	C	10/20/2025	120223	LEIGH COMMUNITY SCHOOLS	150.00
10	00080625	C	10/20/2025	120280	LIED LODGE & CONFERENCE CENTER	477.00
10	00080626	C	10/20/2025	120314	LINCOLN JOURNAL STAR	60.36
10	00080627	C	10/20/2025	40545	LISA DURANSKI	631.75
10	00080628	C	10/20/2025	120550	LOUP POWER DISTRICT	5,307.28
10	00080629	C	10/20/2025	5410	MARK BRADY	28.98
10	00080630	C	10/20/2025	16802	MEAGAN STIFFLER	67.20
10	00080631	C	10/20/2025	13390	MELISSA EDSON	160.00
10	00080632	C	10/20/2025	130378	MENARDS	481.95
10	00080633	C	10/20/2025	17434	MICHELLE KILDARE	50.00
10	00080634	C	10/20/2025	10499	MICHELLE RUIPIPER	600.00
10	00080635	C	10/20/2025	140066	NE ASSOC OF SCHOOL BOARDS	1,265.80
10	00080636	C	10/20/2025	140351	NCSA	780.00
10	00080637	C	10/20/2025	11878	NEBRASKA SCHOOLMASTERS CLUB	55.00
10	00080638	C	10/20/2025	140570	NEBRASKA TECHNOLOGY & TELECOM.	187.15
10	00080639	C	10/20/2025	140705	NORTHEAST COMMUNITY COLLEGE	380.00
10	00080640	C	10/20/2025	140760	NOVICKI FIRE PREVENTION	1,127.50
10	00080641	C	10/20/2025	11185	OBRIST	174.60
10	00080642	C	10/20/2025	2844	OHIO STATE UNIVERSITY EXTENSION	1,426.30
10	00080643	C	10/20/2025	16306	OMNIFY BENEFITS	63.75
10	00080644	C	10/20/2025	12122	ONE SOURCE THE BACKGROUND CHECK COMPANY	242.00
10	00080645	C	10/20/2025	16063	Occupational Health Services	1,950.00
10	00080646	C	10/20/2025	160033	PALMER PUBLIC SCHOOL	79.52
10	00080647	C	10/20/2025	17353	PAULA J KMENT	20.00
10	00080648	C	10/20/2025	80130	PEARSON ASSESSMENT	445.20
10	00080649	C	10/20/2025	160450	PIZZA RANCH	145.00
10	00080650	C	10/20/2025	17329	RACHELLE D MAYO	20.00
10	00080651	C	10/20/2025	180237	REALITY WORKS	2,212.18
10	00080652	C	10/20/2025	11703	ROBERT ARP	74.34
10	00080653	C	10/20/2025	17272	SANDRA VANCURA	40.00
10	00080654	C	10/20/2025	15687	SHARI LEIGHANN BABB	160.00

Check Register Summary

Batch Year: 26 Bank: All Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00080655	C	10/20/2025	17299	SHELBY BETTERTON	58.38
10	00080656	C	10/20/2025	17450	SHERYL NORMAN	51.52
10	00080657	C	10/20/2025	190675	SRA/MCGRAW-HILL	385.92
10	00080658	C	10/20/2025	190693	STANEK FIRE PROTECTION	151.00
10	00080659	C	10/20/2025	11533	SUMMERLAND PUBLIC SCHOOL	140.00
10	00080660	C	10/20/2025	191085	SUPER SAVER	971.99
10	00080661	C	10/20/2025	17264	TERESA POKORNY	40.00
10	00080662	C	10/20/2025	17256	THE ONLINE ITINERANT	1,075.20
10	00080663	C	10/20/2025	17361	TINA JANAK	20.00
10	00080664	C	10/20/2025	2674	TIRE OUTLET INC	296.00
10	00080665	C	10/20/2025	17280	TONYA CARRIKER	105.00
10	00080666	C	10/20/2025	200493	TWIN RIVER PUBLIC SCHOOL	170.00
10	00080667	C	10/20/2025	200606	U & I SANITATION	112.25
10	00080668	C	10/20/2025	4960	UNIVERSITY OF NEBRASKA AT KEARNEY	930.20
10	00080669	C	10/20/2025	220010	VALENTINO'S	185.65
10	00080670	C	10/20/2025	17159	VENTRIS LEARNING LLC	90.00
10	00080671	C	10/20/2025	10320	VERIZON WIRELESS	724.74
10	00080672	C	10/20/2025	8702	VISIX, INC.	1,765.00
10	00080673	C	10/20/2025	230049	CAPITAL ONE-WALMART (SPED)	70.73
10	00080674	C	10/20/2025	230048	WALMART CAPITAL ONE - BUS	71.66
10	00080675	C	10/20/2025	230051	WALMART CAPITAL ONE - MIG	67.01
10	00080676	C	10/20/2025	230195	WAYNE COMM. SCHOOLS	160.00
10	00080677	C	10/20/2025	230249	WEST POINT PUBLIC SCHOOLS	211.80
10	00080678	C	10/20/2025	13420	WOODRIVER ENERGY LLC	166.32
10	00080679	A	10/20/2025	16799	ABBAY ADDRESS	437.64
10	00080680	A	10/20/2025	17116	ABBY KAPELS	668.08
10	00080681	A	10/20/2025	14494	ALEXUS MARTINEZ	117.60
10	00080682	A	10/20/2025	130180	AMABA, LLC	2,898.00
10	00080683	A	10/20/2025	120155	AMY J SLAMA	712.60
10	00080684	A	10/20/2025	130366	AMY MELCHER	894.60
10	00080685	A	10/20/2025	250100	ANGELA ARNDT	17.22
10	00080686	A	10/20/2025	990	BRANDY ROSE	542.34
10	00080687	A	10/20/2025	13315	BROOKE HEMMER	254.19
10	00080688	A	10/20/2025	14621	CALVIN FREY	887.60
10	00080689	A	10/20/2025	13528	CARA NEESEN	26.60
10	00080690	A	10/20/2025	9040	CASSANDRA KRINGS	278.60
10	00080691	A	10/20/2025	5967	CASSANDRA RUTH	901.60
10	00080692	A	10/20/2025	13510	CHRISTINA HANCOCK	501.90
10	00080693	A	10/20/2025	14001	DEVON GRONENTHAL	358.40
10	00080694	A	10/20/2025	14125	EMMA MOORE	823.20
10	00080695	A	10/20/2025	7099	HALEY KUNZE	347.90
10	00080696	A	10/20/2025	11460	HAYLEY MURPHY	1,114.50
10	00080697	A	10/20/2025	15970	INGRID RODRIGUEZ	1,023.40
10	00080698	A	10/20/2025	15709	IRIS MEDINA GONZALEZ	906.50
10	00080699	A	10/20/2025	8559	JACLYN TERNUS	300.30
10	00080700	A	10/20/2025	14745	JAEDYN MALASEK	1,260.70
10	00080701	A	10/20/2025	15954	JENNA MATTOX	265.24
10	00080702	A	10/20/2025	11223	JILL WIELGUS	980.02
10	00080703	A	10/20/2025	8540	JOLYNN KAHLANDT	627.83
10	00080704	A	10/20/2025	11932	JOSH ARIAS	1,354.50
10	00080705	A	10/20/2025	6459	KAISE RECEK	476.98
10	00080706	A	10/20/2025	14478	KASSANDRA CORNWELL	684.60
10	00080707	A	10/20/2025	11983	KENDRA GUSTAFSON	89.46
10	00080708	A	10/20/2025	100521	KRIS JOHNSON	597.24
10	00080709	A	10/20/2025	13480	LETISHIA KLEINSCHMIT	994.91
10	00080710	A	10/20/2025	15261	LEXIA LEARNING SYSTEMS, LLC	7,250.00
10	00080711	A	10/20/2025	15334	LINDSEY JELINEK	254.40
10	00080712	A	10/20/2025	13986	LYNNE WEBSTER	484.40
10	00080713	A	10/20/2025	15601	MARCI HAIGHT	404.45
10	00080714	A	10/20/2025	11797	MARIA RODRIGUEZ	1,092.00
10	00080715	A	10/20/2025	14699	MARIAH BELLER	905.10
10	00080716	A	10/20/2025	11479	MEGAN WELCH	972.30

Check Register Summary

Batch Year: 26 Bank: All Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00080717	A	10/20/2025	12246	MERRIDIE KAUP	773.43
10	00080718	A	10/20/2025	130912	NASCO	308.23
10	00080719	A	10/20/2025	15962	NICOLE CHILES	829.01
10	00080720	A	10/20/2025	17124	OLIVIA BELL	766.15
10	00080721	A	10/20/2025	13498	RACHEL BUETTNER	442.40
10	00080722	A	10/20/2025	130708	SHARON M BROWN	1,284.27
10	00080723	A	10/20/2025	8524	SHAYNA CEPPEL	656.39
10	00080724	A	10/20/2025	10740	SHELLI EICKMEIER	731.85
10	00080725	A	10/20/2025	15725	SONYA SUKUP	441.84
10	00080726	A	10/20/2025	12165	STEPHANIE FOREMAN	741.74
10	00080727	A	10/20/2025	13447	SUSAN OLMER	130.06
10	00080728	A	10/20/2025	11436	TAMRA CLAY	223.93
10	00080729	A	10/20/2025	13536	TERI OPFER	1,176.70
10	00080730	A	10/20/2025	70018	VANESSA GASCON-GUARCAS	81.20
10	00080731	A	10/20/2025	230361	WENDY WOLFE	766.50
10	00080732	A	10/20/2025	10545	YARIBEY RODRIGUEZ	1,409.80
Total Bank: 10						\$1,278,374.00

Total Computer Checks:	\$1,234,903.60
Total Manual Checks:	\$0.00
Total ACH Checks:	\$43,470.40
Total Other Checks:	\$0.00
Total Electronic Checks:	\$0.00
Total Computer Voids:	\$0.00
Total Manual Voids:	\$0.00
Total ACH Voids:	\$0.00
Total Other Voids:	\$0.00
Total Electronic Voids:	\$0.00
Grand Total:	\$1,278,374.00
Number of Checks:	202

Batch Year	Batch	Amount
26	000059	324,580.22
26	000064	25,289.00
26	000074	59,167.44
26	000083	74,979.57
26	000087	794,357.77

9/10/25	Casey's Mastercard		\$23.62	\$7,748.96
9/16/25	Platte Co. Treasurer - Title/tire fee		\$30.00	\$7,718.96
9/25/25	Platte Co. Treasurer - Title/tire fee		\$15.00	\$7,703.96
		Expenditures	\$68.62	

Article I, Section 2, C Chief Administrator Evaluation

The purpose of evaluating the administrator is not to micromanage the organization, but to provide oversight and public assurance that the policies are being effectively implemented. The evaluation process offers the board the avenue to strengthen communication with the administrator and is an ongoing process to enable the board the occasion to provide formal feedback for professional growth (Herring, p. 24).

The Board of the Educational Service Unit 7 will conduct an appraisal of the job performance of the Administrator according to applicable law. The ESU 7 Board will follow timelines and procedures set by the Board Evaluation Committee.

The evaluation form will include standards of performance in the following areas of:

- Relations with the Board
- Community Relationships
- Staff and Personnel Relationships
- Educational Leadership
- Business and Finance
- Professional/Personal Qualities
- Professional Growth

The Administrator will use the above standards to prepare a self-evaluation.

The Board may request input from school districts using Educational Service Unit 7 services and personnel regarding the responsiveness of the Administrator to the needs of the school district.

The Educational Service Unit 7 Board will include specific annual goals or target areas as part of the annual Administrator's evaluation. These written goals or target areas should be developed in collaboration with the Board, the Administrator, and/or Educational Service Unit 7 staff to improve the services provided.

The Board President or Evaluation Committee will develop a written summary of Board-submitted evaluations, including both the strengths and the growth opportunities of the Administrator, and place it in the Administrator's personnel file to be incorporated into the next cycle of evaluations.

Legal Reference:	
Date of Adoption:	February 17, 2003

Date(s) of Review and Revision:	May 21, 2012 October 15, 2012 June 20, 2016 December 16, 2019 December 21, 2020 October 18, 2021 October 17, 2022 October 16, 2023 October 21, 2024 October 20, 2025
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Section 3 - Special Education

Article V, Section 3, A Special Education

The ESU will abide by all state and federal laws and regulations relating to special education.

1. Free Appropriate Public Education: The Board affirms its position that students with disabilities are entitled to a free appropriate public education in conformance with Nebraska Department of Education Rule 51. As and to the extent the services to a special education student are the responsibility of the ESU, the services are to:
 - a. be in conformance with the student's Individualized Education Plan (IEP) or Individual Family Service Plan (IFSP),
 - b. meet the standards that apply to education provided by the school in which the student is enrolled, and
 - c. provide the student with all of the rights of a child with a disability who is served by the school in which the student is enrolled.
2. Student Records - Rights and Privacy: Student records are to be maintained in conformance with the requirements of the Family Educational Rights and Privacy Act (FERPA) and NDE Rule 51. The Administrator or designee shall establish procedures to protect the confidentiality of personally identifiable information at collection, storage, disclosure and destruction stages.
3. Procedural Safeguards: The special education programs and services operated by the ESU or provided to schools by contract shall comply with the procedural safeguards specified in NDE Rules 51 and 52.
4. Plans and Budgets: Special education plans and budgets for schools served will be available for public viewing.
5. Personnel: All personnel assigned to provide special education and related services to children with disabilities are to be appropriately and adequately prepared to provide special education. The Director of Special Education will develop a comprehensive system of personnel development which shall include:
 - a. In-service training;
 - b. Procedures to ensure that all personnel are properly endorsed and adequately trained; and
 - c. Acquiring and disseminating best educational practices and materials developed for the provision of the services.

Legal Reference:	20 U.S.C. 1400 et seq. 34 CFR Part 300 (Individuals with Disabilities Education Act and regulations); §§ 79-1110 to 79-1178 92 NAC 51 (NDE Rule 51) 20 U.S.C. 1232g (FERPA)
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Date of Adoption:	January 20, 2020
Date of Review:	October 20, 2025

Section 5 - Student Welfare

Article V, Section 5, A Child Abuse and Neglect

Any employee of ESU 7 who has reasonable cause to believe a child has been subjected to abuse or neglect or is being subjected to conditions which would result in abuse or neglect shall make a report or cause a report to be made of suspected abuse or neglect directly to local law enforcement or the Department of Health and Human Services, Child Protection Services (CPS). If there is an emergency, the report is to be made to local law enforcement immediately. To fulfill their statutory duty, the employee shall also make the report or confirm that the report has been made to local law enforcement or CPS. After the report is made, the employee must, within the same day, inform their immediate supervisor in order to coordinate investigations with law enforcement.

Confidentiality of the person making the report shall be maintained to the extent practicable. The Administrator or designee is to establish and implement procedures to ensure such confidentiality.

The Administrator or designee shall provide employees information and in-services as appropriate to ensure that employees fully understand their responsibility under the law and the ESU's procedures.

Legal Reference:	§ 28-711
Date of Adoption:	May 20, 2019
Date of Review:	June 15, 2020 June 21, 2021 October 20, 2025

Article V, Section 5, B Corporal Punishment

Use of corporal punishment is prohibited by ESU 7. Corporal punishment for purposes of this policy means the infliction of bodily pain as a penalty for disapproved behavior. This does not include physical contact that is intended to preserve order in schools or to protect persons or property from harm. Any physical force used with students shall be limited to that which is reasonable in relation to the need for self-defense, the defense of others, the defense of one's property or the defense of another's property.

Any employee who has been involved in an incident involving the use of physical force with a student shall make an oral report of such circumstances to the Administrator or designee as soon as is practicable and within twenty-four hours. The Administrator or designee shall prepare a memorandum of such report and, as deemed appropriate, investigate and report the incident to the appropriate administrator of the school in which the student is enrolled. A child abuse or neglect report shall be made in the event such is warranted.

The Administrator or designee shall provide employees information and in-services as appropriate to ensure that employees fully understand their responsibility to not use corporal punishment and the ESU's procedures.

Legal Reference:	§ 79-295 NDE Rule 27.002.09 and 27.004.03G
Date of Adoption:	May 20, 2019
Date of Review:	October 20, 2025

Bridges Program

25-26 School Year

Administrator/Teacher



Jenna Mattox

SLP/BCBA/Teacher



Shayna Cepel-
Speech Language
Pathologist



Steph Johnson
Board Certified Behavior
Analyst



Amy
Mazankowski-teacher

Support Staff



Abby



Kaylee



Kinsey

Support Staff



Violeta



Susan



Faye

Vision and Mission

Vision

ESU 7 Bridges is committed to unlocking students' potential by meeting them where they are academically, behaviorally, and socially, building on their strengths to foster meaningful growth.

Mission

Bridges strives to equip students with the behavioral and academic skills needed to transition successfully to their resident school districts and communities as engaged and capable learners.

Data Snapshot

2024-2025

- 5 students served
- 1 on the waitlist

2025-2026

- 7 students currently enrolled
- 7 on the waitlist

Future Enrollment

- **2026 and beyond**
 - Capacity is for 10 students
 - Would need to hire another teacher
 - Would need to hire 3 more paras to support 1:1 with students

Supported Districts

- Cross County
- David City
- Humphrey
- Fullerton
- Shelby Rising City
- Columbus

Districts that are on the waitlist

- Columbus
- Twin River
- High Plains
- Palmer
- David City

How do students get selected for Bridges?

- School districts submit an application
- Application is reviewed by the core team
- Core team members do an observation of student
- Decision is made if student qualifies for Bridges
- IEP meeting happens to get the student's ready to attend Bridges

How do students return to districts?

- Student have been meeting their academic and behavioral goals
- Transition plan is started between school district and Bridges
- Student does visits between school district and Bridges before returning to school full time

Testimonies to the Program

“Since going to Bridges, **my son has made leaps and bounds** in his development and has made great progress. We are so thankful that he’s able to attend this wonderful school and for the staff who works hard everyday to ensure **he’s getting what he needs everyday**. They are in constant communication with us and are always willing to find solutions to any challenge or problem. I truly appreciate them and can’t say enough good things about them and the program.”

(Mom of CC student)

Testimonies to the Program

“<Student name> being in the Bridges program has been truly like night and day. <Student name> wants to go to school! Sometimes even not during school hours. He doesn't have a hard time after coming home from school anymore. **He is happy!** Not only has his demeanor changed, he is starting to want to help with things at home. Things that we have been working with him for years. Trust me when I say <Student name> will not do anything he does not want to do. **He is starting to have so much confidence he wants to do things independently.** He wants to try! That's huge for him. “

(Mom of current Bridges Student)

Testimonies to the Program

“Bridges has been an exceptional program that has allowed students to show **tremendous growth in a such a short amount of time**. The communication between staff members and service providers has been top notch. Students have demonstrated the ability to communicate more clearly their wants and needs when put in specific situations. Jenna and staff have provided great communication as to how the student is doing and what they are needing further assistance with in order to make the student successful. Bridges’ structure of the day and staff have set up an opportunity for success for each student. **I would recommend Bridges** to those who would qualify for this setting. “

Staci Worm (Occupational Therapist)

Testimonies to the Program

My privilege to send this in support of not only the program BUT your leadership:

The Bridges program has been a **transformative asset for our districts**, providing tailored support that enables personal growth and academic achievement. Under the guidance of Mrs. Mattox, the program has been **customized specifically to meet our student's unique needs**, allowing the student to reach significant milestones.

The Bridges program delivers critical expertise that our district, and many others, require to enhance student success. As a district administrator, I am very appreciative of the care and compassion demonstrated by the Bridges team. **Their dedication extends beyond students**, embracing the families they serve with equal commitment.

A key strength of the Bridges program is its effective communication, which ensures that both the district and families are well-informed of the students' goals and progress. This **transparency fosters a collaborative environment** that supports student success.

Furthermore, the external program option offered by Bridges provides a valuable pathway for individual students to succeed, offering personalized support that might not be available within the typical school framework. This aspect of the program is crucial, as it **opens up new avenues for students to thrive academically and personally**. (Tammy Carlson, Principal of Fullerton Public Schools)

Testimonies to the Program



September '25 Treasurer Report

Beginning Balance SEPTEMBER 1, 2025			\$49,903.64		
RECEIPTS					
Property taxes		\$659,265.41			
SPED		\$31,018.51			
General/Flow Through		\$224,674.68			
Grants		\$29,522.98			
TOTAL RECEIPTS		\$944,481.58	\$944,481.58		
			\$994,385.22		
Transfer to Money Market			\$265,000.00	+	
Total Funds Available			\$1,259,385.22		
DISBURSEMENTS:					
General Fund		\$529,191.28			
SPED		\$463,092.97			
Receipts as credits		\$0.00			
Grants		\$213,518.55			
Total DISBURSEMENTS Check #80344thru #80530		\$1,205,802.80	\$1,205,802.80	-	
Ending balance, SEPTEMBER 30, 2025			\$53,582.42		

Checking balance					\$53,582.42
Money Market Deposit Account at First National Bank					\$4,395,000.00
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)					\$6,048,582.42
CASH RESERVE	\$1,836,169.70				
Funds that are due to ESU 7					
Grants				(\$1,388,542.94)	
Outstanding Receivables				(\$53,315.70)	
Total due to ESU 7				(\$1,441,858.64)	

	2024-25	2025-26	2024-25	2025-26		
	Dollars Spent Per Month	Dollars Spent Per Month	Percentage spent each month	Percentage spent each month		
September	\$259,014.74	\$304,434.09	7.85%	8.29%	Total Budget	\$19,927,205.15
October	\$126,728.31	\$0.00	3.84%	0.00%	30% of budget	\$5,978,161.55
November	\$231,711.52	\$0.00	7.02%	0.00%	Earmarked set aside	\$4,815,500.00
December	\$212,598.74	\$0.00	5.79%	0.00%	Total budget spent to date	\$1,203,696.27
January	\$218,968.52	\$0.00	6.64%	0.00%		
February	\$209,107.64	\$0.00	6.34%	0.00%	NOTES	
March	\$227,262.37	\$0.00	6.89%	0.00%		
April	\$208,706.72	\$0.00	6.33%	0.00%		
May	\$221,697.53	\$0.00	6.72%	0.00%		
June	\$212,543.79	\$0.00	6.44%	0.00%		
July	\$202,459.41	\$0.00	6.14%	0.00%		
August	\$411,597.14	\$0.00	12.48%	0.00%		
Approved Total General Budget for Levy \$			\$3,299,168.88	\$3,672,339.40		
Total Spent to date			\$2,742,396.43	\$304,434.09		
Dollars approved from cash reserve				\$0.00		

Marci's ESUpdates Oct. 2025

402-809-1566 (CELL)
mostmeyer@esu7.org



NASB Goal Setting Retreat



Relations with Board (Open communication):

- Recommendations on Discussion and Action Items in August and September board meetings.
- Timely updates issues regarding facilities and finance
- Monthly updates on Transition Plan (July , August , Sept., Oct)
- Met one-on-one with each board member (July/August)
- Goal Setting Retreat with NASB (September)

Community Relationships (Involvement):

- Connecting with the Columbus Chamber's Rylee Seim

Staff and Personnel Relationships (Caring for our Staff):

- Supporting displaced Learning Academy staff
- Meeting with ESU 7 Directors to review and respond to personnel needs
- Walk through of all departments and visiting with personnel
- One on one meetings with 6 of 12 Agency Team members (others are scheduled)

Educational Leadership

Provide vision and leadership to support our schools

- Planned September 23rd Superintendent meeting and data dig
- One on one meetings with ESU 7 Superintendents (6 completed)

Business and Finance

- Finalized budget for 25-26
- Created slides for budget hearing and tax asking

Professional Growth/Personal Qualities

- Attended School Law Update with NCSA
- Attended NASA Region III Superintendent Meeting
- Attended NASB's area membership meeting in York with 3 board members.
- Attended the Nebraska Department of Education Accessibility training with 2 staff members.
- Attended the ESU Professional Development Organization (PDO) session in Kearney.

Transition Plan Update

Phase I- Pre-Transition Activities Hire Date to June 30, 2025



- Meet with Interim Administrator Kris Elmshaeuser and Former Administrator Larianne Polk for information on staff, services, budget and facilities.
- Review the ESU 7 Strategic Plan, vision, mission, continuous improvement plans and other documents.

STAFF



- Have one-on-one conversations with each ESU 7 Director
- Meet with Executive Secretary to prepare for July 1 start date
- Conduct a Staff Survey
 - ESU 7's Chief Administrator regularly visits schools to ask 'What are we doing well that you'd like us to keep doing?' and 'What is something we could do to improve?' I'd ask the same things of our staff in a survey.



SERVICES



- Ensure all processes, trainings, and hires are in place to enact the 25-26 Service Plan on August 1, 2025
- Continue to follow the developments in Literacy to determine next steps for ESU support

BUDGET



- Review ESU 7's 67 budgets (19 general, 17 special education & 31 grants)
- Analyze valuation estimation (April) to anticipate budget expectations for 25-26
- Meet with ESU 7 Business Manager and Interim Administrator to be part of 25-26 Budget process

FACILITIES



- Attend briefings on Bridges construction to ensure timely completion

BOARD COMMUNICATION



- Face to Face Conversations
 - Have a one-on-one conversations with each board member
- Regularly report progress on transition.

Postponed items are still planned. The timeline has moved later.

Phase II- First 30 Days July 2025

STAFF



- Create a communications plan
- Meet one-on-one with each Agency Team member

SERVICES



- Meet with the Superintendent Executive Committee for planning and assurance that ESU 7's service delivery will remain consistent
- Ensure final pieces are in place for the 24-25 Service Plan and prepare for the rollover to the new year

BUDGET



- Continue to meet with Business Manager for the 25-26 Budget
- Prepare for the September Budget Hearing

FACILITIES



- Conduct a walkthrough of all facilities to evaluate current conditions, safety standards, and overall utilization
- Meet with Building and Grounds Engineer to review maintenance plans and any known infrastructure needs
- Identify short-term facility improvements that align with budget constraints

BOARD COMMUNICATION



- Schedule a series of meetings with the board to understand board expectations, discuss strategic goals, and review board-specific priorities

Phase III- Next 90 Days August 2025 to October 2025

STAFF



- Create a detailed communications plan for staff, schools, and board
- Engage with staff through our All Staff meetings.
- Unveil the What I Expect... What I need document

SERVICES



- Meet individually with each ESU 7 Superintendent
- Conduct a detailed evaluation of all 24-25 services, including data analysis on performance and stakeholder satisfaction.
- Prepare for the 26-27 Service Planning Process

BUDGET



- August- Make revisions based actual valuation numbers
- August- Focus on grants and make changes to general & SPED budgets
- Ready for September's Budget Hearing, Tax Asking and budget approval by full ESU 7 Board
- Submit budget document to Nebraska Department of Education by September 30th

FACILITIES



- Develop a short-term facilities improvement plan focused on safety, functionality, and accessibility.
- Assess facility usage patterns and consider strategies for optimizing space.
- Engage with facilities management on cost-effective improvements or necessary maintenance projects.

BOARD COMMUNICATION



- Formulate short-term and long-term goals and objectives in alignment with ESU 7's Strategic Plan, mission, vision and board expectations.

Educational Service Unit 7

2025-26 ESU Administrator-Board Goals

Marci Ostmeyer
ESU Administrator

Doug Pauley, President

Bob Arp

Joyce Baumert

Amy Blaser

Marni Danhauer

Karen Gomez

Don Graff

Beth Kabes

Clark Lehr

Dawn Lindsley

Richard Stephens

Jack Young

Educational Service Unit 7 2025-2026 ESU Administrator-Board Goals

The following board and administrator goals reflect a summary of feedback received from the administrator and the board during the goal planning retreat held on September 29, 2025. The board will support the success of the administrator through committee and regular board meeting discussion, consideration, and action.

The administrator, in collaboration with the board, will prioritize the goals according to urgency and impact. Updates will be presented to the board through board meetings. The reports will outline the administrator's progress, success, and outcome of the identified goal presented.

Goal I: Staff Leadership and Professional Development

Objective: To demonstrate professional leadership, a commitment to growth, improved services and learning for learning for staff, students, and member districts.

Strategy I. The administrator and board provide effective leadership through the support, evaluation, and accountability of staff.

ESU Administrator Performance Indicators:

- A. By July 2026, assess, consider, and revise the current staff onboarding and mentoring process for incoming staff. Consider the need to modify to support 1) the transition of new staff to ESU7, 2) foster professional growth, and 3) improve staff retention.

Measurable Action steps:

- Collaborate with the Agency Team to assess current onboarding and mentoring practices and identify areas for improvement, assessing orientation sessions and workflow documents.
- Continue to implement feedback mechanisms (e.g., surveys, focus groups) to monitor the effectiveness and satisfaction of the staff and make data-informed adjustments.
- In collaboration with Agency Team, consider and develop succession plans for key staff (i.e. ESU Administrator, Business Manager, Executive Assistant, etc.)
- Evaluate outcomes annually, including staff satisfaction, performance, and retention data, to inform program updates.

Board Performance Indicators

- A. By July 2026, the ESU 7 board will formalize a process to mentor and onboard new board members.

Measurable Action steps:

- Collaborate with the ESU 7 Administrator to assess current onboarding and mentoring practices and identify areas for improvement.
 - Collaborate with the ESU 7 Administrator in the development of a structured onboarding program. The plan will include orientation session, clear expectations, and introductions to key policies, and the ESU 7 Administrator evaluation tool.
- B. By July 2026, the ESU 7 board will attend at least two professional learning events.
- C. By July 2026, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district and train board members on the meaning of the data.

Goal II: Resources and Management

Objective: Develop and implement a transparent, program- and student-centered budget planning and management process that aligns financial resources with ESU 7 priorities, supports academic success, and ensures fiscal responsibility.

Strategy I. Continue to utilize a collaborative budget process that is data-driven and allows for input from staff and the board. Member school districts provide information for the budget through the Service Planning process. Prioritize resource allocation to support identified services and programming identified by member school districts and ESU 7 goals, while monitoring expenditures through consistent reporting and accountability to the board through monthly board meeting reports.

ESU Administrator Performance Indicators:

- A. The ESU will establish and sustain a transparent, program- and service-focused budgeting process.

Measurable Action steps:

- Clearly communicate budget priorities and the impact on member school districts success to the board.
- Actively pursue supplemental funding to supplement the operating budget.
- Continue to provide regular board meeting financial reports that provide comparative historical data, an up-to-date spending summary, and other relevant data aligned to ESU 7's strategic goals and board priorities.

Board Performance Indicators

- A. By July 2026, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report on the tailored services provided by ESU 7 and the outcomes measured.

Strategy II. Provide organizational leadership throughout all levels of ESU 7 to ensure fiscal responsibility by allocating, utilizing, and investing ESU resources to support facilities that meet the needs of staff, students, and member school districts.

ESU Administrator Performance Indicators:

- A. ESU 7 will establish and complete comprehensive facilities and staffing analysis to support the short- and long-term goals of ESU 7.

Measurable Action steps:

- Collaborate with the board to study and review the current short- and long-term facility plans to reflect current ESU 7 needs, including fiscal impact and maintenance priorities, upkeep of quality learning environments and safe and secure facilities and grounds.
- Assess facility usage patterns and consider strategies for optimizing space.
- Engage with facilities management on cost-effective improvements and maintenance projects.
- Maintain an up-to-date facilities plan to include immediate and future facility needs.

ESUCC Update- October 2025

- **Discussion about changing dates, frequency and purpose of statewide meetings (PDO, SDA, TLT, NOC, ESPD)**
 - **This impacts: Dan, Tami, Beth, the PD Staff and me**
 - **ESUCC Board will vote in November on the changes**
- **ESU Standards (for accreditation) are being considered for revision. More details to come.**
- **Accessibility guidelines for entities with populations greater than 50,000 go into effect April 2026**

ESUCC Update- September 2025

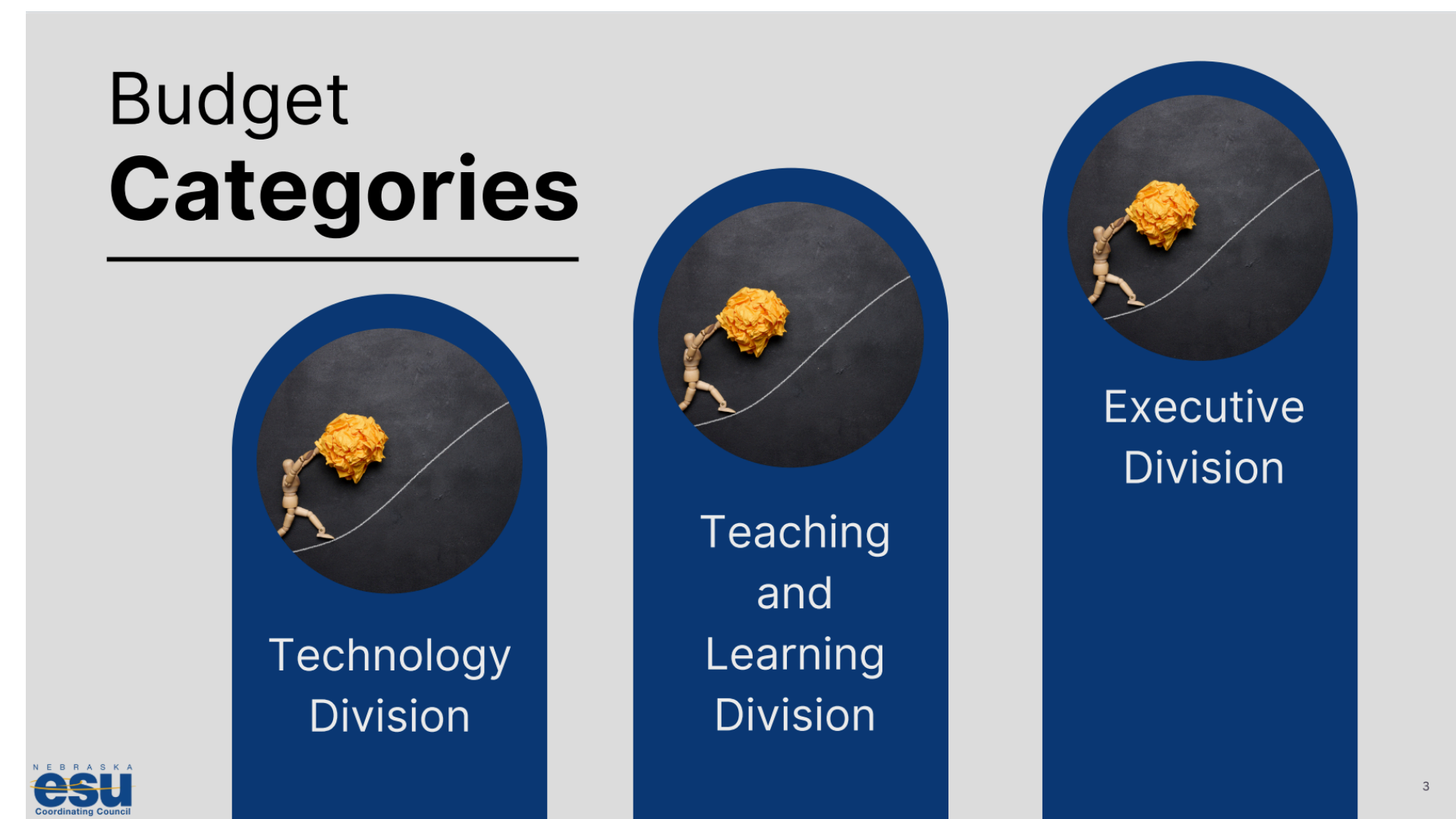
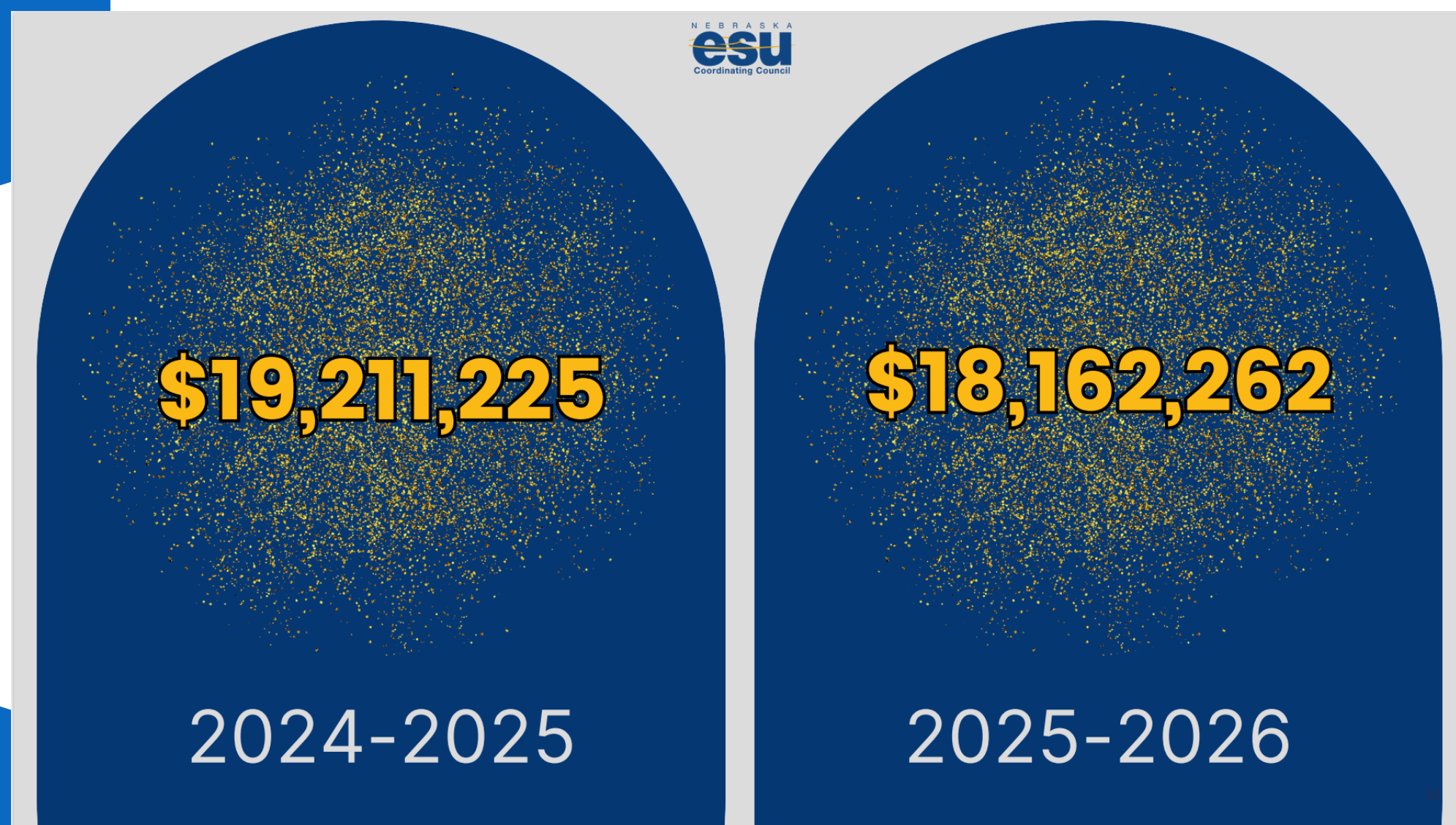
What is ESUCC?

Nebraska's ESU Coordinating Council (ESUCC) is a dynamic organization that works closely with each of Nebraska's seventeen educational service units (ESU). The ESUCC board is made up of an administrator from each unit. Together, the ESUCC provides critical, cost-effective services to Nebraska students, teachers, school leaders and school districts.

It was created in 2007 by state statute, and became active in 2008.

ESUCC Update- September 2025

Budget Hearing & ESUCC Meeting Sept 11/12 in Kearney



Decrease due to change in budget authority

ESUCC Update- September 2025

Educational Resources Committee- Sept 11th

- Updates on Statewide work and the Nebraska Department of Education

Board Meeting- Sept 12th

- Approved the Budget
- Project Profile- BITS
- Discussion about Federal Grants
- Planning for new Accessibility Rules

PROJECT PROFILE CALENDAR

ESUCC Board Meeting: Position Profile
Agenda Item

GROUP	MONTH
Cybersecurity	January
PowerSchool	February
SRS and Project Para	March
Non-Public Textbook Loan	April
Coop	May
No Meeting	June
Budget Meeting - No Profile	July
No Meeting	August
BITS	September
CANVAS	October
PDO	November
No Meeting	December

ESUCC Update- August 2025

What is ESUCC?

Nebraska's ESU Coordinating Council (ESUCC) is a dynamic organization that works closely with each of Nebraska's seventeen educational service units (ESU). The ESUCC board is made up of an administrator from each unit. Together, the ESUCC provides critical, cost-effective services to Nebraska students, teachers, school leaders and school districts.

ESUCC Update- August 2025

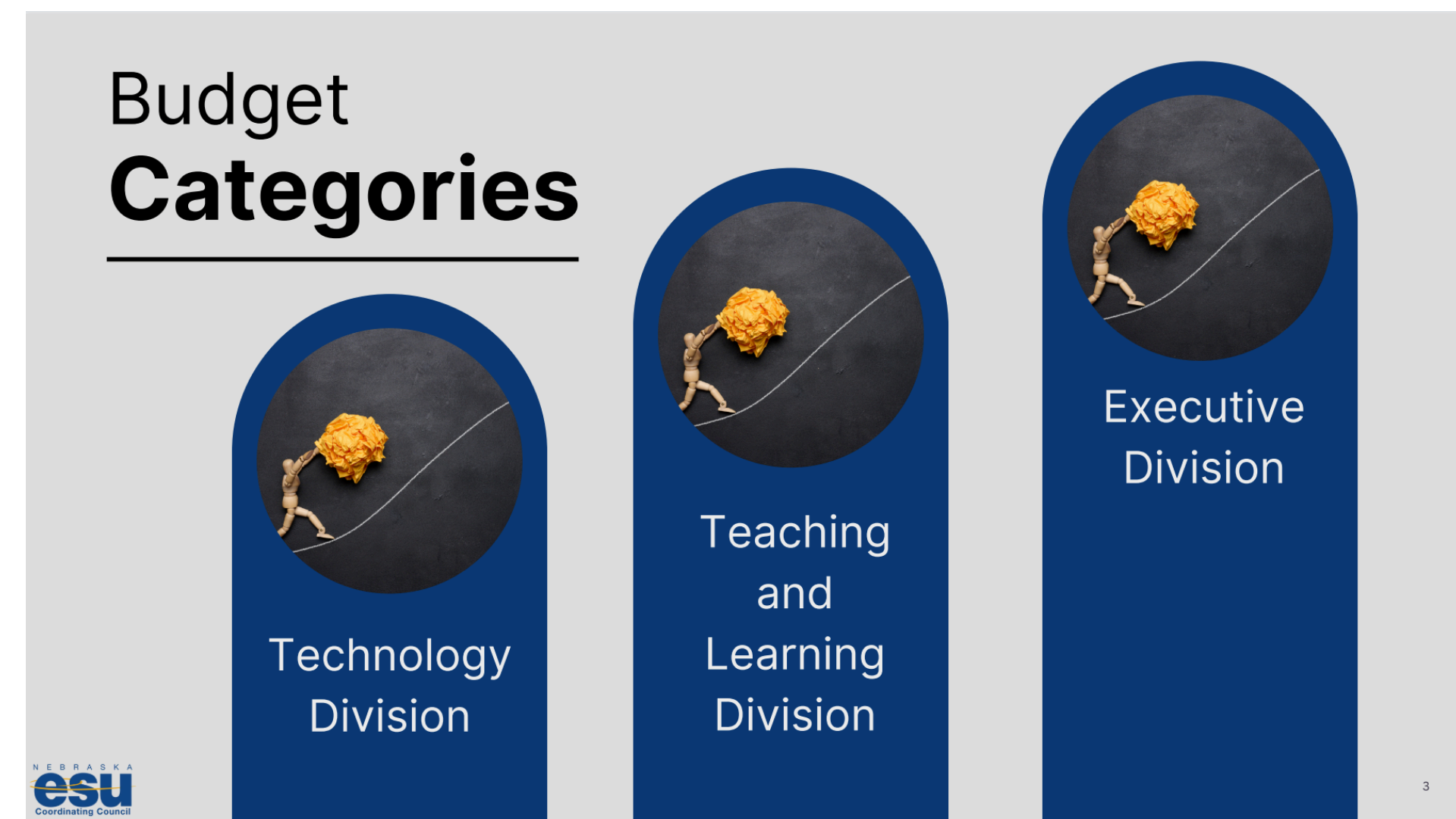
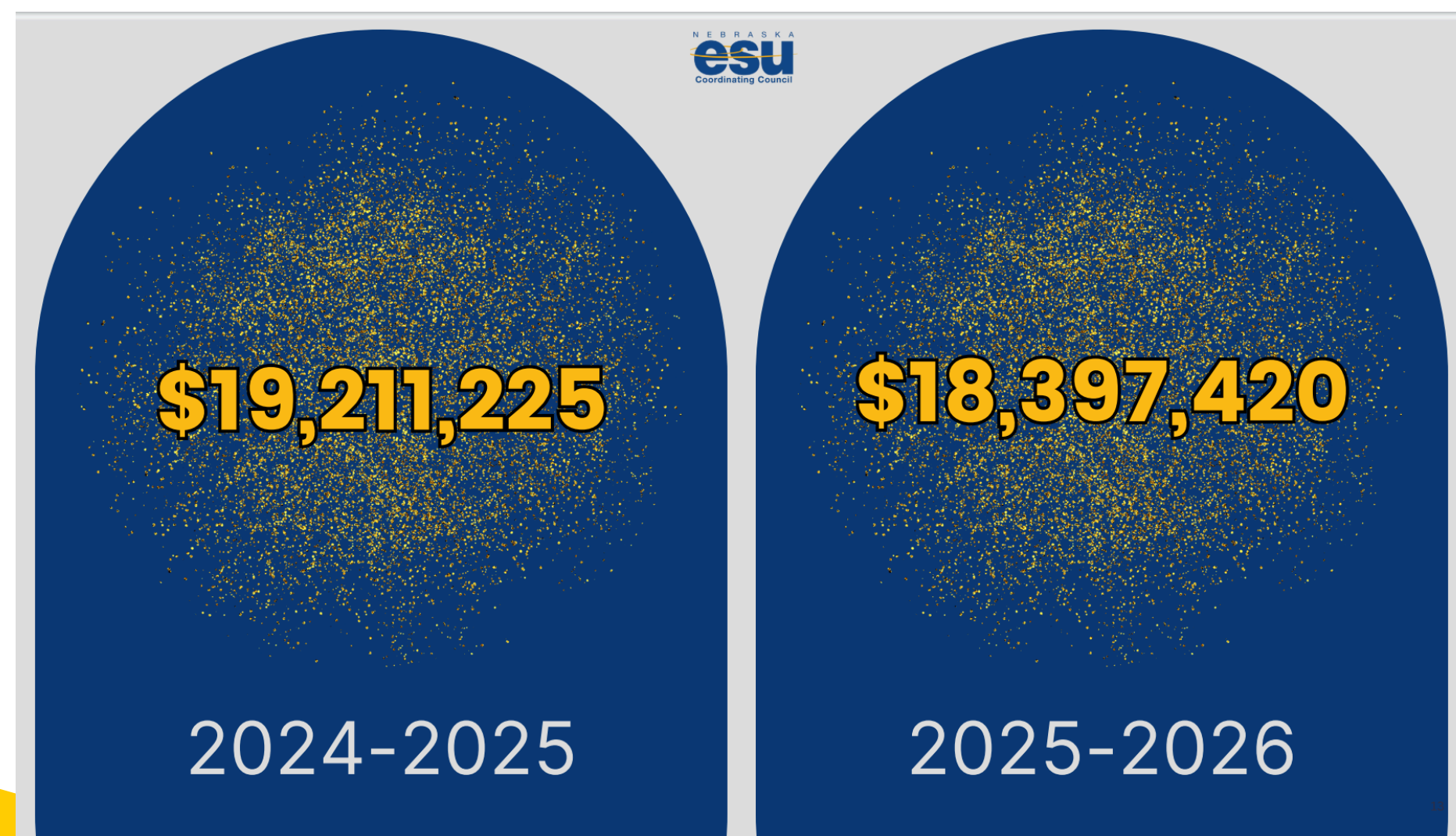
Rule 84- Meeting July 22, 2025 in Kearney

Joint meeting with representatives from ESUs and Nebraska
Department of Education
10 Priority Areas

003.02A1 The ESU administrator or his or her designee shall participate in two jointly established meetings with representatives of the Department and the ESU Coordinating Council annually to establish the *focus and coordination* of necessary core services based on priorities and on needs that are identified through the analysis of data.

ESUCC Update- August 2025

Budget Preview & ESUCC Meeting July 23, 2025 in Kearney





**ESUCC Cooperative Purchasing
Sales & Savings By Member
ESU # 07**

	<u>Member Name</u>	<u>City</u>	<u>Member Cost</u>	<u>Savings</u>
12-0701	Aquinas Catholic Schools	David City	47,954.52	10,783.75
06-0001	Boone Central Schools	Albion	102,286.72	39,088.29
07-16	Central City Public Library	Central City	645.66	300.25
61-0004	Central City Public Schools	Central City	140,902.40	52,316.08
19-0058	Clarkson Public Schools	Clarkson	6,254.96	3,482.54
07-25	Columbus Public Library	Columbus	248.98	27.15
71-0001	Columbus Public Schools	Columbus	200,455.97	102,525.07
72-0015	Cross County Community Schools	Stromsburg	61,941.12	17,668.44
12-0056	David City Public Schools	David City	185,779.40	58,738.92
12-0502	East Butler Public Schools	Brainard	68,590.06	20,950.18
00-0007	Educational Service Unit 07	Columbus	197,524.42	180,853.25
63-0001	Fullerton Public Schools	Fullerton	26,835.81	12,980.62
72-0075	High Plains Community Schools	Polk	362.57	40.29
71-0706	Holy Family Catholic School	Lindsay	2,953.97	937.67
19-0704	Howells Community Catholic School	Howells	2,460.78	797.85
19-0070	Howells-Dodge Consolidated Schools	Howells	1,492.72	323.65
71-0067	Humphrey Public Schools	Humphrey	77,958.51	20,394.32
71-0708	Humphrey St Francis Schools	Humphrey	3,319.50	1,612.30
71-0701	Immanuel Lutheran Elementary	Columbus	18,115.81	6,126.28
71-0005	Lakeview Community Schools	Columbus	119,978.20	35,025.46
19-0039	Leigh Community Schools	Leigh	11,410.83	8,318.85
71-0717	Lindsay Academy	Lindsay	1,410.00	248.82
72-0019	Osceola Public Schools	Osceola	4,488.75	2,382.15
61-0049	Palmer Public School	Palmer	86,694.83	20,636.15
19-0123	Schuyler Community Schools	Schuyler	161,549.29	38,592.88
71-0705	Scotus Central Catholic	Columbus	25,248.89	16,361.29
72-0032	Shelby-Rising City Public Schools	Shelby	27,628.76	8,689.33
71-0702	St Anthony Elementary School	Columbus	5,215.89	920.45

For questions or additional information contact Jenny Ciancio at jciancio@esucc.org
Cost savings may vary based on vendor reporting methods.

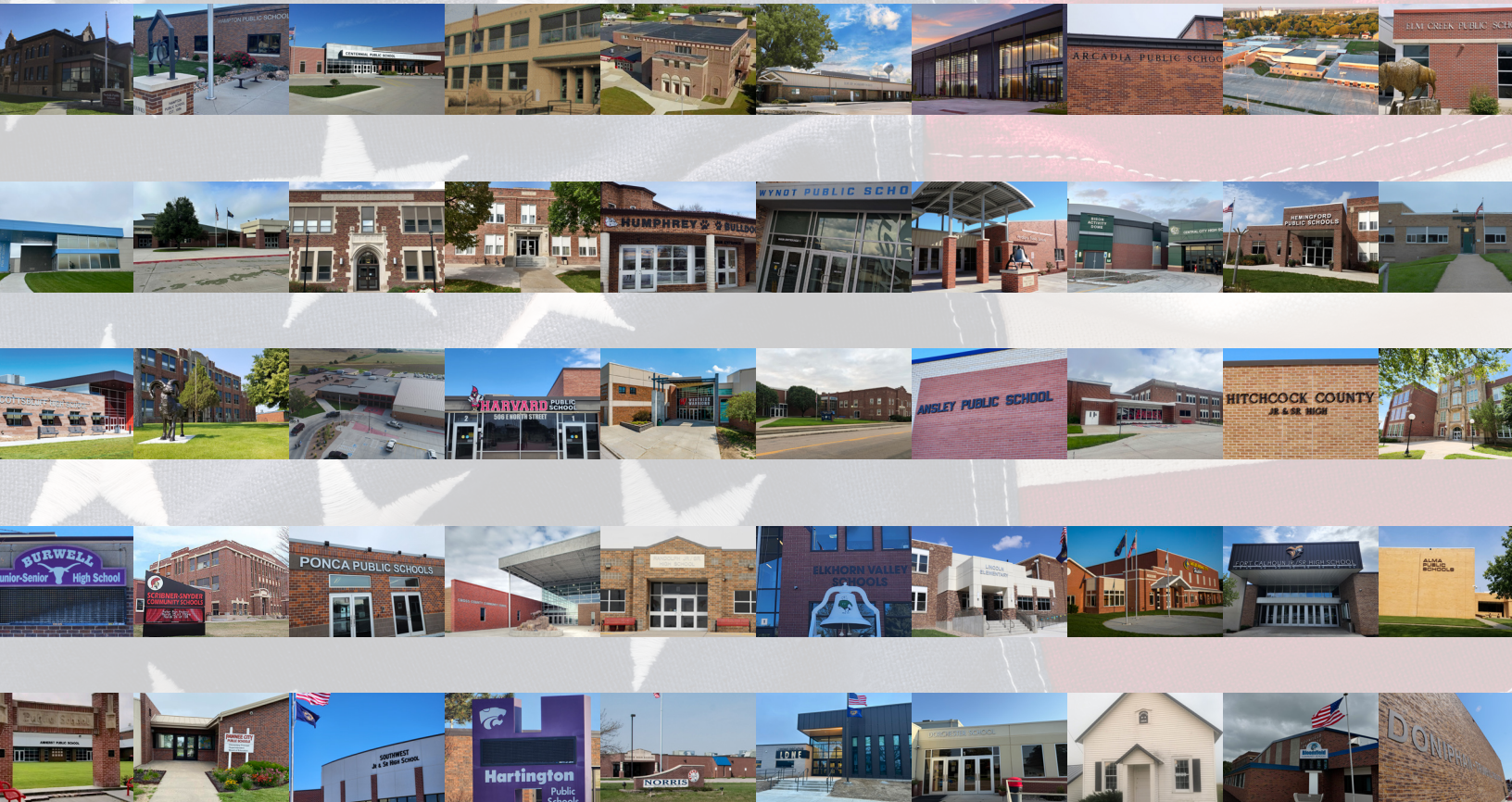


**ESUCC Cooperative Purchasing
Sales & Savings By Member
ESU # 07**

	<u>Member Name</u>	<u>City</u>	<u>Member Cost</u>	<u>Savings</u>
71-0702	St Anthony's School	Columbus	183.89	68.77
71-0703	St Bonaventure Catholic Elementary School	Columbus	4,158.93	1,427.40
06-0017	St Edward Public Schools	St Edward	8,261.74	2,331.87
71-0704	St Isidore School	Columbus	6,708.02	1,996.32
19-0703	St John Neumann School	Clarkson	1,044.56	391.94
06-0701	St Michael's School	Albion	7,569.86	1,144.44
07-88	Stromsburg Public Library	Stromsburg	360.57	150.67
63-0030	Twin River Public Schools	Genoa	4,328.13	3,282.77
	<u>Grand Totals</u>		<u>\$1,622,325.02</u>	<u>\$671,916.46</u>

2025 State Education Conference

November 19-21 - CHI Health Center - Downtown Omaha



“Out of the Public Schools
Grows the Greatness of the Nation”
— Mark Twain



REGISTRATION FOR THE 2025 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 10, 2025

To register, go to www.NASBOnline.org

Log in using your email and password, and click the 'Events' tab to register.



Registration fees for the conference are as follows:
 REGISTRATION SEPTEMBER 10 - NOVEMBER 7
 PRE-CONFERENCE REGISTRATION
 CANCELLATION FEE (PRIOR TO 11/7)
 (No refunds after the registration deadline)

\$350	LATE-REGISTRATION NOVEMBER 8 - ON-SITE	\$400
\$100	NON-MEMBER	\$900
\$150	<i>(Substitutions are done at no charge)</i>	

Hotel Reservations

TO RESERVE ACCOMMODATIONS AT THE CONFERENCE HOTELS YOU MUST FIRST REGISTER FOR THE CONFERENCE AS DESCRIBED ABOVE.

To qualify for a room, you must first register for the Conference.

Once your conference registration is complete, you will receive an email with your NASB Registration code and a Conference Hotel reservation link. The code will not be activated until 10:00 AM CT, Wednesday, September 24, 2025

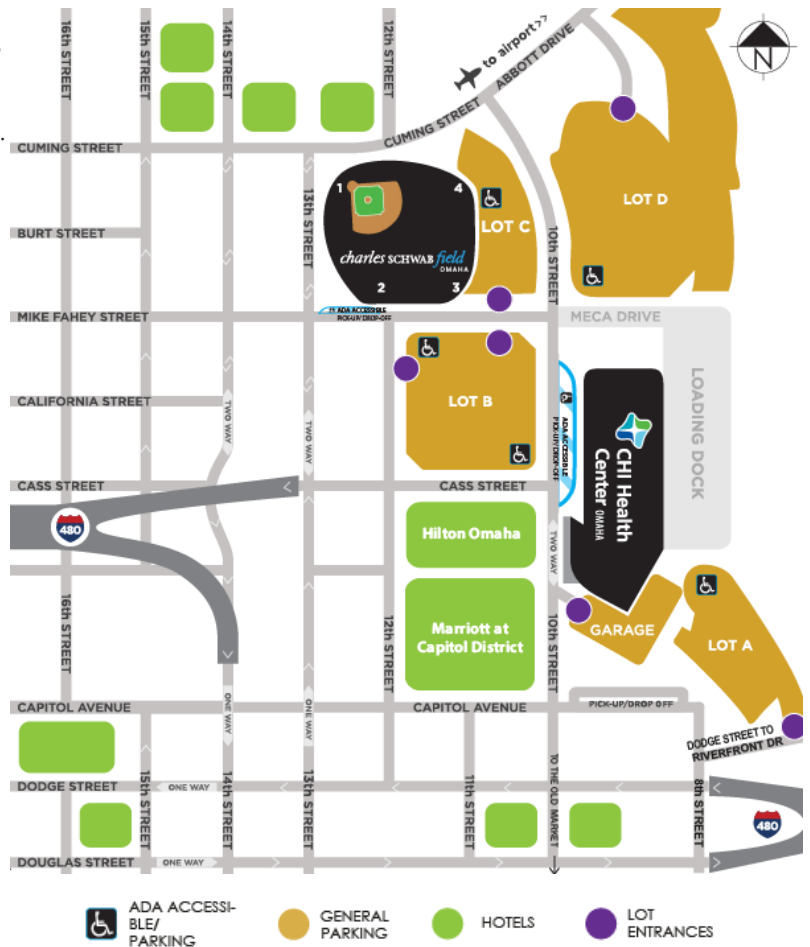
SUBMIT YOUR CONFERENCE HOTEL ROOM REQUEST WEDNESDAY, SEPTEMBER 24, 2025.

THE OMAHA CONVENTION & VISITORS BUREAU WILL ACT AS THE HOUSING AGENT FOR ALL PROPERTIES.

Hilton Omaha - 1001 Cass Street
 \$161 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 29, OR UNTIL FULL

Omaha Marriott Downtown - 222 North 10th Street
 \$164 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 28, OR UNTIL FULL

A RESERVATION AT ONE OF THE ABOVE IS NOT REQUIRED TO ATTEND THE STATE EDUCATION CONFERENCE



WEDNESDAY, NOVEMBER 19

Pre-Conference Sessions
1:00 to 4:00 PM

Exhibitor Reception
4:00 to 5:30 PM

THURSDAY, NOVEMBER 20

Board Member Boot Camp
7:00 to 8:00 AM

Opening Keynote Speaker
8:15 to 9:30 AM

A - Breakout Sessions
9:45 to 10:45 AM

B - Breakout Sessions
11:15 AM to 12:15 PM

Thursday Luncheon Keynote Speaker
12:30 to 2:00 PM

C - Breakout Sessions
2:15 to 3:15 PM

D - Breakout Sessions
3:30 to 4:30 PM

FRIDAY, NOVEMBER 21

Classroom Showcase
8:00 to 11:30 AM

NASB Delegate Assembly
8:00 to 9:30 AM

NASA Membership Meeting
8:00 to 9:30 AM

E - Breakout Sessions
9:15 to 10:15 AM

F - Breakout Sessions
10:30 to 11:30 AM

Friday Luncheon Keynote Speaker
11:45 AM to 1:15 PM

19th

DAY 1

WEDNESDAY, NOVEMBER 19, 2025

NASB LEGISLATION COMMITTEE MEETING

NASA EXECUTIVE BOARD MEETING

PRE-CONFERENCE SESSIONS

EXHIBITOR RECEPTION

NASB BOARD MEETING

20th

DAY 2

THURSDAY, NOVEMBER 20, 2025

BOARD MEMBER BOOT CAMP

OPENING & LUNCHEON KEYNOTE SPEAKERS

SUPERINTENDENT OF THE YEAR RECOGNIZED

BREAKOUT SESSIONS (A, B, C & D)

21st

DAY 3

FRIDAY, NOVEMBER 21, 2025

NASB DELEGATE ASSEMBLY

NASA MEMBERSHIP MEETING

CLASSROOM SHOWCASE

BREAKOUT SESSIONS (E & F)

SCHOOL BOARD MEMBER OF THE YEAR PRESENTED

CLOSING KEYNOTE SPEAKER

ADJOURN



REDEFINE IMPOSSIBLE

JAMES LAWRENCE

THURSDAY MORNING OPENING SPEAKER - 8:15 TO 9:30 AM

Known as The Iron Cowboy for the signature cowboy hat he wears while running races so his five kids can see him coming from far away, James Lawrence is an ultra-endurance athlete who has pushed himself beyond what many doctors previously believed to be physiologically possible. In so doing, he has redefined both mental toughness and physical endurance. James spent a decade in the mortgage and finance business before losing it all in the financial crisis of 2008. At rock bottom, his career as the greatest endurance athlete on the planet started quite humbly, struggling to complete a local 4-mile fun run with his wife, Sunny. Inspired by that experience, on that day he learned a lesson that has served him well ever since. "I quickly realized that 'hard' looks different for everyone. Back then, four miles was really difficult for me. But I learned that one of the most important things in life is simply showing up." Today, James is one of the most dynamic, inspiring, larger-than-life keynote speakers in the world, is a best-selling author and the subject of a critically acclaimed feature film. He continues to redefine the impossible in his own life, while teaching audiences around the world to do the same in their own lives.



THRIVING AS A TEAM WITH THE 3 C'S

DR. JERMAINE DAVIS

THURSDAY LUNCHEON SPEAKER - 12:30 TO 2:00 PM

Dr. Jermaine's presentation "Thriving as a Team" will bring a new and fresh perspective to your team. His guidance will help your team focus on keeping "the main thing the main thing." Courageous conversations, cohesive cooperation, and committed collaboration are possible! Applying his practical and down-to-earth Dump Your Slump Model & Research, Dr. Jermaine's leadership expertise is rooted in his professional experience, academic research, and personal journey, giving him a real-world perspective that resonates. Born and raised in the Henry Horner Housing Projects on Chicago's West Side, Dr. Jermaine learned early that resilience wasn't just a skill—it was a necessity to survive and thrive. After losing six family members, including his youngest brother, Lil' Greg, to violence, he made a promise to break the cycle. Through mentorship, education, and determination, he became the first in his family to graduate from college, earning a B.A. in Speech Communication, an M.A. in Speech Communication, and a Doctorate in Organizational Leadership.



INVISIBLE THREADS: PRIVACY IN THE WORLD OF AI

JOE TOSCANO

FRIDAY LUNCHEON SPEAKER - 11:45 AM TO 1:15 PM

Joe Toscano is an award-winning designer, author of Automating Humanity, and former Google consultant who left the tech industry over concerns about data misuse. Now based in Omaha, he works globally to promote ethical innovation, support privacy legislation, and raise awareness about the dark side of big tech. You may recognize Joe from Netflix's The Social Dilemma, his TEDx Talk "Want to work for Google? You already do," or his appearances on major news outlets. In "Invisible Threads," Joe explores the critical intersection of privacy and AI. He reveals how modern data flows impact our lives, highlights the ethical challenges of AI, and offers forward-thinking solutions to protect privacy in a connected world. This talk is essential for anyone shaping or navigating the digital future.

"Out of the Public Schools Grows the Greatness of the Nation"

Pre

PRE-CONFERENCE SESSIONS WEDNESDAY, NOVEMBER 19 - 1:00 TO 4:00 PM

YOUR DEPARTMENT OF EDUCATION: UNWRAPPED

Understanding the roles of the Nebraska Department of Education and the U.S. Department of Education as they relate to local schools can be confusing. During this pre-session opportunity, staff members of the Nebraska Department of Education will engage participants with knowledge and information sharing on the balance of federal, state, and local education policymaking. We will discuss the key roles the Nebraska Department of Education plays, share priority areas from a new strategic planning process, and discuss how changes at the federal level could impact Nebraska schools and students. Topics will include state and federal finance policy, state and federal requirements for assessment and accountability, accreditation and teacher certification, and much more.

PRESENTERS: Nebraska Department of Education staff

UTILIZING EFFECTIVE SUPERINTENDENT EVALUATION AND BOARD SELF-ASSESSMENT TO SUPPORT STUDENT SUCCESS

Designed for both boards and superintendents, this session will strengthen governance through effective superintendent evaluation, meaningful board self-assessment, intentional relationship-building, and building a district-wide foundation based on common values. Learn how to design an evaluation process that fosters professional goals, clarifies board expectations, and builds trust and cohesion. Explore "trust accelerators" to enhance collaboration, improve decision-making, and provide constructive feedback that supports growth and shared commitment to student success. Leave equipped with practical strategies and resources to enhance board-superintendent collaboration and sustain long-term student outcomes.

PRESENTERS: Troy Loeffelholz - NCSA; Stacie Higgins - NASB



JOIN US!!! EXHIBITOR RECEPTION WEDNESDAY, NOVEMBER 19 - 4:00 TO 5:30 PM



Register now at www.NASBOnline.org



SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE THURSDAY LUNCHEON

Previous Winners Include:

2025 - MELISSA POLONCIC, DC WEST	2012 - BILL MOWINKEL, GRAND ISLAND NW	1999 - KENNETH ANDERSON, HASTINGS
2024 - ANDY RIKLI, PAPILLION LA VISTA	2011 - MIKE CUNNING, HERSHEY	1998 - KEN BIRD, WESTSIDE
2023 - MARK LENIHAN, WAYNE	2010 - KEITH LUTZ, MILLARD	1997 - RICK BLACK, CONESTOGA
2022 - TERRY HAACK, BENNINGTON	2009 - STEVE RECTOR, SOUTH SIOUX CITY	1996 - GARY HAMMACK, KEARNEY
2021 - JIM SUTFIN, MILLARD	2008 - LARRY RAMAEKERS, AURORA	1995 - MARTIN PETERSEN, ALLIANCE
2020 - MARK ADLER, RALSTON	2007 - ROGER BREED, ELKHORN	1994 - VANDLE PHILLIPS, SOUTH SIOUX CITY
2019 - MIKE TEAHON, GOTHENBURG	2006 - RICHARD EISENHAUER, LEXINGTON	1993 - FRED BELLUM, COLUMBUS
2018 - JOHN SKRETTA, NORRIS	2005 - ROY BAKER, NORRIS	1992 - GLENN LARSEN, ADAMS CENTRAL
2017 - CAROLINE WINCHESTER, CHADRON	2004 - DAN ERNST, WAVERLY	1991 - NORBERT SCHUERMAN, OMAHA
2016 - JAY BELLAR, BATTLE CREEK	2003 - RANDY NELSON, NORFOLK	1990 - DOUG CHRISTENSEN, NORTH PLATTE
2015 - BRIAN MAHER, KEARNEY	2002 - PHILIP SCHOO, LINCOLN	1989 - DONALD STROH, MILLARD
2014 - STEVE BAKER, ELKHORN	2001 - KEITH ROHWER, NEBRASKA CITY	
2013 - KEVIN RILEY, GRETNA	2000 - STEVE JOEL, BEATRICE	



ANN MACTIER - SCHOOL BOARD MEMBER OF THE YEAR WILL BE PRESENTED AT THE FRIDAY LUNCHEON

Previous Winners Include:

2024 - BRAD WILKINS, AINSWORTH	2017 - BONNIE HINKLE, GRAND ISLAND	2010 - KIM FASSE, ELKHORN
2023 - ALLISON WELCH, CONESTOGA	2016 - TERRI HAYNES, CHADRON	2009 - RON PEARSON, ESU #3
2022 - MARCIA MAHON, SOUTH SIOUX CITY	2015 - LINDA RICHARDS, RALSTON	2008 - SANDRA JENSEN, OMAHA
2021 - STEVE KOCH, HERSHEY	2014 - BRAD KRIVOHAVEK, NORFOLK	2007 - JOHN HANSEN, BELLEVUE
2020 - MARIAN HOLSTEIN, WINNEBAGO	2013 - PATTY BENTZINGER, NORRIS	2006 - FRED TAFOYA, PAPILLON-LA VISTA
2019 - VALERIE FISHER, PAPILLON-LA VISTA	2012 - KATHY BARTEK, FALLS CITY	2005 - WAYNE ERICKSON, WISNER-PILGER
2018 - KATHY DANEK, LINCOLN	2011 - JULIE AGARD, KEARNEY	2004 - ANN MACTIER, OMAHA



BOARDSMANSHIP



CAREER & COLLEGE READINESS



COMMUNITY ENGAGEMENT



CURRICULUM



ESU



FACILITIES



LEGAL & POLICY



LEGISLATIVE & ADVOCACY



MANAGEMENT/ADMINISTRATION



NEW BOARD MEMBER/NEW SUPERINTENDENT



SAFETY



STUDENTS/EARLY CHILDHOOD



TECHNOLOGY



WELLNESS & RETENTION

“Out of the Public Schools Grows the Greatness of the Nation”

THURSDAY

- A1** LEGISLATIVE UPDATE
- A2** DUAL CREDIT AND WORKFORCE PREPARATION
- A3** PUBLIC COMMENT UNDER THE OPEN MEETINGS ACT
- A4** LEADERSHIP, CULTURE AND COMMON LANGUAGE
- A5** BOARD MEMBER PERSONAL LIABILITY
- A6** HONORS COURSE ENROLLMENT AND SUCCESS
- A7** ENHANCE COMMUNICATION W NON-ENGLISH FAMILIES
- A8** ELEVATING BOARD LEADERSHIP
- A9** PARTNERSHIPS TO COMBAT THE TEACHER SHORTAGE
- A10** SCHOOL SAFETY DOESN'T HAPPEN BY ACCIDENT
- A11** THE ROLE OF THE ATHLETIC ADMINISTRATOR

- B1** Q & A WITH NSAA
- B2** SUPERINTENDENT PANEL - "A DAY IN THE LIFE"
- B3** HANDLING CLOSED SESSION CORRECTLY
- B4** COMMUNITY PARTNERSHIPS WITH A PURPOSE
- B5** PAIN IN THE APP, V. 11.0
- B6** DEVELOPING NEBRASKA'S FUTURE EDUCATORS
- B7** DESIGN, CONSTRUCTION, FINANCE, AND MORE
- B8** STRENGTHENING BOARD & SUPERINTENDENT LEADERSHIP
- B9** EMPOWERING STUDENTS THROUGH SUMMER LEARNING
- B10** CELL PHONES OFF
- B11** TRANSFORMING SCHOOL CULTURE

- C1** STUDENT VOICES
- C2** THINGS YOU NEED TO KNOW AS AN ESU BOARD MEMBER
- C3** NEGOTIATIONS FOR BOARD MEMBERS
- C4** WHY YOUR SCHOOL STORY MATTERS!
- C5** BARGAINING & CONTRACT CONSIDERATIONS
- C6** A BOARD-LED INITIATIVE FOR DIGITAL CITIZENSHIP
- C7** SCHOOL FINANCE REVIEW COMMISSION UPDATE
- C8** COMMUNITY-CENTERED STRATEGIC PLANNING
- C9** EMPOWERING STUDENTS IN SCHOOL MEDIA
- C10** AN EVOLVING TECHNOLOGICAL LANDSCAPE
- C11** ACCESSIBLE PATHWAYS TO CAREERS IN EDUCATION

- D1** LISTENING SESSION W/ MEMBERS OF THE STATE BOARD
- D2** EHA BENEFITS UPDATE
- D3** GLOBAL INSIGHTS
- D4** TEACHER APPRENTICESHIP
- D5** HOT TOPICS WITH KAREN & JIM
- D6** NCSA 3-YEAR MENTORING PROGRAM
- D7** UNDERSTANDING HUMAN TRAFFICKING
- D8** HOW FOUNDATIONS UNITE TO SUPPORT

FRIDAY

- E1** POSITIVITY PROJECT: THE '80S MIX TAPE VERSION
- E2** BIRTH-GRADE 3 APPROACH FOR NEBRASKA SCHOOLS
- E3** TEACHER SHORTAGE: RECRUITING, AND ONBOARDING
- E4** CREATING A CULTURE OF ATTENDANCE
- E5** TRENDS IN DISABILITY LAWS
- E6** ADDRESSING THE TEACHER SHORTAGE
- E7** INCORPORATING AI RESOURCES WITHIN SCHOOLS
- E8** USING DATA TO DRIVE ACCOUNTABILITY & SUCCESS
- E9** RENEWED 'TUDE (RESILIENT EDUCATORS)

- F1** SUPERINTENDENT SHORTAGES & INCREASED INTERIMS
- F2** RULE 10: REQUIREMENTS, REGULATIONS, REPORTS, ETC
- F3** GENERATIVE AI IN PUBLIC SCHOOLS
- F4** FILLING THE ED PIPELINE
- F5** CONSTRUCTION DELIVERY METHODS
- F6** CULTIVATING A CULTURE OF COLLABORATION
- F7** CO-TEACHING: CHATGPT & ME
- F8** STRENGTHENING BOARD LEADERSHIP FOR STUDENT SUCCESS

BOARD MEMBER BOOT CAMP

THURSDAY, NOVEMBER 20 - 7:00 TO 8:00 AM

ROLES, RESPONSIBILITIES, AND CHARACTERISTICS OF EFFECTIVE GOVERNANCE

Start your day with a continental breakfast and an interactive Bootcamp for all board members and superintendents too! Move through the eight engaging stations, each highlighting a key characteristic of an effective board from governance vs. management to fostering accountability and actionable tools to take back to your district. This session serves as a warmup for Breakout Session A8: Elevating Board Leadership: Effective Board Governance = Student Success where we move from the "what" of board work to the "how" of focusing on measured student success. Register for the Bootcamp through the QR Code:



A

A - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 9:45 TO 10:45 AM



A1 LEGISLATIVE UPDATE - 2025 LEGISLATIVE RECAP AND LOOK TO 2026

Join Colby and Mike for a dive into what the Legislature accomplished in 2025 and a look at what is in store for 2026. New policy mandates, option enrollment discussion, retirement and benefit changes, and direction of school finance will all be discussed.

PRESENTERS: Colby Coash - NASB; Mike Dulaney - NCSA



A2 DUAL CREDIT AND WORKFORCE PREPARATION: THE TRANSFORMATIVE POWER OF THE CAREER ACADEMY

The Career Academy is a joint venture between Lincoln Public Schools and Southeast Community College. TCA provides academic and real-world experiences to high school juniors and seniors through high school and dual credit courses. We'll share innovative models that integrate high school academics with industry-relevant skills, creating pathways to immediate employment and higher education; and showcase data-driven outcomes that highlight strategic partnerships between schools and businesses that address critical workforce gaps. This presentation will empower attendees to implement and expand dual credit initiatives, ensuring students graduate with the skills demanded by today's job market.

PRESENTERS: Annie Mumgaard, Josh Jones & John Skretta - Lincoln Public Schools



A3 PUBLIC COMMENT AND LEGAL CONSIDERATIONS UNDER THE OPEN MEETINGS ACT

In this session, we will walk through public comment as prescribed by the Open Meetings Act. Then, we will walk through real-world examples and how boards should handle both simple and complicated scenarios under the Open Meetings Act.

PRESENTERS: Justin Knight - Perry Law Firm



A4 CONTROL THE CONTROLLABLES THROUGH LEADERSHIP FOCUSED ON CULTURE AND COMMON LANGUAGE

Attendees will hear how Westside Community Schools is focused on controlling what we can control through leadership, collaboration, and an emphasis on district culture. We will share ideas on how to create common language and a mindset about being focused on our classrooms while all kinds of things go on around us that we can't control. We will also share various "culture game plans" and an emphasis on E+R=O leadership.

PRESENTER: Mike Lucas - Westside Community Schools




A5 DOLLARS AND SENSE: BOARD MEMBER PERSONAL LIABILITY AND RELATED CONCERNS

It's already an unpaid volunteer job, and now you're telling me I could be personally liable?! Sometimes, maybe, possibly, yes. This presentation will focus on those situations where school board members (and superintendents) could face allegations leading to personal liability (i.e., money out of your own pocket), criminal sanctions, and even removal related to service on the school board. Don't fret too much--it doesn't happen often, but it's worth knowing when those situations could arise and how to navigate them!

PRESENTERS: Bobby Truhe & Steve Williams - KSB School Law


"Out of the Public Schools Grows the Greatness of the Nation"

A6 OPPORTUNITY & ACCESS: BREAKING DOWN BARRIERS TO HONORS COURSE ENROLLMENT AND SUCCESS

 Discover how one school district in Nebraska implemented system-wide changes to increase access and opportunity for honors courses for all students, with a particular emphasis on how the action steps were operationalized within social studies honors courses. Explore a step-by-step process and consider how similar impactful actions could be adopted in your own context!


PRESENTERS: Jaclyn Kellison & Takako Olson - Lincoln Public Schools

A7 INTEGRATING RESOURCES TO ENHANCE COMMUNICATION WITH NON-ENGLISH SPEAKING FAMILIES

 Columbus Public Schools will share the available resources that can be integrated into your regular communication strategies to create seamless access for your non-English speaking families.

PRESENTERS: Nicole Anderson & Chip Kay - Columbus Public Schools

A8 ELEVATING BOARD LEADERSHIP: EFFECTIVE BOARD GOVERNANCE = STUDENT SUCCESS

 Building on the Board Member Boot Camp warmup, this breakout takes you beyond the “what” of board roles and responsibilities into the “how” of using those roles to drive student success. Through scenarios, discussion, and practical resources, learn how to connect governance leadership to student outcomes, align board work with district improvement goals, and foster a culture of continuous growth. Leave equipped to move from understanding your role to leveraging it for maximum impact on student success.

PRESENTERS: Marcia Herring, Stacie Higgins & Stephanie Summers - NASB

A9 CREATING PARTNERSHIPS TO COMBAT THE TEACHER SHORTAGE

 Learn how UNK and Kearney Public Schools have partnered to form the Kearney Education Collaborative aimed at improving educational opportunities and partnerships for recruiting teachers. Specifically, they will discuss “Teachmates,” a program where selected UNK and KPS students form a mentee-mentor relationship. The speakers will discuss the “Kearney Teachers Tomorrow” scholarship program which created a Kearney High School to UNK to KPS pipeline for selected students/teachers. This session will highlight how other districts can consider similar options for their districts, both large and small.

PRESENTERS: Jason Mundorf - Kearney Public Schools; Mark Reid - UNK

A10 SCHOOL SAFETY DOESN'T HAPPEN BY ACCIDENT

Children who feel SAFE will take risks, ask questions, make mistakes, learn to trust, share their feelings, and grow! The Nebraska Department of Education (NDE) School Safety Team has built guidance and resource tools for schools in the safety and security requirements and best practices. The NDE Safety Team operates under the four pillars of prevention, preparedness, response, and recovery while using acronyms like EOP, SRP, SRM, PFA-S, and TA. Additionally, State Statutes implemented or introduced must also be adhered to. Schools who learn the acronyms, state statutes, and how to apply these concepts, toolkits, presentations, videos, and trainings are those recognized by NDE & their community to place school safety first. Join the NDE School Safety Director to make sure your school community is earning their Badge in safety and security.

PRESENTER: Jay Martin - NDE

A11 THE ROLE OF THE ATHLETIC ADMINISTRATOR

This session will help school district administrators and members of boards of education understand the multiple roles and responsibilities of the athletic administrator. Attendees will gain a better understanding of how to support and retain their athletic administrator, including the mentoring and professional growth opportunities available through both the National Interscholastic Athletic Administrators Association and the Nebraska State Interscholastic Athletic Administrators Association.

PRESENTERS: Nate Larsen - O'Neill Public Schools; Mark Armstrong - NSIAAA; Steve Throne - Millard Public Schools

B

B - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 11:15 AM TO 12:15 PM



B1 Q & A WITH NSAA

This session will explore topics affecting NSAA member schools. Bring your questions as we discuss emerging trends and their impact on NSAA sanctioned activities.

PRESENTERS: NSAA Staff



B2 SUPERINTENDENT PANEL - "A DAY IN THE LIFE"

Practicing Superintendents present, discuss, and answer questions regarding their efforts in developing positive and personal work relationships with their board of education.



PRESENTERS: Troy Loeffelholz & Kevin Wingard - NCSA; Chris Prosocki - Hastings Public Schools; Chip Kay - Columbus Public Schools; Mitch Kubicek - Milford



B3 HANDLING CLOSED SESSION CORRECTLY: LEGAL REMINDERS AND REMEDIES

Closed session can be a very complicated area of the law. In this session, we will walk through the legal requirements and case studies involving entering into closed session, discussions during closed session, "leaks" from closed session, and other legal issues that may arise in closed session.

PRESENTER: Justin Knight - Perry Law Firm



B4 COMMUNITY PARTNERSHIPS WITH A PURPOSE



Located on the Omaha Reservation in Macy, Nebraska, the UmónHon Nation "Against the Current" Career Academy is a model for small school districts seeking to create opportunities for local students and strong partnerships. Designed by BVH Architecture and built by Boyd Jones in close collaboration with the district, the Academy equips students with hands-on skills in automotive, construction, culinary, early childhood, entrepreneurship, and healthcare - offering direct career pathways within the community. This project demonstrates the power of team collaboration and local partnerships to develop resources, bringing meaningful workforce pipelines to life and reinvesting in their communities.

PRESENTERS: Kari Bappe, Cleveland Reeves, Stacie Hardy & Mark Pfister - Boyd Jones Construction



B5 PAIN IN THE APP, V. 11.0



This presentation is already in middle school, at 11 years and going strong. Come join the KSB attorneys for the latest and greatest in legal and practical developments around social media, technology, cell phones, and other key topics for administrators and board members.

PRESENTERS: Sara Rogers & Amanda Dabney - KSB School Law





B6 GROW YOUR OWN: DEVELOPING NEBRASKA'S FUTURE EDUCATORS



The Grow Your Own Education and Training Program of Study is a statewide, open-resource curriculum to help Nebraska schools develop future educators. This four-course program aligns with Nebraska state standards, embeds Universal Design for Learning, integrates Educators Rising, and meets dual-credit requirements. Attendees will learn how to implement the curriculum, access teacher training, and engage students in career exploration. Discover how this program can help build a sustainable educator pipeline for your district and invest in Nebraska's future teachers.

PRESENTERS: Lynne Herr - ESU 6; Katie Soto - ESU 9

 **B7 PROJECT PLANNING 101: INSIGHTS FROM PARTNERS IN DESIGN, CONSTRUCTION, FINANCE, AND MORE**

 Navigating a school construction project is no small task. This panel of experts will guide school leaders through three critical steps: identifying key partners, selecting the right delivery method, and understanding financing options; lease-purchase agreements, bonds, and building fund dollars. Attendees will gain actionable strategies and valuable perspectives from industry leaders, leaving equipped to navigate the complexities of construction planning with confidence and clarity. Whether planning a new project or refining your approach, this session will provide the essential knowledge to move your district forward successfully.


PRESENTERS: Aaron Plas - Bennington Public Schools; Steve Thiele - Hausmann Construction, Inc.; Tobin Buchanan - Northland Securities; Bob Soukup - Carlson West Povondra Architects

 **B8 STRENGTHENING BOARD AND SUPERINTENDENT LEADERSHIP: UTILIZING A BOARD HANDBOOK FOR EFFECTIVE GOVERNANCE**

Effective governance is the foundation of a successful school district, and a well-structured Board of Education Handbook serves as a vital tool for aligning leadership, clarifying roles, and fostering strong superintendent-board relationships. This session will explore the process of implementing a BOE Handbook to enhance communication, decision-making, and governance efficiency. Participants will learn strategies for creating and utilizing a handbook that sets clear expectations, promotes collaboration, and strengthens the leadership capacity of both board members and superintendents. Practical examples and best practices will provide attendees with actionable steps to enhance their district's governance framework.


PRESENTERS: Sean Molloy, Derrick Joel & Gary Kubicek - Norris School District 160; Marcia Herring - NASB

 **B9 TAKING LEARNING BEYOND 175: EMPOWERING STUDENTS THROUGH SUMMER LEARNING**


 "Taking Learning Beyond 175" is a dynamic session designed to showcase the innovative summer school program aimed at expanding educational opportunities for all students beyond the regular 175 school days. Building on the foundation of whole-student excellence, this innovative "summer school" program goes beyond traditional boundaries by offering creative, hands-on learning experiences that foster growth, imagination, and resilience. Explore how this program has helped us enhance skills and empower students to reach their full potential. We'll discuss the program's impact on student activities and teacher satisfaction, at limited to no expense to the school district.

PRESENTERS: Susan Lindblad, Libby Lollman & Shawn Scott - Adams Central Public Schools

 **B10 CELL PHONES OFF**

 Grand Island Senior High School implemented a comprehensive effort to strictly enforce a no cell phone throughout the school day policy in January of 2024. GISH administrators, staff, and students will discuss the reasons behind the action, how students and parents were prepared for the implementation, what worked and didn't work, and where they are after living this change for almost two years.

PRESENTERS: Matt Fisher, Calvin Hubbard, GIPS teachers & students - Grand Island Public Schools

 **B11 BUILDING BRIDGES, NOT WALLS: TRANSFORMING SCHOOL CULTURE THROUGH RESTORATIVE PRACTICES**

At Brady Public Schools, we've been reshaping our school culture by embracing restorative practices, which have become a cornerstone of how we connect, work, and grow together. These practices have strengthened relationships, fostered mutual respect, and created a true sense of community among students, staff, administrators, and the school board. Through collaboration and open communication, restorative practices have fostered a positive, supportive environment across our entire school ecosystem. In this presentation, we'll highlight how restorative practices have embedded our core values, helping repair harm, prevent conflict, and ensure everyone feels valued—building a community, not just a school.







PRESENTERS: Sara Gentry & Ann Foster - Brady Public Schools



C - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 2:15 TO 3:15 PM



-  **C1 STUDENT VOICES**
Students from Nebraska high schools share their perspectives on issues that are important to the leaders of tomorrow.
-  **C2 YOU ARE AN ESU BOARD MEMBER - 17 THINGS YOU NEED TO KNOW**
As ESU Board Members, you will learn up to date information about the services in ESUs, the work of the ESUCC, the MOU with the NDE, legislative priorities, and more! Come ready to learn, share, and problem solve together.
PRESENTERS: Larianne Polk - ESUCC; Brad Dirksen - NDE; Colby Coash - NASB
-  **C3 NEGOTIATIONS FOR BOARD MEMBERS**
Negotiations is one of the most important functions of a school board. In fact, "personnel" is the largest item of a school district's budget. This session will walk through the statutory requirements for negotiations. We will also give boards an update on negotiations "hot topics" and ideas for your upcoming negotiations season.
PRESENTER: Justin Knight - Perry Law Firm
-  **C4 BUCKLE UP: JOURNEYING THE STATE AND WHY YOUR SCHOOL STORY MATTERS!**
Why do Nebraska schools rank high nationally? Why are Nebraska students sought after by employers everywhere? We'll take you to school districts across our great state in a quest to find the answers. The NCSA Ambassador Program and Nebraska Public School Advantage advocate for public education one remarkable story at a time. Since 2016, we have gathered nearly 500 stories of public school success. These stories, from the Metro to The Panhandle, are examples of the student first, Nebraska way. Buckle up!
PRESENTERS: Kevin Wingard & Tyler Dahlgren - NCSA
-  **C5 LET'S DEAL! BARGAINING & CONTRACT CONSIDERATIONS FOR TOUGH POSITIONS & SHORTAGES**
Every year, we're all getting more creative to address staffing issues. Those range from bargaining things like retention or hiring bonuses to salary schedule placement gamesmanship. The contract renewal process is becoming an arms race, with more schools incentivising staff to recommit or resign sooner. Plus there are always unique contract considerations for those unique positions and hybrid roles as staffing shortages continue. This presentation will go through all your options, pros and cons, and leave board members and administrators feeling ready to tackle these questions at your district.
PRESENTERS: Steve Williams & Sara Rogers - KSB School Law
-  **C6 A BOARD-LED INITIATIVE FOR DIGITAL CITIZENSHIP**
In today's digital world, teaching students to navigate online spaces responsibly is just as important as traditional academics. That's why the Hershey Board of Education made digital citizenship a formal priority for the 24-25 school year with the board goal to "Provide instruction on acceptable use of technology to better prepare students for responsible digital citizenship." To support this goal, we partnered with A.Plum Creative to develop engaging, fact-checked content that promotes responsible digital habits. Our initiative includes weekly social media posts, digital signage across campus, and ongoing resources for families and staff to help build a culture of integrity and safety in digital spaces, and we're already seeing results. Conversations around digital safety are increasing across classrooms and homes, showing the power of this effort.
PRESENTERS: Jane Davis & Steve Koch - Hershey Public Schools

"Out of the Public Schools Grows the Greatness of the Nation"



C7 SCHOOL FINANCE REVIEW COMMISSION UPDATE

Join members of the recently created School Finance Commission for a panel presentation, Q & A, and update on the work of the commission.

PRESENTERS: Ann Foster - Brady Public Schools; Jason Dolliver - Pender Public Schools; Aaron Plas - Bennington Public Schools; Liz Standish - Lincoln Public Schools; John Schwartz - Millard Public Schools; Shavonna Holman - Omaha Public Schools; Keith Runge - Lakeview Community Schools



C8 LISTENING, LEARNING, LEADING: COMMUNITY-CENTERED STRATEGIC PLANNING

Engaging stakeholders for graduate success and long-term district planning. In partnership, the board and superintendent lead efforts to connect with the community, parents, staff, students, and local partners to define what every graduate must know and be able to do. This work begins with strategies for effective community engagement drawing from research linking public involvement to improved student outcomes and continues through ongoing stakeholder conversations that shape a shared vision for student success.

PRESENTERS: Caden Frank, Ben Anderjaska & Avary Pansing Brooks - NASB



C9 EMPOWERING STUDENTS IN SCHOOL MEDIA: CONTENT CREATION & MANAGEMENT

This session will showcase how students take an active role in managing and producing school media content. From publishing sports, extracurricular, and academic achievements on social media to creating engaging visuals for two video boards, students gain hands-on experience in digital media. By taking ownership of projects, they develop critical skills in communication, design, and media production. This presentation is ideal for school leaders seeking innovative ways to enhance media presence while providing students with real-world skills in communication, design, and project management.

PRESENTERS: Crystal Hassenstab & Shawn Scott - Adams Central Public Schools



C10 AN EVOLVING TECHNOLOGICAL LANDSCAPE: UPDATES TO SPARQ MEETINGS, NEGOTIATIONS, AND ONLINE PUBLISHING

Join us to learn about how Sparq Meetings and Negotiations have adapted to the ever-changing landscape of board governance. In this session, we will discuss updates to these applications and review tips and tricks to help you become more efficient and proficient. In addition, we will give an overview of Sparq Online Publishing and how it integrates with Sparq Meetings and your board governance.

PRESENTERS: Darion Miller & Nicole Kobus - Sparq Data Solutions



C11 REDEFINING ROUTES: ACCESSIBLE PATHWAYS TO CAREERS IN EDUCATION

Learn how Central Community College collaborates with institutions like Kearney Public Schools to establish accessible pathways to education careers. CCC's statewide, cost-effective offerings have already demonstrated significant impact in alleviating staffing challenges across K-12 institutions. This session will equip administrators and board members with practical knowledge to consider, potentially transforming their approach to recruitment and professional development. Join us to explore how these innovative programs are not only addressing immediate staffing shortages but also cultivating a sustainable pipeline of qualified educators for the future.

PRESENTERS: Megan Schmidt - Kearney Public Schools; Taylor Brase & Amy Mancini - Central Community College





D - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 3:30 TO 4:30 PM



D1 A LISTENING SESSION WITH MEMBERS OF THE STATE BOARD OF EDUCATION



Share your thoughts on statewide education policy with members of the State Board of Education. State Board members are particularly interested in what is currently affecting local school boards and districts, and the solutions you have to offer for these issues. Topics may include school accountability, accreditation, and approval; educator certification; and statewide assessment, among others. Attending this session is a great opportunity for you to have your voice heard among members of the State Board of Education.

PRESENTERS: Elizabeth Tegtmeier - State Board of Education; Ryan Foor - NDE



D2 EHA BENEFITS UPDATE

Come learn more about the changes to the Medical and Dental plan effective September 1, 2026!

PRESENTERS: Courtney Ray - Blue Cross Blue Shield of NE; Greg Long - EHA



D3 GLOBAL INSIGHTS, LOCAL IMPACT: LESSONS FROM SINGAPORE AND SOUTH KOREA

Larriane Polk and Dan Schnoes had the privilege of participating in an international leadership academy in Singapore and South Korea, gaining invaluable insights into global leadership practices, innovative educational strategies, and cultural exchange. By observing how these countries tackle educational challenges and foster growth, we gained a deeper understanding of their approaches to teaching and learning. We hope you take away a desire to explore similar opportunities for yourself or your leadership personnel, as these global experiences not only enrich leadership development but also bring fresh, transformative perspectives that can benefit our entire educational ecosystem.

PRESENTERS: Larriane Polk - ESUCC; Dan Schnoes - ESU 3



D4 TEACHER APPRENTICESHIP - EXPERIENCES FROM THE FIELD

This session highlights the collaborative efforts of the Nebraska State Department of Education, Westside Community Schools, and Midland University in developing a successful apprenticeship program aimed at diversifying and strengthening Nebraska's teaching workforce. The session underscores the program's core purpose: to create sustainable pipelines of educators who are deeply grounded in their communities. The discussion covers the program's benefits - such as increased on-the-job training, community familiarity, and addressing critical staffing shortages - as well as lessons learned through ongoing stakeholder feedback, comprehensive support, and celebrating milestones. Future plans focus on expanding apprentice graduation rates, ensuring program sustainability through continued funding, and forging partnerships to meet high-need areas across Nebraska. Attendees will gain insights into the program's impact, lessons learned, and strategies for scaling these innovative pathways into teaching careers.

PRESENTERS: Nancy Christensen, Johanna Barnes, & Cammy Romanuck Murphy - Midland University; Andrea Haynes - Westside Community Schools; Kelly Baehr - NDE



D5 HOT TOPICS WITH KAREN & JIM

Join veteran school attorneys Jim from Perry Law and Karen from KSB for an insightful and entertaining session on the latest "Hot Topics" in school law. This dynamic duo will break down key legal issues that Nebraska school board members need to understand, whether they're already on your radar or just around the corner. Expect valuable takeaways... and a bit of lively banter between Jim and Karen along the way!

PRESENTERS: Karen Haase - KSB School Law; Jim Gessford - Perry Law Firm

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D6 NCSA 3-YEAR MENTORING PROGRAM

Research shows that the retainment of school administrators is more successful if they are engaged in a strong multi-year mentoring program that supports the school administrator beyond a one year mentor program.

PRESENTERS: Troy Loeffelholz - NCSA; Mike Sieh - Wayne State College; Mike Teahon - UNK; Tami Williams - UNO



D7 UNDERSTANDING HUMAN TRAFFICKING AND EMPOWERING SCHOOLS TO TAKE ACTION

This session will offer a thorough overview of human trafficking, aiming to debunk common myths and highlight the harsh realities of this critical issue. Participants will explore how trafficking affects communities, recognizing warning signs and vulnerabilities that make students susceptible. The presentation will also introduce ESU 2's Human Trafficking Youth Prevention Education (HTYPE) program, which supports school districts in implementing prevention strategies. Attendees will learn how ESU 2 can collaborate with schools to provide tailored training for staff, students, and caregivers, equipping them with the knowledge to identify and prevent trafficking in their communities.

PRESENTER: Megan Reese - ESU 2



D8 STRENGTH IN PARTNERSHIPS: HOW FOUNDATIONS, DISTRICTS, AND COMMUNITIES UNITE TO SUPPORT TEACHERS AND STUDENTS

Education foundations play a unique and essential role in bridging the gap between district needs and community resources. This session will explore how one rural and one metro foundation have successfully partnered with their district and local community to create impactful programs that directly benefit teachers and students. Attendees will learn how collaborative initiatives such as teacher grants, student scholarships, technology enhancements and community-driven fundraising have strengthened public education and fostered engagement. Through real-life examples and practical takeaways, this session will highlight strategies for building meaningful partnerships, securing sustainable funding, and aligning efforts with district goals.

PRESENTERS: Toba Cohen-Dunning - Omaha Public Schools Foundation; Terri Burchell - North Platte Public Schools



E

E - BREAKOUT SESSIONS

FRIDAY, NOVEMBER 21 - 9:15 TO 10:15 AM



E1 POSITIVITY PROJECT: THE '80S MIX TAPE VERSION

With a fun and nostalgic '80s mixed tape anthem, this session will spotlight our district's PK-12 SEBL curriculum implementation of the Positivity Project. We will make connections to our CIP, the MTSS framework, PBIS, and our efforts to transform school culture by living out our district's mission to educate, embrace, and empower the whole child. We will share schoolwide activities we have implemented, our tiered approach to supporting student mental health and behavior learning, and resources we have found beneficial. Walk in with your best air guitar, walk out with power ballads and rad ideas on how Positivity Project could impact your school culture!

PRESENTERS: Allie Holcomb, Angela Zach & Brittany Vinchattle - Wakefield Community School



E2 BUILDING STRONG FOUNDATIONS: THE SCHOOL AS HUB BIRTH-GRADE 3 APPROACH FOR NEBRASKA SCHOOLS



The first eight years are crucial for a child's success, with schools playing a key role. The School as Hub Birth-Grade 3 Approach is built on an evidence-based framework designed to close opportunity gaps by strengthening early learning, family-school partnerships, and instruction. This session explores strategies for integrating early childhood with elementary education, building leadership, and engaging families and communities. Join us to learn actionable steps for transforming schools into hubs of support, ensuring all children and families have access to opportunities for lifelong learning and success from birth through age eight.

PRESENTERS: Cris Lopez Anderson - Buffet Early Childhood Institute; Itzeni Nayeli Lopez - University of Nebraska



E3 PRACTICAL STRATEGIES AND LESSONS LEARNED IN THE TEACHER SHORTAGE: RECRUITING, ONBOARDING, AND TRANSITIONING FOREIGN-TRAINED TEACHER CONTRACTS



As schools across Nebraska continue to grapple with teacher shortages, districts are exploring innovative and ethical strategies to recruit and retain high-quality educators. We will share and discuss practical strategies, along with lessons learned in recruitment, certification, and onboarding, as well as legal and ethical considerations when transitioning or ending contracts with international teachers.

PRESENTERS: Daniel Oldenburg, Katelyn Larsen & Jeremy Christiansen - Laurel-Concord-Coleridge School; Justin Knight - Perry Law Firm



E4 CREATING A CULTURE OF ATTENDANCE: STRATEGIES FOR REDUCING CHRONIC ABSENTEEISM IN HIGH-POVERTY RURAL SCHOOLS

Chronic absenteeism is a major issue in elementary schools, especially in high-poverty rural areas. This session will explore strategies for reducing absenteeism by improving school culture, implementing targeted interventions, and enhancing family support. Drawing from our experience, where we reduced absenteeism from 39% to 9% in three years, we'll share practices like building a positive school environment, early identification, and personalized support for at-risk students. Participants will gain actionable strategies to foster consistent attendance.

PRESENTER: Charla Brant - Hastings Public Schools

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E5 MMMMM...SMELLS LIKE MEDICAL MARIJUANA AND MONEY DAMAGES: WHAT YOU NEED TO KNOW ABOUT TRENDS IN DISABILITY LAWS

Disability laws (IDEA, 504, ADA, etc.) can be tricky, because superintendents and board members usually aren't directly involved but certainly cut the checks and get the phone calls. This presentation will cover the emerging trends in special education that you have to know about in 2025 in a school leadership role, including policy implications and other legal considerations.

PRESENTERS: Bobby Truhe, Jordon Johnson & Amanda Dabney - KSB School Law



E6 MOVING TO THE HEAD OF THE CLASS: HOW ONE DISTRICT IS ADDRESSING TEACHER SHORTAGE

To combat teacher shortages, Lincoln Public Schools is implementing innovative "Grow Your Own" (GYO) programs to develop future educators from within its community. Participants will explore helpful strategies for creating and sustaining successful GYO programs, from identifying potential future teachers in local high schools to supporting paraprofessionals and career changers on their path to certification. Learn about the pilot Para Pathway to Teaching (PPT) program, Educators Rising Career, and Technical Student Organization opportunities. Learn practical ideas to build homegrown talent pipelines that reflect the richness and strengths of your student population, ultimately fostering a teaching workforce invested in its community.

PRESENTERS: John Skretta, Vann Price & Annie Mumgaard - Lincoln Public Schools



E7 INCORPORATING AI RESOURCES & GUIDELINES WITHIN NEBRASKA SCHOOLS

Attendees will hear from Westside Community Schools as they outline the process they have recently gone through to further study Artificial Intelligence and determine how to best embrace it and provide efficient and ethical guidelines for students, staff, parents, and community.

PRESENTERS: Mike Lucas, Andrea Haynes, Mark Weichel - Westside Community Schools



E8 ASKING THE RIGHT QUESTIONS: USING DATA TO DRIVE ACCOUNTABILITY & STUDENT SUCCESS

Accountability and student success begin with the questions board members bring to the table. This interactive session will help boards understand how to use data effectively to guide decision making, understand realistic expectations for improvement, and support district priorities. Learn how a Data Assessment Framework strengthens governance and why ongoing professional development matters. Explore the board's role in advancing system interventions to ensure a positive impact on student learning. Leave with practical questions and strategies to ensure your board is driving improved student outcomes through informed, accountable leadership.

PRESENTERS: Stacie Higgins & Stephanie Summers - NASB



E9 RENEWED 'TUDE (RESILIENT EDUCATORS)

Life moves at breakneck speed, and the pace in today's classrooms is no different. How can teachers keep up with the demands of the ever-changing curriculum, school meetings, and the never-ending tasks of running a classroom while still having fuel for life and their families? How can we best prioritize the human element of teaching so we can thrive both at work and at home? This deep dive into the Science of Happiness, Psychology, and the latest findings from Neuroscience will provide teachers with personally relevant strategies and tools to thrive in their professional and personal lives!

PRESENTER: Christopher Knoell - UNK



F

F - BREAKOUT SESSIONS

FRIDAY, NOVEMBER 21 - 10:30 TO 11:30 AM



F1 HELLO! THERE ARE SUPERINTENDENT SHORTAGES & INCREASED INTERIM POSITIONS. WHY? Shortages in the teacher ranks are not the only shortages in education. What does the current landscape look like to replace school superintendents and administrators across the state.

PRESENTERS: Troy Loeffelholz - NCSA; Mike Sieh - Wayne State College; Mike Teahon - UNK; Tami Williams - UNO



F2 RULE 10: REQUIREMENTS, REGULATIONS, REPORTS, AND COMPLIANCE VISITS. HOW BOARD MEMBERS CAN SUPPORT SUPERINTENDENTS

Rule 10 has several sections, numerous statutes, and over 200 regulations. This is for board members who want to support their superintendent through having a better understanding of what it means to be accredited through Rule 10.

PRESENTERS: Decua Jean-Baptiste, Todd Wolverton & Sandra Suiter - NDE



F3 GENERATIVE AI IN PUBLIC SCHOOLS SEEMS LIKE THE "WILD, WILD WEST" - HOW SCHOOL BOARDS AND ADMINISTRATORS NEED TO UNDERSTAND AND MIGHT ADDRESS CORRALLING IT!

Jim and Derek will address the current status of AI, how many schools are or are not using it and what's in the future!

PRESENTERS: Jim Gessford & Derek Aldrege - Perry Law Firm



F4 LEVERAGING CAREER & TECHNICAL STUDENT ORGANIZATIONS TO FILL THE ED PIPELINE

Nebraska FCCLA is reaching nearly 3,000 Nebraska students with over 30 competitive events and programming opportunities that develop career skills in education and childcare. FCCLA's members are preparing for careers in some of the state's most concerning shortage areas. Join us to learn how your continued support of Family and Consumer Sciences and FCCLA can continue to enable your students and communities to thrive.

PRESENTERS: Nebraska FCCLA State Officers, Nebraska FCCLA Board of Directors



F5 CONSTRUCTION DELIVERY METHODS: THE PROS, THE CONS, AND THE RISKS

Choosing the right construction delivery method is critical for the success of your school project. This session will break down the details of common delivery methods, including hard bid, construction manager as advisor, construction manager at risk, and design-build. Learn how each method impacts cost, schedule, and collaboration - and which one aligns best with your goals. Through real-world examples, we'll discuss lessons learned, potential pitfalls, and key factors in making an informed decision. Whether you're planning a renovation or a new build, this session will help you confidently navigate the construction process.

PRESENTERS: Steve Thiele - Hausmann Construction, Inc.; Coady Pruett - KSB School Law



F6 STRATEGIC LEADERSHIP: CULTIVATING A CULTURE OF COLLABORATION

Delve into the essential elements that foster a culture of collaboration within education organizations. Gain insights into the underlying purpose, leadership approaches, and structural frameworks that propel collaborative efforts forward with an emphasis on the importance of leading with intentionality and focus. Attendees will explore four key levers, along with associated strategies and actions, that shape and nurture collaboration as well as have opportunities to make connections to deepen understanding throughout the session. The content, strategies, and resources are designed to accommodate various levels of implementation and stages of collaborative culture development.

PRESENTERS: Bill Pulte, Scott Blum & Cecilia Wilken - ESU 3

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F7 CO-TEACHING: CHATGPT & ME

In this forward-leaning exploration, we will consider questions about Artificial Intelligence, ranging from its definition and potential applications/use cases to more fundamental issues such as ethical considerations and implications for classrooms and students. Our discussion will be both upbeat and honest, and you will leave with valuable insights for navigating the future that skipped our doorstep and is already in our classrooms.

PRESENTER: Christopher Knoell - UNK



F8 POLICY TO PRACTICE: STRENGTHENING BOARD LEADERSHIP FOR STUDENT SUCCESS

Strong school board leadership is essential for student success. This session will explore the NASB Board Governance Standards and their role in promoting effective governance, strategic decision-making, accountability, and policy leadership. Participants will gain insights into how policy serves as the foundation for board work, guiding district operations and aligning decisions with student-focused priorities. Whether you are a new or experienced board member, this session will provide valuable guidance on fostering a high-functioning, policy-driven board that supports improved student outcomes.

PRESENTERS: Marcia Herring, Caden Frank & Becky Erdkamp - NASB

Registering for the Conference

REGISTRATION FOR THE 2025 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 10, 2025

To register, go to the NASB website at www.NASBonline.org and log in using your email and password, and click the State Education Conference link.

AS YOU REGISTER, BE SURE TO MAKE PLANS TO ATTEND THE EXHIBITOR RECEPTION FROM 4:00 TO 5:30 PM ON WEDNESDAY, NOVEMBER 19.

IF YOU HAVE SPECIAL DIETARY NEEDS DUE TO A MEDICAL CONDITION, CONTACT TAIDA GRANTSKI AT TGRANTSKI@NASBONLINE.ORG TO ARRANGE ALTERNATIVE MENUS.



Register now at www.NASBonline.org



1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG

RETURN SERVICE REQUESTED

2025 State Education Conference
November 19-21 - CHI Health Center - Downtown Omaha

“Out of the Public Schools
Grows the Greatness of the Nation”
— Mark Twain



Co-Sponsored by the Nebraska Association of School Boards
and the Nebraska Association of School Administrators



NEW BOARD MEMBER WORKSHOP

Wednesday, December 3, 2025

5:00 to 9:00 PM

Holiday Inn Kearney

WHO ...

(TARGET AUDIENCE)

- Be a driver for student success by strengthening your understanding of board governance and superintendent leadership! Content is designed for first-term board members and superintendents, but individuals of all experience levels will benefit.

WHEN ...

- Wednesday, December 3, from 5:00 to 9:00 PM CT

WHERE ...

- Holiday Inn Kearney - 110 2nd Ave, Kearney, Nebraska

WHY ...

This workshop is designed to strengthen your understanding of board governance and superintendent leadership. Whether you are newly elected, appointed, or experienced, you'll gain practical insights to improve board effectiveness and support student success. The agenda includes:

- 4:30 PM – Registration
- 5:00 - Session I – Board / Superintendent Roles & Responsibilities
- 6:30 – Dinner
- 7:00 – Session II – Board Meeting Protocols and Procedures
- 9:00 PM – Adjourn / Evaluation

15 awards of achievement points will be earned for attending

An event you won't want to miss!

Join us at the 2025 Annual Conference and Expo at the Broadmoor in Colorado Springs! This premier event features inspiring keynote speakers, engaging sessions, and excellent networking opportunities. Set against the luxurious backdrop of the Broadmoor, you'll enjoy world-class amenities and breathtaking views. Don't miss out on this chance to elevate your professional growth and inspire change!

REGISTRATION OPEN!

AESA Member Rate	Non-Member Rate
Early Bird \$890	Early Bird \$1,220
Standard Rate \$990	Standard Rate \$1,320

Early Bird ends October 17, 2025

Registration fees include full access to all sessions and the Expo, plus meals and events including the Wednesday Welcome Reception, Thursday breakfast, lunch, and Member Reception, and Friday's Networking Breakfast.

SCAN ME



Scan the QR code left or visit the AESA website to register today!

www.aesa.us/annual-conference



Storytelling



Well-Being



Governance



Accountability

WEDNESDAY, DECEMBER 3, 2025

Registration Desk Opens.....10:00 am
 Breakout Sessions.....1:00 pm
 Opening General Session.....3:00 pm
 Expo Opens.....4:30 pm
 Welcome Reception.....4:30 pm

OPENING GENERAL SESSION KEYNOTE



Ben Rudrud
The RIPL Message

Ben Rudrud is a nationally recognized, award-winning speaker who has inspired over 500,000 students, educators, and leaders with powerful stories about purpose, positivity, and the *Power of One*—delivered with humor, heart, and energy.

THURSDAY, DECEMBER 4, 2025

Registration Desk Opens.....7:00 am
 Breakfast & Expo Open.....7:30 am
 Breakout Sessions.....8:30 am
 General Session.....10:30 am
 Lunch in the Expo Hall.....11:30 am
 Expo Reopens.....12:30 pm
 Afternoon Breakout Sessions.....1:20 pm
 Member Reception.....4:00 pm
 Silent Auction Closes.....4:15 pm
 Live Auction Begins.....4:45 pm

THURSDAY GENERAL SESSION KEYNOTE



Kim Bearden
Ron Clark Academy

Kim Bearden is the co-founder of the Ron Clark Academy, a bestselling author, and National Teachers Hall of Fame inductee who's inspired over 150,000 educators with her award-winning approach to student engagement and school culture.

FRIDAY, DECEMBER 5, 2025

Registration Desk Opens.....7:00 am
 Networking Breakfast.....7:30 am
 Breakout Sessions.....8:45 am
 Closing General Session.....9:45 am

CLOSING GENERAL SESSION PRESENTATION



Global Panel
Worldwide Partners

AESA is going global with partners from China, Hungary, Portugal, and Singapore, along with an invitation to South Korea. Join our global panel, hosted by Jason Hiruo, Director of ACES International, to explore how global thinking builds competence for educators and students.

2025 ANNUAL CONFERENCE & EXPO

BLAZING TRAILS TO NEW HEIGHTS

Illuminating the Path to Educational Excellence with Stories that Inspire

LEGISLATIVE ISSUES CONFERENCE

January 25-26, 2026

Cornhusker Marriott - Lincoln

WHO ...

(TARGET AUDIENCE)

- School board members, superintendents, ESU administrators, and other education stakeholders.

WHAT ...

- 2026 Legislative Issues Conference
- Download the LIC Mailer PDF here: [COMING SOON](#)

WHEN ...

- January 25-26, 2026

WHERE ...

- The Lincoln Marriott Cornhusker Hotel - 333 S 13th St, Lincoln, NE 68508
- Book Your NASB Group Rate - Coming Soon

WHY ...

Weeks into each year's Legislative Session, key committee chairs, senators, the governor, and education leaders are invited to share their respective views throughout the morning. Get a firsthand look at all the bills introduced that will have an impact on public education in Nebraska during each year's legislative session. Close the conference as the majority of senators join us for lunch to network and discuss key items from that morning.

Up to 25 awards of achievement points will be earned for attending

HOW ...

(REGISTRATION)

- Coming Soon ...

SUNDAY EVENING

- 6:00 PM - Reception, Dinner & Program
- Hospitality event to follow

MONDAY

Education leaders are invited to share their respective views throughout the morning. Get a firsthand look at all the bills introduced that will have an impact on public education in Nebraska during this year's legislative session.

- 8:00 AM - Registration
- 8:30 AM - Welcome and Introductions
- Bill Review
- Speakers TBD
- Final Talking Points Prior to Your Lunch with the Senators
- 12:00 PM - Lunch with the Senators
- 1:30 PM - Adjournment

(Speaker list subject to change)

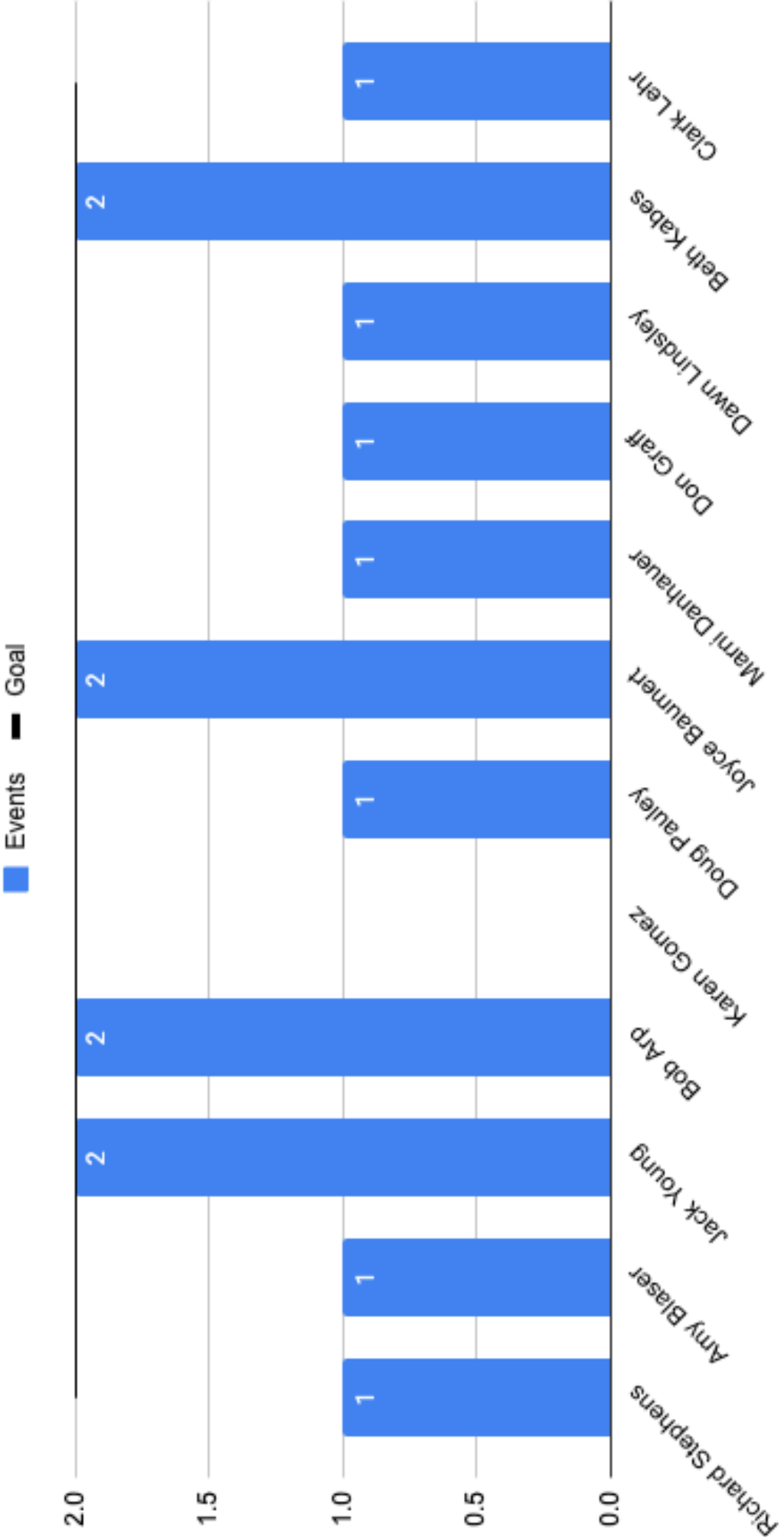


ESU 7 Goals 2025-2026: Board and Administrator

Board of Education

- Goal 1: By July 2026, the ESU 7 board will formalize a process to mentor and onboard new board members.
- Goal 2: By July 2026, the ESU 7 board will attend at least two professional/personal learning events annually.
- Goal 3: By July 2026, 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 2026, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district and train board members on the meaning of the data.

Goal 2 - Professional Events 2025-2026



Board Members



Service Management and Reporting Tool

Making the Work Make a Difference!

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.

[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 - Instruction: Other

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

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 and Technical Education Support

Collaborates closely with school district leadership, counselors, and CTE educators to provide customized support and resources related to Career & Technical Education. Coordination of career and technical education components includes, but is not limited to: strategic planning for CTE growth, facilitating data exploration, program alignment, and work-based learning.

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 Education Program

The Title IC Education Program 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 - 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

*Information on this site is in beta. Some data may be incomplete. Contact your ESU with any questions.

The **Service Management And Reporting Tool** is a data-driven process to systematically identify the needs of Nebraska's districts and develop services to fill the gaps. The SMART process and SMART online tool allows ESUs to comprehensively assess the programming so as to allow for optimal implementation at the school district level.

ESUCC Office
6949 South 110th Street
LaVista, NE 68128

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Administrator Evaluation

PURPOSE

The purpose of evaluating the administrator is not to micromanage the organization, but to provide oversight and public assurance that the policies are being effectively implemented. The evaluation process offers the Board the avenue to strengthen communication with the administrator and is an ongoing process to enable the board the occasion to provide formal feedback for professional growth (Herring, p. 24). *

PREFACE

The purpose of the following evaluation is to provide a written commentary of the performance of the Administrator of Educational Service Unit 7, as perceived by the Educational Service Unit 7 Board of Directors. The Board is committed to the confidentiality of all statements, but believes the Administrator is free to share any comments with any individual or group that he/she deems appropriate.

RESOURCES FOR THE BOARD'S REVIEW

- Evaluation Policy
- Administrator's contract
- Administrator job description
- Administrator goal(s)
- Evaluation tool

PROCESS: All board members will participate in the evaluation process.

- August Evaluation Committee and Administrator review Evaluation Tool and Evaluation Policy/Procedures.
- September Full Board is provided a paper copy of the evaluation.
Quarterly Report
- October Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to full Board for completion by October Board Meeting. Administrator completes Evaluation Tool as self-assessment and sends to Evaluation Committee on or before October 31.
- November Committee Chair will send the completed Administrator self-assessment to full Board after November 1. Evaluation Committee compiles results of full Board completed evaluations prior to the November Board Meeting.



- December Evaluation Committee meets prior to December Board Meeting to review with Administrator the results of evaluation. Report to full Board in December Board Meeting following Closed Session requirements with Administrator present.
Quarterly Report
- January Confirm Evaluation Committee members. Administrator provides Evaluation Committee with goals and shares with Board at January Board Meeting.
- March *Quarterly Report*
- June *Quarterly Report*

LEVELS DEFINED:

- Unsatisfactory Does not meet component expectations of job description, does not follow through.
- Basic Meets component expectations with little or no growth.
- Proficient Component is implemented consistently with strong leadership.
- Distinguished Component's expectations are exceeded. New strategies are created. Expertise is demonstrated. Knowledge is wide and deep. Work is innovative.
- Not Observed Standard not scored



QUESTIONS ON THE ELECTRONIC EVALUATION:

I. RELATIONS WITH THE BOARD				
Component 1. Communicates with the Board regarding current/new trends in education, programs, procedures, policies, budget, labor relations, staff, and statewide issues.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
II. COMMUNITY RELATIONSHIPS				
Component 2. Maintains two-way interactions with member districts, business partners, stakeholders, media, and legislators.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
III. STAFF AND PERSONNEL RELATIONSHIPS				
Component 3. Provides direction to Leadership Team, resulting in high quality work.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IV. EDUCATIONAL LEADERSHIP				
Component 4. Provides the vision and leadership supporting schools in their efforts to meet the educational needs of all students.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
V. BUSINESS AND FINANCE				
Component 5. Maintains budgetary controls; monitors activities, initiates timely and effective correcting actions, stays within budget, makes budgetary recommendations and develops facilities management plans and procedures.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
VI. PROFESSIONAL/PERSONAL QUALITIES				
Component 6. Models accepted moral and ethical standards in all professional and personal dealings including multi-cultural and ethnic understanding and sensitivity.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
VII. PROFESSIONAL GROWTH				
Component 7. Takes part in on-going professional development activities both organized and individual.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SUMMARY/ADDITIONAL COMMENTS:				

*Herring, M. R. (Ed.). (2015). Leading the board to success: Guidance for the board president (2nd ed.). Lincoln, NE: Nebraska Association of School Boards.