

## ESU 3 Regular Meeting

ESU #3

Tuesday, January 20, 2026 7:00 PM

Marla Fries:	Present
Brett Kuhn:	Present
Ron Pearson:	Present
Mary Scarborough:	Present
Brenda Sherman:	Present
Ted Stilwill:	Present
Liz Tompkins:	Present
Stan Turner:	Present

### 1. Call to Order and Roll Call

Pursuant to Section 84-1411 of the Nebraska Statutes, notice of future meetings was given by advertisement in the Omaha World Herald on 1/15/26.

In addition, the meeting was posted on the following locations: the ESU #3 Website, the ESU #3 Headquarters front door, and the Sparq Meetings host site.

### 2. Nebraska Open Meetings Act Notice; Location of Posted Information

### 3. Organization of Educational Service Unit #3 Board for 2026

Motion to approve Treasurer: Lori Meays; Bank Depository: Pinnacle Bank; Newspaper Publication: Omaha World Herald; Legal Counsel: PGH&G (Perry Law Firm) (Justin Knight) for 2026 Passed with a motion by Brenda Sherman and a second by Marla Fries.

Marla Fries: Yes, Brett Kuhn: Yes, Ron Pearson: Yes, Mary Scarborough: Yes, Brenda Sherman: Yes, Ted Stilwill: Yes, Liz Tompkins: Yes, Stan Turner: Yes

Board members nominated Mary Scarborough as President, Brenda Sherman as Vice President, and Stan Turner as Secretary. All were handled through voice nominations. Each office had one nomination. All were approved unanimously through a voice vote.

Dr. Schnoes and the Board recognized Ron Pearson for starting his 40th year on the ESU #3 Board and having served the past 24 years as President.

### 4. Excused Board Members, if Applicable

All present.

## 5. Recognition of Visitors

Cecilia Wilken from the Professional Learning Department was in attendance.

## 6. Public Comments

No public comments.

## 7. Approval of Consent Agenda

Motion to approve Consent Agenda as presented Passed with a motion by Ted Stilwill and a second by Stan Turner.

Marla Fries: Yes, Brett Kuhn: Yes, Ron Pearson: Yes, Mary Scarborough: Yes, Brenda Sherman: Yes, Ted Stilwill: Yes, Liz Tompkins: Yes, Stan Turner: Yes

### 7.1. Approval of Previous Board Meeting Minutes

### 7.2. Personnel Report

#### 7.2.1. Hired

#### 7.2.2. Resigned/Terminated

### 7.3. Contract Report

### 7.4. Approval of National Travel and/or Lodging Expenses Exceeding the Applicable Federal Rate Report

### 7.5. Items for Disposal, Asset Change, or For Sale

### 7.6. Board Member Insurance Coverage

### 7.7. Head Start Leadership Reports, Policy Council Updates, Contracts, Etc.

## 8. Approval of Treasurer's Report

Motion to approve the Treasurer's report as presented Passed with a motion by Brenda Sherman and a second by Ted Stilwill.

Marla Fries: Yes, Brett Kuhn: Yes, Ron Pearson: Yes, Mary Scarborough: Yes, Brenda Sherman: Yes, Ted Stilwill: Yes, Liz Tompkins: Yes, Stan Turner: Yes

The Treasurer's Report noted receipts totaled \$2,864,421.29 for the month and disbursements totaled \$2,844,208.43.

## 9. Approval of Bills

Motion to approve bills as presented Passed with a motion by Brenda Sherman and a second by Marla Fries.

Marla Fries: Yes, Brett Kuhn: Yes, Ron Pearson: Yes, Mary Scarborough: Yes, Brenda Sherman: Yes, Ted Stilwill: Yes, Liz Tompkins: Yes, Stan Turner: Yes

Bills were presented in the amount of \$2,412,116.18.

## 10. Administrative Report

Dr. Schnoes shared information on the following topics: District negotiation settlements, Facility project update, Legislation, 60th Anniversary for ESU 3 and activities, Head Start Funding, and future attendance at NSBA National Convention.

## 11. New Business Agenda Items

### 11.1. Review and Sign Code of Ethics for ESU #3 Board Members

Dr. Schnoes reviewed the Code of Ethics with the board. All eight board members present signed the document.

### 11.2. Approve 2026 Board Calendar Dates and Review 2026 Board Agenda Items

Motion to approve the Board Calendar with the March Board meeting set for March 10th, 2026 at 7:00 PM Passed with a motion by Brenda Sherman and a second by Liz Tompkins.

Marla Fries: Yes, Brett Kuhn: Yes, Ron Pearson: Yes, Mary Scarborough: Yes, Brenda Sherman: Yes, Ted Stilwill: Yes, Liz Tompkins: Yes, Stan Turner: Yes

Dr. Schnoes shared the 2026 Board Calendar and the monthly Board Agenda items. The March Board meeting was moved to March 10th due to a travel conflict with Dr. Schnoes.

### 11.3. Recognition for Nebraska School Board Member Week

Dr. Schnoes recognized the board for their commitment, dedication, and service to ESU 3.

### 11.4. ESU #3 Strategic Plan Annual Review and Board Governance Goal

Dr. Blum and Dr. Wilken presented a review of the ESU #3 Strategic Plan and the work completed this past year by the ESU #3 Continuous Improvement Committee.

### 11.5. AESA Conference Follow up

All board members shared comments from the AESA Conference and expressed the value of attending this event for their own professional development. They also recognized several ESU 3 staff members that presented at the conference. The presentations were well attended and received very positive comments.

### 11.6. Approve Board Policy updates

Motion to approve the updated version of Board Policy, Article 3, Sections 4H and 5M Passed with a motion by Brett Kuhn and a second by Ted Stilwill.

Marla Fries: Yes, Brett Kuhn: Yes, Ron Pearson: Yes, Mary Scarborough: Yes, Brenda Sherman: Yes, Ted Stilwill: Yes, Liz Tompkins: Yes, Stan Turner: Yes

### 11.7. Approve Business Services Remodel Project

Motion to accept the bid from IDEAL Construction, Elkhorn, NE for the Second Floor Business Services Remodel Project for \$288,447.00 Passed with a motion by Ted Stilwill and a second by Stan Turner.

Marla Fries: Yes, Brett Kuhn: Yes, Ron Pearson: Yes, Mary Scarborough: Yes, Brenda Sherman: Yes, Ted Stilwill: Yes, Liz Tompkins: Yes, Stan Turner: Yes

#### 11.8. Review ESU #3 Administrative Contract Procedures

Effective on January 16, 2026, the contract for Dr. Schnoes was automatically extended for one additional year (through June 2029).

The evaluation for Dr. Schnoes was completed on November 25, 2025, by Board President, Ron Pearson. Evaluation scores for the seven performance areas averaged 4.0 on a 4.0 point scale. All comments were positive regarding his role as CEO of ESU #3. The next steps for contract extension were discussed.

#### 12. Adjournment

Motion to adjourn meeting Passed with a motion by Brenda Sherman and a second by Marla Fries.

Marla Fries: Yes, Brett Kuhn: Yes, Ron Pearson: Yes, Mary Scarborough: Yes, Brenda Sherman: Yes, Ted Stilwill: Yes, Liz Tompkins: Yes, Stan Turner: Yes