



ESUCC Regular Board Meeting
Friday, May 15, 2026 8:30 AM
ESU 10
76 Plaza Blvd
Kearney, NE 68845

1. Call to Order
Board President
 - 1.1. Roll Call
Board President
2. Welcome Visitors
Board President
3. Public Comment
Board President
4. Consent Agenda Items
Board President
 - 4.1. Approval of Minutes
Board President
 - 4.2. Policy 3027. Internet Safety Policy
Board President
 - 4.3. Policy 4013. Leave Time
Board President
 - 4.4. Policy 4014. Workers' Compensation
Board President
 - 4.5. Policy 4015. Tort Claims
Board President
 - 4.6. Policy 4016. Outside Employment/Non-ESUCC Employment
Board President
 - 4.7. Travel Expenses Exceeding Per Diem
Board President
 - 4.8. Cooperative Contracts
Board President
5. Nebraska Council on Teacher Education Update
Dr. Ashley Tomjack
6. Coop Project Profile
Project Leaders

7. Petitions and Communications to the Board
Board President
 - 7.1. Learning Community Update
Gerald Kuhn
 - 7.2. NCSA - Ambassador Program Updates
Kevin Wingard, NCSA
 - 7.3. State Board of Education and Nebraska Department of Education Report
Shirley Vargas, NDE
 - 7.4. Association of Education Service Agency (AESAs) Report
AESAs Representative
8. Sparq Negotiations Update
Dr. Brian Maschmann
9. Chief Executive Officer (CEO) Report
CEO Polk
10. SMART Committee Report
Committee Chair
11. Committee Reports
Board President
 - 11.1. Executive Committee Report
Board President
 - 11.1.1. Claims, Financial Statements, and Assets for the Month of April
ESUCC Treasurer
 - 11.1.2. April expenses to be paid in May
ESUCC Treasurer
 - 11.1.3. Employment contract for Nikki Muller, PowerSchool Support Specialist
CEO Polk
 - 11.1.4. Employment Contract for Ellie Schroeder, PowerSchool Support Specialist
CEO Polk
 - 11.1.5. Revised Contract for Shara Johnson, Canvas Specialist
CEO Polk
 - 11.2. Education Resources
Committee Chair(s)
 - 11.3. Legal Committee
Committee Chair(s)
 - 11.3.1. Board Member Mileage
Board President
 - 11.4. Information Services Committee
Committee Chair(s)
12. ESU Share Out and New Chief Administrator Topics
Board President
13. Adjournment
Board President

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

Educational Service Unit Administrators 2025-2026

ESU 1 - Dr. Bill Heimann
211 Tenth Street
Wakefield, NE 68784-5014
Cell: 402-525-1211
W: 402-287-2061
F: 402-287-2065
bheimann@esu1.org

ESU 2 - Mitch Hoffer
PO Box 649
2320 North Colorado
Fremont, NE 68026-0649
Cell: 308-548-8172
W: 402-721-7710
F: 402-721-7712
mhoffer@esu2.org

ESU 3 - Dr. Dan Schnoes
6949 South 110th St
Omaha, NE 68128-5722
Cell: 402-719-8181
W: 402-597-4802
F: 402-597-4898
dschnoes@esu3.org

ESU 4 - Gregg Robke
2301 Dahlke Avenue
Auburn, NE 68305-0310
Cell: 402-274-8813
W: 402-274-4354
F: 402-274-4356
grobke@esu4.net

ESU 5 - Dr. Brenda McNiff
900 West Court
Beatrice, NE 68310-3526
Cell: 402-806-2613
W: 402-223-5277
F: 402-223-5279
bmcniff@esu5.org

ESU 6 - Dr. Brian Maschmann
210 Fifth Street
Milford, NE 68405
Cell: 402-314-8329
W: 402-761-3341
F: 402-761-3279
Brian.maschmann@esu6.org

ESU 7 - Marci Ostmeyer
2657 44th Avenue
Columbus, NE 68601-8537
Cell: 402-366-1034
W: 402-564-5753
F: 402-563-1121
mostmeyer@esu7.org

ESU 8 - Corey Dahl
302 Main Street
PO Box 89
Neligh, NE 68756
Cell: 402-640-3577
W: 402-887-5041
F: 402-887-4604
corey.dahl@esu8ne.org

ESU 9 - Drew Harris
5807 Osborne Dr. W
Hastings, NE 68901
Cell: 402-768-8940
W: 402-463-5611
F: 402-463-9555
drew.harris@esu9.us

ESU 10 - Dr. Melissa Wheelock
76 Plaza Blvd.
PO Box 850
Kearney, NE 68848-0850
Cell: 308-830-3578
W: 308-237-5927
F: 308-237-5920
mwheelock@esu10.org

ESU 11 - John Poppert
412 West 14th Avenue
PO Box 858
Holdrege, NE 68949-0858
Cell: 402-366-0942
W: 308-995-6585
F: 308-995-6587
john.poppert@esu11.org

ESU 13 - Dr. Laura Barrett
4215 Avenue I
Scottsbluff, NE 69361-4902
Cell: 308-631-3933
W: 308-635-3696
F: 308-633-3752
LBarrett@esu13.org

ESU 15 - Phillip Picquet
344 Main
PO Box 398
Trenton, NE 69044-0398
Cell: 402-326-3432
W: 308-334-5160
F: 308-334-5581
ppicquet@esu15.org

ESU 16 - James McGown
314 West First Street
Ogallala, NE 69153
Cell: 308-250-0609
W: 308-284-7518
F: 308-284-8483
jmcgown@esusixteen.org

ESU 17 - Geraldine Erickson
207 North Main
Ainsworth, NE 69210
Cell: 402-822-0047
W: 402-387-1420
gerickson17@esu17.org

ESU 18 - Dr. Takako Olson
5905 O Street
Lincoln, NE 68510
Cell: 402-430-5909
W: 402-436-1000
F: 402-436-1682
tnagaya@lps.org

ESU 19 - Dr. Kanyon Chism
3215 Cuming Street
Omaha, NE 68131
Cell 402-917-3166
W: 531-299-7200
Kanyon.Chism@ops.org

ESUCC CEO - Dr. Larianne Polk
6949 South 110th Street
La Vista, NE 68128-5722
Cell: 402-720-4977
W: 402-597-4915
lpolk@esuucc.org



ESUCC
ESUCC Regular Board Meeting
Friday, April 17, 2026, 8:30 AM
ESU 3 plus Zoom, 6949 South 110th Street, La Vista, NE 68128

Posted Locations:

Omaha World-Herald
ESUCC webpage
NE Public Meetings

Posted Date: 4/8/2026

Attendance Taken at 8:30 AM.

Dr. Bill Heimann (ESU 01):	Present
Mitch Hoffer (ESU 02):	Present
Dr. Dan Schnoes (NE) (ESU 03):	Absent
Gregg Robke (ESU 04):	Present
Dr. Brenda McNiff (ESU 05):	Present
Dr. Brian Maschmann (ESU 06):	Present
Marci Ostmeyer (ESU 07):	Present
Corey Dahl (ESU 08):	Present
Drew Harris (ESU 09):	Present
Dr. Melissa Wheelock (ESU 10):	Present
John Poppert (ESU 11):	Present
Dr. Laura Barrett (ESU 13):	Present
Phillip Picquet (ESU 15):	Present
James McGown (ESU 16):	Present
Geraldine Erickson (ESU 17):	Present
Dr. Takako Olson (ESU 18):	Present
Dr. Kanyon Chism (ESU 19):	Present
Gerald Kuhn - Present.	

1. Call to Order

Meeting Notice: Pursuant to Section 84-1411 of the Nebraska Statutes, notice of this meeting was given by advertisement on the ESUCC website, NE Public Meeting site, and host site.

Open Meetings Law: Pursuant to Section 84-1412 of the Nebraska Statutes, the public is hereby informed that a current copy of the Nebraska Open Meetings Act is posted in this meeting room.

Closed Session: The ESUCC board may enter closed session during the meeting when it determines that doing so is appropriate and is authorized by the provisions of the Open Meetings Act.

The Board Meeting was called to order at 8:30am.

1.1. Roll Call

Dr. Dan Schnoes, ESU 3 Administrator, will be absent.

2. Welcome Visitors

Notice to visitors: To be heard at this meeting, the "Request to be Heard" form, must be completed and submitted to the Secretary to the Executive Director of ESUCC. The President of the Board of ESUCC will call upon visitors wishing to address the Board in the order they were submitted or by subject.

No visitors present.

3. Public Comment

To be heard at this meeting, the "Request to be Heard" form has been completed and submitted to the Secretary to the Executive Director of ESUCC. The President of the Board of ESUCC will now call upon visitors requesting to address the Board in the order they were submitted or by subject.

No public comments provided.

4. Consent Agenda Items

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 Items:

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

Recommended Motion: Take all necessary action to approve the consent agenda as presented.

Take all necessary action to approve the consent agenda as presented. Passed with a motion by Erickson, Geraldine (ESU 17) and a second by McNiff, Brenda (ESU 05).

Dr. Bill Heimann (ESU 01): Yea
Mitch Hoffer (ESU 02): Yea
Gregg Robke (ESU 04): Yea
Dr. Brenda McNiff (ESU 05): Yea
Dr. Brian Maschmann (ESU 06): Yea
Marci Ostmeyer (ESU 07): Yea
Corey Dahl (ESU 08): Yea
Drew Harris (ESU 09): Yea
Dr. Melissa Wheelock (ESU 10): Yea
John Poppert (ESU 11): Yea
Dr. Laura Barrett (ESU 13): Yea
Phillip Picquet (ESU 15): Yea
James McGown (ESU 16): Yea
Geraldine Erickson (ESU 17): Yea
Dr. Takako Olson (ESU 18): Yea
Dr. Kanyon Chism (ESU 19): Yea

Yea: 16, Nay: 0

4.1. Approval of Minutes

This is a consent item.

4.2. Policy 3015. Disposal of Property

This is a consent item.

4.3. Policy 4002. Employee Classifications

This is a consent item.

4.4. Policy 4003. Job Descriptions

This is a consent item.

4.5. Policy 4004. Selection and Assignment of Employees

This is a consent item.

4.6. Policy 4009. Compensation

This is a consent item.

4.7. Policy 4012. Employee Benefits Compensation

This is a consent item.

4.8. Travel Expenses Exceeding Per Diem

- Scott Isaacson, ESUCC CIO - ESUCC Committee Meetings, Board Meeting, NRCSA Spring Conference (March 17-20, 2026)

- Lodging: Per Diem = \$330. Actual Cost = \$767

- Meals: Per Diem = \$238. Actual Cost = \$51.92
 - Total Overage = \$250.92
- Andrew Easton, ESUCC CLO - ESUCC Board Meeting and NRCSA (March 18-19, 2026)
 - Lodging: Per Diem = \$110. Actual Cost = \$269
 - Meals: Per Diem = \$102. Actual Cost = \$0
 - Total Overage = \$57.00

This is a consent item.

4.9. Cooperative Contracts

This is a consent item.

5. Project Profile - Cybersecurity

ESUCC Chief Information Officer (CIO) Scott Isaacson reviewed the attached K12 Education Cybersecurity Act document.

6. Petitions and Communications to the Board

6.1. Learning Community Update

Gerald Kuhn, attended via Zoom to provide a Learning Community Update. The Learning Community was able to get the CAP plan approved. LB 924 - waiting for the Governor to sign. Mr. Kuhn left the meeting at 9:00am.

6.2. NCSA - Ambassador Program Updates

Kevin Wingard, NCSA Ambassador, will not be able to attend the meeting so he provided the attached report for review.

6.3. State Board of Education and Nebraska Department of Education Report

Dr. Shirley Vargas, NDE School Transformation Officer & Office Administrator, reviewed the linked NDE Updates 2025-26 document.

6.4. Association of Education Service Agency (AESA) Report

Dr. Schnoes is on his way back from Portugal for the AESA Leadership Academy.

North Dakota external review started last week.

7. Chief Executive Officer (CEO) Report

CEO Report to the Board - April 2026

ESUCC CEO Dr. Larianne Polk reviewed the attached April 2026 CEO Leave Report to the Board document.

Dr. Brian Maschmann provided an update on the Policy Support Service.

8. SMART Committee Report

Members:

Mitch Hoffer, ESU 2

Dan Schnoes, ESU 3

Gregg Robke, ESU 4

Marci Ostmeyer, ESU 7

Melissa Wheelock, ESU 10

Phillip Picquet, ESU 15 (Chair)

Takako Olson, ESU 18

The SMART Admin Work group will meet next week. The Arkansas SMART site will be ready to go for the 2026-2027 school year. There are three other states interested but have not fully committed. The SMART Tool has had some improvements. Opportunity to collaborate in some fields, school improvement goal(s) field, service list features to include a toggle for descriptions and funding sources.

9. Committee Reports

9.1. Executive Committee Report

The Board President will provide an update from the committee meeting held on April 16, 2026.

Committee Members:

- Board President: Dr. Bill Heimann
- Board Past President: Dr. Brenda McNiff
- Board President-Elect: Dr. Melissa Wheelock
- Secretary: Dr. Laura Barrett
- Treasurer: Geraldine Erickson

9.1.1. Claims, Financial Statements, and Assets for the Month of March

Other financial reports are available upon request to the ESUCC CEO.

Committee Recommended Motion: Discuss, consider, and take all necessary action to approve the claims, financial statements, and assets for the month of March.

ESUCC CEO Dr. Polk reviewed the attached Budget Summary March 2026 Updated document. Discuss, consider, and take all necessary action to approve the claims, financial statements, and assets for the month of March Passed with a motion by Dahl, Corey (ESU 08) and a second by Barrett, Laura (ESU 13).

Dr. Bill Heimann (ESU 01): Yea

Mitch Hoffer (ESU 02): Yea

Gregg Robke (ESU 04): Yea

Dr. Brenda McNiff (ESU 05): Yea

Dr. Brian Maschmann (ESU 06): Yea
Marci Ostmeyer (ESU 07): Yea
Corey Dahl (ESU 08): Yea
Drew Harris (ESU 09): Yea
Dr. Melissa Wheelock (ESU 10): Yea
John Poppert (ESU 11): Yea
Dr. Laura Barrett (ESU 13): Yea
Phillip Picquet (ESU 15): Yea
James McGown (ESU 16): Yea
Geraldine Erickson (ESU 17): Yea
Dr. Takako Olson (ESU 18): Yea
Dr. Kanyon Chism (ESU 19): Yea
Yea: 16, Nay: 0

9.1.2. March Expenses to be Paid in April

Committee Recommended Motion: Discuss, consider, and take all necessary action to approve the March expenses to be paid in April.

Discuss, consider, and take all necessary action to approve the March expenses to be paid in April Passed with a motion by Heimann, Bill (ESU 01) and a second by Erickson, Geraldine (ESU 17).

Dr. Bill Heimann (ESU 01): Yea
Mitch Hoffer (ESU 02): Yea
Gregg Robke (ESU 04): Yea
Dr. Brenda McNiff (ESU 05): Yea
Dr. Brian Maschmann (ESU 06): Yea
Marci Ostmeyer (ESU 07): Yea
Corey Dahl (ESU 08): Yea
Drew Harris (ESU 09): Yea
Dr. Melissa Wheelock (ESU 10): Yea
John Poppert (ESU 11): Yea
Dr. Laura Barrett (ESU 13): Yea
Phillip Picquet (ESU 15): Yea
James McGown (ESU 16): Yea
Geraldine Erickson (ESU 17): Yea
Dr. Takako Olson (ESU 18): Yea
Dr. Kanyon Chism (ESU 19): Yea
Yea: 16, Nay: 0

9.1.3. Mileage for Board Members

The mileage reimbursement discussion will continue, and the Executive Committee will make a

recommendation to the board.

Committee Recommended Motion: Discuss, consider, and take all necessary action to approve Exhibit A of the Mileage Reimbursement for ESUCC Board Meetings Options and Fiscal Impact document, as presented, with mileage being paid from the ESU site to the ESUCC Meeting Location and back, beginning 2026-2027 fiscal year (September 1).

Procedure and policy will be brought back to the board.

Discuss, consider, and take all necessary action to approve Exhibit A of the Mileage Reimbursement for ESUCC Board Meetings Options and Fiscal Impact document, as presented, with mileage being paid from the ESU site to the ESUCC Meeting Location and back, beginning 2026-2027 fiscal year (September 1) Passed with a motion by Dahl, Corey (ESU 08) and a second by Erickson, Geraldine (ESU 17).

Dr. Bill Heimann (ESU 01):	Yea
Mitch Hoffer (ESU 02):	Yea
Gregg Robke (ESU 04):	Yea
Dr. Brenda McNiff (ESU 05):	Yea
Dr. Brian Maschmann (ESU 06):	Yea
Marci Ostmeyer (ESU 07):	Yea
Corey Dahl (ESU 08):	Yea
Drew Harris (ESU 09):	Yea
Dr. Melissa Wheelock (ESU 10):	Yea
John Poppert (ESU 11):	Yea
Dr. Laura Barrett (ESU 13):	Yea
Phillip Picquet (ESU 15):	Yea
James McGown (ESU 16):	Yea
Geraldine Erickson (ESU 17):	Yea
Dr. Takako Olson (ESU 18):	Yea
Dr. Kanyon Chism (ESU 19):	Yea

Yea: 16, Nay: 0

9.2. Education Resources

The Committee Chairperson(s) will provide an update from the committee meeting held on April 16, 2026.

Committee Members:

- Co-Chair: Dr. Brenda McNiff
- Co-Chair: Dr. Laura Barrett
- Marci Ostmeyer
- Geraldine Erickson
- Dr. Kanyon Chism

ESUCC 13 Administrator, Dr. Laura Barrett provided the update for the Education Resources Committee Meeting. ESUCC CEO Dr. Larianne Polk provided an update on the LETRS Facilitator Charter Agency. ESUCC CLO Andrew Easton provided an update on the 2027 May PO celebration event and provided an update on AI.

9.3. Legal Committee

The Committee Chairperson(s) will provide an update from the committee meeting held on April 16, 2026.

During this time, or around 11am CST, Bromms will be invited to speak to the board.

Committee Members:

- Co-Chair: Dr. Melissa Wheelock
- Co-Chair: Phillip Picquet
- Dr. Bill Heimann
- Dr. Dan Schnoes
- Drew Harris
- John Poppert
- Dr. Takako Olson

Dr. Wheelock - Co-Chair, provided the update for the Legal Committee.

ESUCC CEO Dr. Polk reviewed the CEO Report to the Board - April 2026 document.

9.3.1. ESUCC Legislative Priorities

Discuss any relevant legislative bills or concepts and provide direction for CEO Polk.

ESUCC CEO Dr. Larianne Polk reviewed the attached Session-End Report of ESUCC Legislative Positions 2026 document.

Curt Bromm and Payton Coulter from Bromm & Associates, were in attendance and providing legislative updates. Bromm & Associates wanted to recognize ESUCC CEO Dr. Polk for the time and effort she spent at the Capitol advocating for the cybersecurity bill.

9.4. Information Services Committee

The Committee Chairperson(s) will provide an update from the committee meeting held on April 16, 2026.

Committee Members:

- Co-Chair: Gregg Robke
- Co-Chair: James McGown
- Mitch Hoffer
- Dr. Brian Maschmann
- Corey Dahl

Gregg Robke, ESU 4 Administrator, provided the update for the Information Services Committee meeting.

10. ESU Share Out and New Chief Administrator Topics

Dr. Heimann, ESU 1 Administrator, provided an update on staffing.

TeamMates READ Grant - Derek Gangwish sent an email out to the READ contacts. John Poppert, ESU 11 Administrator, will be bringing in the mentor/mentees in early August. Retiring individuals cannot be a TeamMates mentor within the 120 days after retirement.

Administrative Professional Day next week.

Dr. Laura Barrett, ESU 13 Administrator, noted the areas impacted by fires will not have to pay property tax for the year. This may be something the administrators want to pay attention to.

11. Adjournment

The board meeting adjourned at 11:14am.

Minutes respectfully submitted by Mindy Reed, ESUCC Executive Secretary to the CEO.

3027. Internet Safety Policy

It is the policy of the ESUCC to comply with the Children’s Internet Protection Act (CIPA) and Children’s Online Privacy Protection Act (COPPA). With respect to the ESUCC’s computer network, the ESUCC shall: (a) protect against user access to, or transmission of, inappropriate material via Internet, electronic mail, or other forms of direct electronic communications; (b) provide for the safety and security of minors when using electronic mail, chat rooms, and other forms of direct electronic communications; (c) protect against unauthorized access, including so-called “hacking,” and other unlawful activities online; (d) protect against unauthorized online disclosure, use, or dissemination of personal identification information of minors; (e) obtain verifiable parental consent before allowing third parties to collect personal information online from students; and (f) implement measures designed to restrict minors’ access to materials (visual or non-visual) that are harmful to minors.

1. Definitions. Key terms are as defined in CIPA. “Inappropriate material” for purposes of this policy includes material that is obscene, child pornography, or harmful to minors. The term “harmful to minors” means any picture, image, graphic image file, or other visual depiction that: (1) taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion; (2) depicts, describes, or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated normal or perverted sexual acts, or a lewd exhibition of the genitals; and (3) taken as a whole, lacks serious literary, artistic, political, or scientific value as to minors.
2. Access to Inappropriate Material. To the extent practical, technology protection measures (or “Internet filters”) shall be used to block or filter Internet, or other forms of electronic communications, access to inappropriate information. Specifically, as required by the CIPA, blocking shall be applied to visual depictions of material deemed obscene or child pornography, or to any material deemed harmful to minors. Subject to staff supervision, technology protection measures may be disabled or, in the case of minors, minimized only for bona fide research or other lawful purposes.
3. Inappropriate Network Usage. To the extent practical, steps shall be taken to promote the safety and security of users of the ESUCC’s online computer network when using electronic mail, chat rooms, instant messaging, and other forms of direct electronic communications. Specifically, as required by CIPA, prevention of inappropriate network usage includes: (a) unauthorized access, including so-called ‘hacking,’ and other unlawful activities; and (b) unauthorized disclosure, use, and dissemination of personal identification information regarding minors.
4. Supervision and Monitoring. It shall be the responsibility of all members of the ESUCC staff to supervise and monitor usage of the online computer network and access to the Internet in accordance with this policy and CIPA. Procedures for the disabling or otherwise modifying any technology protection measures shall be the responsibility of the Administrator and the Administrator’s designees.

5. Parental Consent. The ESUCC shall obtain verifiable parental consent prior to students providing or otherwise disclosing personal information online.
6. Adoption. This Internet Safety Policy was adopted by the Board at a public meeting, following normal public notice.

Legal Reference:	47 USC § 254 (Children’s Internet Protection Act)
Date of Adoption:	October 17, 2025
Date(s) of Review:	May 15, 2026

4013. Leave Time

ESUCC employees must follow the applicable handbook and supervisor directives on acceptable leave procedures.

The type and number of leave days for which an ESUCC employee is eligible will be provided and maintained by the Chief Executive Officer or designee.

Legal Reference:	Neb. Rev. Stat. § 79-1247
Date of Adoption:	April 14, 2025
Date(s) of Review:	May 15, 2026

4014. Workers' Compensation

Employees are required to report any work-related injury and/or work-related medical condition to the Chief Executive Officer and ESU No. 17 Administrator immediately (or as soon as reasonably practical) and complete all appropriate paperwork requested by the Chief Executive Officer or ESU No. 17 Administrator.

Legal Reference:	Neb. Rev. Stat. § 48-101, et seq
Date of Adoption:	April 14, 2025
Date(s) of Review:	May 15, 2026

4015. Tort Claims

Tort claims must be filed with and received by the ESUCC Chief Executive Officer.

Legal Reference:	Neb. Rev. Stat. § 13-905, et seq
Date of Adoption:	April 14, 2025
Date(s) of Review:	May 15, 2026

4016. Outside Employment / Non-ESUCC Employment

Employees shall not perform any outside work or services during their ESUCC working hours. In addition, employees shall not engage in outside employment which conflicts with their duties for or the purpose of the ESUCC (such as working for a competing software program or outside agency that provides comparable services). Any ESUCC employee who considers a secondary job that might conflict with their duties (or give the appearance of conflicting) with the ESUCC must notify the Chief Executive Officer in writing and receive advance written permission from the Chief Executive Officer before accepting such outside employment.

Employees who suffer a non-ESUCC work-related injury are required to notify the Chief Executive Officer of ESUCC and Administrator of ESU 17 of the injury.

Legal Reference:	Neb. Rev. Stat. § 79-1247
Date of Adoption:	April 14, 2025
Date(s) of Review:	May 16, 2026

PROJECT PROFILE CALENDAR - 2026

ESUCC Board Meeting: Position Profile
Agenda Item

GROUP	MONTH
Cybersecurity	January
DL	February
TeamMates READ	March
Cybersecurity	April
Coop	May
No Meeting	June
Budget Meeting - No Profile	July
No Meeting	August
Non-Public Textbook Loan	September
CANVAS	October
PDO	November
No Meeting	December

If you cannot attend to present your Position Profile to the Board, please notify Dr. Larianne Polk as soon as you are aware.

PROJECT PROFILES

ESUCC Board Meeting: Position Profile
Agenda Item

PROJECT ROTATION

Cybersecurity

PowerSchool

SRS and Project Para

Non-Public Textbook Loan

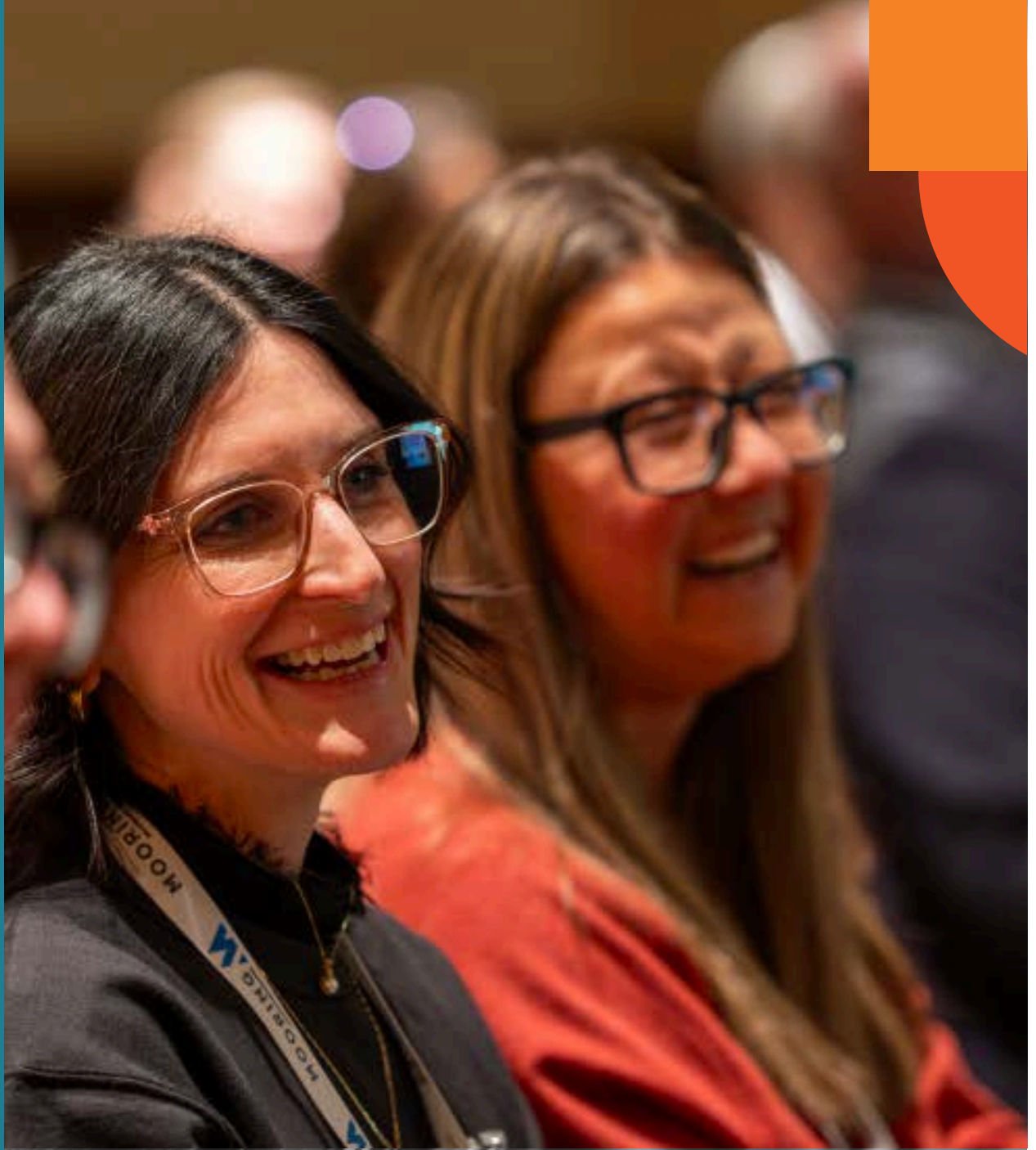
Coop

DL

BITS

CANVAS

PDO



AESA

2026-27

Programs Guide

SPRING 2026 EDITION

AESA Staff

Joan Wade, Executive Director jwade@aesa.us

Ann Fiene, Chief of Staff afiene@aesa.us

Jason Hiruo, Chief Global Officer jhiruo@aesa.us

Jessica Huizenga, Chief Program Officer jhuizenga@aesa.us

Sheila King, Chief Strategy Officer sking@aesa.us

Olga Simoes, Chief Financial Officer osimoes@aesa.us

Jill Jackson, Director of Meetings & Events jjackson@aesa.us

Chris Rooney, Director of Business Services crooney@aesa.us

Claire Sowder, Director of Communications & Marketing csowder@aesa.us

Meimei Zou, Director of Projects mzou@aesa.us

Angie Cedillo Pulla, Engagement & Operations Specialist apulla@aesa.us

Tina Viletto, Foundation Coordinator & Member Services Specialist tviletto@aesa.us

Barnabás Novák, Communications & Media Intern bnovak@aesa.us

Who We Are

The Association of Educational Service Agencies is dedicated to supporting and strengthening regional educational service agencies (ESAs), helping them to effectively serve their communities and improve educational outcomes for students nationwide.

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AI Roundtable



The world is moving faster than any of us can think. And, honestly, this is as slow as it's ever going to be.

Everyone in education is talking about AI tools. Which ones to adopt, how fast to move, what to do next. But these days, tools change every two weeks. What doesn't change is how we think, how we lead, and how we make decisions when the ground won't stop shifting. That's all about mindset. And right now, it's the conversation almost nobody is having.

In this conversation, Dr. Solomon will introduce five principles for building the kind of mindset that compounds long after today's tools are obsolete. Principles that help us move from reactive to intentional and give educators a foundation for the one thing AI can't do for us: our *own thinking*.

Registration: \$79 per participant

About the Facilitator

Dr. Eric Solomon is a cognitive psychologist, professor, and former executive at YouTube, Instagram, Spotify, and Google. As Founder and CEO of The Human Operating System, he helps leaders strengthen judgment, clarity, and trust as AI reshapes decision-making and culture.

JOIN THE ROUNDTABLE



AESA LEADERSHIP ACADEMY

Designed for ESA CEOs and cabinet-level administrators



2026-27 Schedule:

July 13-16, 2026
Summer Leadership
Conference
Riverside, CA

August 27, 2026
Virtual Session
2:00–4:00 pm ET

September 23-25, 2026
Advocacy in Action
Conference
Washington, D.C.

October 22, 2026
Virtual Session
2:00–4:00 pm ET

December 1-4, 2026
Annual Conference
Orlando, FL

February 9, 2027
Virtual Session
2:00–4:00 pm ET

April 2027
Hungary Trip



May 13, 2027
Virtual Session
2:00–4:00 pm ET

July 2027
Optional Session
Summer Leadership
Conference
Location TBD

A Transformative Experience for ESA Senior Leaders

Applications are now open for the 2026–27 AESA Leadership Academy, a yearlong, cohort-based experience for senior ESA leaders ready to strengthen their leadership practice and shape the future of regional education.

Throughout the year, participants will:

- Engage in disciplined problem-of-practice work
- Build trusted relationships with peers from across the country
- Strengthen leadership through reflection and applied learning
- Develop cultural intelligence through an integrated global learning experience

New for the 2026–27 Cohort!

In addition to ESA executive directors and CEOs, cabinet-level ESA administrators are now invited to apply.



LEARN MORE & APPLY

<https://www.aesa.us/leadership-academy/>

SCAN ME



GLOBAL COORDINATOR TRAINING



Program Overview Oct. 2026 - May 2027



Blended Learning

Virtual meetings, online modules, and in-person simulations.



Training Tour

Puts leaders on the ground, turning global theory into action.



Certification

Earn the AESA Global Coordinator designation.

International education is no longer optional!

The year-long AESA Global Coordinator Training program is built for individuals ready to lead global engagement within their ESA. Graduates emerge prepared to design and launch international programs that are sustainable, mission-aligned, and make a lasting impact on students and educators.

Grounded in the AESA Global Education Operations Curriculum (2025), the program builds competency in:

- Cultural Intelligence (CQ)
- International negotiation strategy
- Ethical risk frameworks
- Market entry planning
- Cross-cultural leadership
- Strategic partnership development

***We do not offer just travel experiences.
We build professional capacity.***



JOIN THE 2026-27 COHORT
www.aesa.us/global-coordinator-training/

Registration Deadline: August 1, 2026



Academy for Women Leaders

2026-27 Schedule:

October 5–7, 2026

In-Person Retreat
Location TBD

November 12, 2026

Virtual Session
2:00–3:30 pm ET

December 2026

In-Person Lunch Meetup
Annual Conference
Orlando, FL

February 1, 2027

Virtual Session
2:00–3:30 pm ET

March 8–10, 2027

In-Person Retreat
St. Louis, MO

April 28, 2027

Virtual Session
2:00–3:30 pm ET

Registration:

Annual Fee: \$2,175

Travel and lodging for in-person events not included.

Leading with Courage, Influencing with Integrity, and Speaking with Power

AESA's Academy for Women Leaders is a yearlong leadership experience for women in educational service agencies who want to lead with courage, communicate with confidence, and make values-driven decisions.

Through guided learning and peer connection, participants strengthen their influence, deepen their leadership presence, and apply purpose-driven strategies to complex challenges.

Who Should Participate?

Women in senior leadership roles at ESAs, including:

- Superintendents
- Executive Directors
- Deputy Superintendents
- Assistant Superintendents
- Other comparable executive-level leaders

This was such a wonderful opportunity and exactly what I needed to get excited about the work we do!

-Past Participant

READY TO LEAD?

www.aesa.us/academy-for-women-leaders/

SCAN ME



Professional Networks

Networks are ongoing communities of practice that connect ESA professionals with shared roles or interests. They focus on peer learning, collaboration, and the exchange of ideas and best practices, helping members stay connected, informed, and supported throughout the year.

Behavioral Health Network

Designed for ESA professionals who lead, coordinate, or provide behavioral and mental health services in schools, this national professional learning community supports strong peer connections, collaborative problem-solving, and the advancement of effective, school-based behavioral health systems.

Sept. 23 | Nov. 18 | Jan. 20 | Feb. 24 | Mar. 17 | Apr. 21

2:00-3:30 pm ET

Annual Fee: \$480



New in 2026-27!

Business Officials & HR Network

Designed for CFOs, business managers, and HR leaders in ESAs, this network fosters connection, collaboration, and shared learning. Participants explore strategies in finance, human resources, and compliance while exchanging practical tools to support effective and efficient operations.

Sept. 9 | Nov. 4 | Feb. 10 | Apr. 7

2:00-3:30 pm ET

Annual Fee: \$320



Communications & Marketing Network

Designed for ESA communications, marketing, and public engagement professionals, this national professional learning community fosters connection, collaboration, and shared learning. Participants exchange strategies, share practical resources, and work together to strengthen their impact and amplify the collective voice of ESAs nationwide.

Aug. 27 | Oct. 1 | Dec. 10 | Feb. 4 | Apr. 8 | Jun. 3

2:00-3:30 pm ET

Annual Fee: \$480



New in 2026-27!

Where people stay connected, learn from each other, and keep growing.

Executive Assistant to the CEO Network

The Executive Assistant to the CEO Network is a dedicated professional learning community for executive assistants supporting ESA leaders. This network provides role-specific training, practical tools, and a peer network to help executive assistants enhance organizational efficiency, strengthen communication, and support high-level leadership with confidence and clarity.

Oct. 7 | Jan. 27 | Apr. 21 | Jun. 23

12:00-1:00 pm ET

Annual Fee: \$175



Professional Learning Consultants Network

This network is for consultants, professional development specialists, and department coordinators who serve school districts. Designed to support your unique role, this network offers targeted learning, practical tools, and a national peer community. Participants will explore key topics, sharpen consulting skills, and gain actionable strategies to enhance their impact and effectiveness.

Sept. 15 | Nov. 10 | Jan. 5 | Feb. 16 | Mar. 16 | Apr. 13

2:00-3:30 pm ET

Annual Fee: \$480



Revamped for 2026-27!

Professional Learning Directors Network

Designed for leaders who design, lead, and manage professional learning systems in ESAs, this national professional learning community fosters connection, collaboration, and shared learning. Participants engage in leadership-level conversations, exchange strategies, and strengthen their capacity to lead effective teams, manage resources, and support high-quality professional learning systems.

Sept. 17 | Nov. 12 | Jan. 7 | Feb. 18 | Mar. 18 | Apr. 15

2:00-3:30 pm ET

Annual Fee: \$480



New in 2026-27!

Special Education Directors Network

Designed for directors, coordinators, and other special education leaders at ESAs, this network fosters collaboration to share strategies, address common challenges, and stay ahead of emerging trends. Participants engage in structured discussions, explore evolving policies and practices, and access practical tools, service models, and leadership frameworks—while building lasting peer connections and benchmarking ideas across agencies.

Sept. 22 | Nov. 17 | Jan. 12 | Feb. 9 | Mar. 9 | Apr. 20

2:00-3:30 pm ET

Annual Fee: \$480



Technology Leaders Network

The network offers ESA technology staff a dynamic space to explore emerging trends, tackle shared challenges, and connect with peers nationwide. With timely topics, expert insight, and a strong collaborative community, this network empowers participants to lead innovation and shape the future of educational technology.

Aug. 27 | Oct. 15 | Dec. 9 | Feb. 11 | Apr. 1 | Jun. 3

2:00-3:30 pm ET

Annual Fee: \$480



SCAN ME



FIND YOUR NETWORK!

www.aesa.us/networks

Learning Labs

Learning Labs are structured, time-limited learning experiences focused on specific topics. Led by expert facilitators, they provide practical tools and opportunities to apply new strategies in real-world contexts.



Designed for ESA operations staff, this experience strengthens systems, improves efficiency, and builds operational excellence while equipping participants with practical tools to enhance daily operations.

July 14-16: Optional In-person Launch during Summer Leadership Conference

Virtual Meetings

September 15

Creating a Culture of Standard Operating Procedures

Learn how to build a systems-driven culture that gets critical details right.

October 13

Time and Task Management for Operations Teams

Master essential tools and practices to manage time, tasks, and priorities—beyond the urgent.

November 17

Project Planning and Building an Operations Calendar

Integrate long-term planning into daily workflows to stay on track.

December 15

Key Tools for Managing Vendors and Teams

Discover practical tools to boost accountability and performance with both vendors and internal teams.

Annual Fee: \$349

REGISTRATION NOW OPEN!

www.aesa.us/operations-online-learning-lab/



Focused on deep learning, strengthening capacity, and translating ideas into action!



New in 2026-27!

This year-long, cohort-based experience is for ESA and regional leaders advancing Career and Technical Education, strengthening strategic thinking, leadership, and regional impact.

July 14-16: Optional In-person Launch during Summer Leadership Conference

Beyond Programs: The Hidden Architecture of High-Impact CTE

Focused on examining system-level leadership conditions that shape CTE outcomes and establishing shared language and frameworks for the series

Virtual Meetings

September 16

Distinguishing Quality: How High-Impact CTE Actually Takes Shape

Understand what drives meaningful outcomes beyond surface-level activities.

November 17

Influence: Advancing CTE Through Strategic Leadership

Guide direction, build credibility, and move initiatives forward

January 12

Strategic Positioning: Elevating CTE as a Driver of Regional Success

Communicating CTE's role in workforce development and community impact.

March 4

From Insight to Momentum: Leading Sustainable CTE Transformation.

Capstone session on turning insight into lasting CTE action.

Annual Fee: \$349

SCAN ME



REGISTRATION NOW OPEN!

<https://www.aesa.us/cte-online-learning-lab/>

BUSINESS STRATEGY FRAMEWORK WORKSHOP 1.0



May 18-19, 2026

Day 1: 9:00 am-4:00 pm
Day 2: 8:30 am-3:30 pm



2101 W. Loop 340
Waco, TX 76712



Registration

Individuals: \$1,500
Team of 3+: \$1,000 per person

Practical Strategies for ESA Teams

This two-day workshop, hosted by ESC Region 12, gives ESA teams a powerful, hands-on approach to strategy. Participants will learn to use the Business Strategy Framework, a question-driven tool that guides smart, strategic decision-making for both new initiatives and existing services.

Key Takeaways

- A shared strategic mindset across your ESC team
- A deeper understanding of smart business decisions
- A practical framework to guide future planning
- A more disciplined approach to assessing opportunities

To deepen learning, each team brings a real-time project and applies workshop strategies directly, gaining practical experience and actionable results.



Focus on the right work



Allocate resources effectively



Identify what drives success

REGISTRATION NOW OPEN!



Systems in Sync

Leading Coherence and Connection

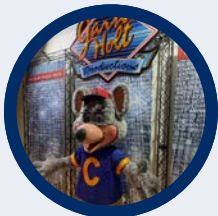
July 14-16, 2026  Riverside, California

Keynote Speaker



Marlon Styles

Learning Tour



Garner Holt
Education Through
Imagination

Registration



Early Bird: \$625
Before June 5, 2026

Smarter systems. Stronger learning. Connected communities.

Today's ESA leaders are navigating increasingly complex systems. *Systems in Sync* focuses on how leaders create coherence across leadership, instruction, well-being, operations, and community partnerships.

This year, AESA is proud to partner with the San Bernardino County Office of Education and the Riverside County Office of Education to host the conference in a region known for innovation, collaboration, and charm.



Overnight Accommodations

Mission Inn Hotel & Spa

Located in the heart of downtown Riverside, this National Historic Landmark offers a memorable place to stay!

Once you register, you'll receive AESA room block details by email.

SYNC WITH US!

www.aesa.us/summer-leadership-conference/

SCAN ME



Save the Dates!

Advocacy in Action Conference

This conference provides participants with the opportunity to refine their advocacy skills and meet directly with federal lawmakers to advocate for the needs of students, educators, and communities.

September 23–25, 2026

Washington, D.C.



Business Strategy Framework 2.0

This advanced workshop builds on BSF 1.0, diving into competitive strategy and AI integration. Learn to manage uncertainty, build AI partnerships, and align your organization for strategic success

NOTE: Completion of the Business Strategy Framework 1.0 Workshop preferred.

October 26-27, 2026

Tampa, FL area



Annual Conference & Expo

As AESA's premier annual event, we bring together thought leaders from across the country and ESA professionals who know the work firsthand, combining fresh perspectives with real-world expertise. Conference guests will stay at the Hilton Orlando, a modern, full-service resort conveniently located in the heart of Orlando's International Drive area.

December 2-4, 2026

Orlando, FL





PO Box 404, Cheshire, CT 06410

 715-966-1688  afiene@aesa.us  www.aesa.us

Sparq Negotiations Platform: ESU Data Entry Reference Guide

This guide aims to provide clear instructions and definitions for entering compensation data into the Sparq platform, ensuring consistency and accuracy across all Educational Service Units (ESUs).

1. Timelines

- **Annual Salary Information Update:** New salaries, particularly for negotiated agreements, should be updated on Sparq by **August 1st** each year.
 - **Previous Year's Data Pull:** Sparq pulls data from the previous year for the current year on **January 1st**.
 - **Negotiated Agreement Settlement:** Individual emails regarding negotiated agreements are typically sent to administrators in June or July.
-

2. Position Categories

Understanding where an employee's compensation data should be entered is crucial. Sparq primarily uses two main sections: **Negotiated Agreement** and **Administrator** (Will be renamed "Other Bargaining Unit Negotiations").

- **Negotiated Agreement Section:**
 - This section is for employees whose salaries are part of a formal negotiated agreement.
 - If an ESU has teachers with a salary schedule, they would be reported here.
- **Administrator Negotiations:**
 - This section is for staff who are *not* on a negotiated agreement, including many administrative roles and other classified staff.
 - If an ESU has teachers *not* on a negotiated agreement salary schedule, they should be reported in this "Other" section.

Common Position Examples and Preferred Data Entry Categories:

The following list categorizes common ESU positions and where they would fall into categories in Sparq.

- **Administrative Assistant:**
 - Administrative Assistant

- Secretary
- Executive Assistant
- Office Associate
- Office Manager
- Receptionist
- **Assistant Superintendent:**
 - Assistant Administrator
 - Assistant CEO
- **Bookkeeper:**
 - Accounts Payable/Receivable
 - Payroll Clerk
 - SPED bookkeeper
 - Grants bookkeeper
 - Accounting Clerk
- **Business Manager:**
 - CFO
 - HR Director/Manager
 - Accounting Manager
 - Director of Business Services
- **Chief Administrator:**
 - Administrator
 - CEO
 - Executive Director
- **Classified Technology:**
 - Tech support
 - Help Desk
 - District Technology Coordinator
 - LanManager
 - Network Operations Technology Support
 - Educational Technology Specialists (non-instructional)
- **Instructional Paraprofessional:**
 - Para
 - Job Coach
 - Sped para
 - Behavior Tech
 - Teacher Assistants
 - Med Aide
- **Licensed Mental Health:**
 - LMHP
 - PLMHP
 - LIMHP
 - Social Worker
- **Maintenance/Custodian:**
 - Grounds keeper

- Ground engineer
 - Facilities manager
- **Nurse:**
 - RN
 - LPN
- **Occupational Therapist:**
 - OT
 - OTA
 - COTA
- **Other:**
 - Grant Writer
 - This category is for unique roles not fitting elsewhere.
- **Professional Technology:**
 - Programmers
 - Coders
 - Data Specialist/Engineer
 - Database Administrator
 - Network Computer System Engineer
 - Cybersecurity Specialist
- **Program Consultant/Coordinator:**
 - Early Development Network Coordinators
 - ASD Coordinator
 - NeMTSS Coordinator
 - Early Learning Connections
 - Transition Coordinator
 - School Transition Specialist
 - Grant Coordinator
 - Migrant Coordinator
 - Others (Program specific roles)
- **Program Supervisor/Director:**
 - Principal of Student Programs
 - Sped Liaison
 - Behavioral Health
 - Early Childhood
- **Psychologist:**
 - School Psych
 - Licensed Psychologist
- **Special Education Administrator/Director:**
 - Student Services Director
 - Student Services Director Administrator
- **Speech Pathologist:**
 - SLP
 - SLP-A
- **Staff Development Coordinator:**

- Curriculum Specialist
 - Teaching and Learning Coordinator
 - Teaching and Learning Specialist
 - Professional Learning Coordinator
 - Technology Integration Specialist (instructional)
 - Professional Development Tech Consultant
 - Educational Consultant
 - Professional Development Coordinator
 - Staff Development Director
 - Professional Development Director
 - Teaching and Learning Director
 - **Teacher (if there is no salary schedule):**
 - Resource Teacher
 - Sped Teacher
 - ELL
 - Title
 - Other teachers
 - **Technology Coordinator:**
 - Technology Director
 - Network Operations Director/Coordinator/Manager
-

3. Calculating Experience

Sparq differentiates between experience at the current ESU and total educational experience. Hovering over the text in Sparq fields should provide helpful guidance.

- **Experience:** This refers to the years of experience at the **current ESU**.
 - **Experience Total:** This refers to the **Total Educational Experience** across all educational settings.
-

4. Compensation Breakdown: Salary, Benefits, and Additional Compensation

The NDE Personnel Report outlines three categories for capturing the complete compensation package costs: Basic Salary, Additional Compensation, and Benefits. It's crucial that any cost included in one category is *not* included in any other group to avoid double-counting.

- **Salary:**
 - This generally refers to the base salary for the position.
 - "Non index wage" is considered part of salary.

Contract Days ⓘ

Salary ⓘ

Health Insurance ⓘ

Dental Insurance ⓘ

Life Insurance ⓘ

Disability Insurance ⓘ

FICA ⓘ

Retirement ⓘ

Other ⓘ

Additional Compensation or Bonus ⓘ

- **Benefits:**

- Benefits should generally **not** be separated into individual line items within Sparq for reporting purposes; they should be grouped together.
- Sparq's data entry side currently has more fields that populate to the benefits column on the reports side, so ensure all relevant benefits are entered here.

- **Items to include in Benefits:**

- FICA
- Insurance (health, dental, life, disability, etc.)
- Retirement - ESU share of NPERS
- Cash in lieu
- Annuities

- **Note:** NDE provides the following information on what falls into specific categories: There are three categories used to capture the complete compensation package costs for each staff person. They are: Basic Salary, Additional Compensation, and Benefits. See the chart 'Compensation Items Included by Salary Category' on page 16 for groups broken out within each category. These categories are designed to capture all of the costs paid by the district for employing an individual. [NDE Manual - see chart on page 16](#)

- **Additional Compensation:**

- This category captures any compensation beyond the basic salary and standard benefits.
- Most non-salary compensation that is not a benefit should fall into this category or "Bonus."
- **Items to include in Additional Compensation:**
 - Car allowance
 - Cell phone allowance
 - Mileage allowance
 - Any other bonuses or stipends not covered by salary or benefits.

5. Training Videos

Sparq Negotiations ESU Data Entry Training 4/2025 <https://youtu.be/5cptBKpuvG8>

EMPLOYMENT CONTRACT FOR STAFF ASSIGNED TO ESUCC PROJECTS

This employment agreement is made by and between Educational Service Unit No. 17, referred to herein as "ESU #17," and Nikki Muller, referred to herein as the "Employee."

WITNESSETH: ESU #17 agrees to employ the Employee and the Employee agrees to accept such employment subject to the terms and conditions set forth below:

1. Term of Employment. The term of this agreement shall be indefinite. It shall commence on the 1st day of July, 2026 and end on the 30th day of June, 2027. During this period the Employee shall render at least 220 working days of service, as that term is defined herein, in the performance of his/her duties. Appropriately claimed and approved "sick leave" days will count toward the days of service requirement. The Employee shall cooperate with ESU #17 in keeping complete and accurate records of his/her working days.

2. At-Will Nature of Employment; Duties of Employee. The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's assignment shall be working as the PowerSchool Support Specialist at the Educational Service Unit Coordinating Council (ESUCC). The Employee acknowledges and understands that a determination by ESUCC that the Employee's services are no longer needed may result in the immediate termination of the Employee's employment. The enumeration of the annual working days of service expected under this agreement does not change the term of this contract or the at-will nature of the parties' relationship.

3. Supervision and Direction of Employee. The Employee's ultimate supervisor will be the CEO of the ESUCC, but the Employee shall also be subject to the supervision and direction of the PowerSchool Program Director. The Employee acknowledges the aforementioned authority over the Employee and agrees to carry out his directives to the best of the Employee's ability. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout the term of this contract.

4. Professional Status. The Employee affirms that he/she is not under contract with another school board, board of education, or educational service unit governing board covering any part of or all of the same terms provided in this contract.

5. Right to Reassign. The Employee understands and agrees that the ESUCC's Executive Committee and/or CEO, in consultation with ESU #17, has the right to assign the Employee to a position different from that originally assigned.

6. Days and Hours of Employment. The days and hours of employment shall be as assigned by the ESUCC CEO.

7. Compensation. The Employee shall be paid an annual salary of fifty-three thousand, one hundred fifty-two dollars (\$53,152.00) and an additional compensation package found in Exhibit B, and shall be subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) monthly payment in accordance with ESU #17's payment practices for professional staff members.

8. Fringe Benefits. The Employee will be allowed to participate in ESU 17's AFLAC 125 plan, ESU 17's 125 plan and vision care plan (VSP). Employees will have the option to purchase health and dental insurance either as a member of ESU #17 insurance group or as a participant in any other plan for which the Employee is otherwise qualified to participate.

9. Policies, Rules and Regulations. The Employee agrees to be governed by the policies rules and regulations of ESU #17 and the ESUCC as well as the directives of the ESUCC's CEO. The Employee agrees that the policies, rules and regulations of ESU #17 and/or ESUCC may be changed at any time, with or without notice to the Employee.

10. Termination of Employment. This agreement creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU #17 Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.

11. Paid Leave. The Employee shall receive the following paid leave for the term of this contract:

- a. **Sick Leave.** The Employee shall receive paid sick leave as described in ESU #17's Staff Handbook, policies and/or the negotiated agreement with the certificated employees' association. Upon the termination of the employment relationship by either party, the Employee **shall not** be compensated for any unused sick leave.

12. Compensation Upon Termination. The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to ESU #17 by the Employee and may be withheld by ESU #17 from any payments to the Employee.

13. Deductions. The Employee authorizes ESU #17 to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to ESU #17 and/or ESUCC during the course of the Employee's employment, if such property or money have not properly been returned to ESU #17 and/or ESUCC.

14. Entirety of Agreement and Amendments. The Employee certifies that he or she has read the foregoing Employment Agreement, fully understands its terms and conditions, and agrees that the foregoing Employment Agreement constitutes the entire agreement and that no representations, promises, agreements or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Agreement shall be subject to modification only by a written instrument signed by the Employee and the Administrator of ESU #17.

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

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

Nikki Muller

Geraldine Erickson,
ESU#17 Administrator

Executed on _____, 2026.

Executed on _____, 2026.

4001. Hiring Personnel

ESU 17 provides staffing services to ESUCC pursuant to contract and will serve as ESUCC's Human Resources Division.

ESUCC personnel are employed in order to support the ESUCC and its mission to work toward statewide coordination to provide the most cost-effective services for the students, teachers, and school districts in each ESU. The Board delegates to the CEO the authority to interview and recommend the hiring by ESU #17 of all personnel in order to allow personnel to begin working as soon as the CEO determines that it would be in the best interests of ESUCC. The CEO will keep the ESUCC Executive Committee informed of any potential personnel changes and the possibility of any new hires. The CEO will report on all personnel hires to the ESUCC Board at the next regular board meeting. At that time, the ESUCC Board may affirm the CEO's hiring decisions or reject a hiring decision. If the Board rejects a hiring decision, then the ESUCC shall compensate ESU 17 for the time that the employee actually performed work for the benefit of ESUCC.

Any new job position that would be paid for, in whole or in part, by ESUCC funds must be approved by the ESUCC Board before the CEO may offer the job to any person.

Legal Reference:	Neb. Rev. Stat. § 79-1245, et seq
Date of Adoption:	April 14, 2025

EMPLOYMENT CONTRACT FOR STAFF ASSIGNED TO ESUCC PROJECTS

This employment agreement is made by and between Educational Service Unit No. 17, referred to herein as "ESU #17," and Ellie Schroeder, referred to herein as the "Employee."

WITNESSETH: ESU #17 agrees to employ the Employee and the Employee agrees to accept such employment subject to the terms and conditions set forth below:

1. Term of Employment. The term of this agreement shall be indefinite. It shall commence on the 1st day of July, 2026 and end on the 30th day of June, 2027. During this period the Employee shall render at least 220 working days of service, as that term is defined herein, in the performance of his/her duties. Appropriately claimed and approved "sick leave" days will count toward the days of service requirement. The Employee shall cooperate with ESU #17 in keeping complete and accurate records of his/her working days.

2. At-Will Nature of Employment; Duties of Employee. The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's assignment shall be working as the PowerSchool Support Specialist at the Educational Service Unit Coordinating Council (ESUCC). The Employee acknowledges and understands that a determination by ESUCC that the Employee's services are no longer needed may result in the immediate termination of the Employee's employment. The enumeration of the annual working days of service expected under this agreement does not change the term of this contract or the at-will nature of the parties' relationship.

3. Supervision and Direction of Employee. The Employee's ultimate supervisor will be the CEO of the ESUCC, but the Employee shall also be subject to the supervision and direction of the PowerSchool Program Director. The Employee acknowledges the aforementioned authority over the Employee and agrees to carry out his directives to the best of the Employee's ability. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout the term of this contract.

4. Professional Status. The Employee affirms that he/she is not under contract with another school board, board of education, or educational service unit governing board covering any part of or all of the same terms provided in this contract.

5. Right to Reassign. The Employee understands and agrees that the ESUCC's Executive Committee and/or CEO, in consultation with ESU #17, has the right to assign the Employee to a position different from that originally assigned.

6. Days and Hours of Employment. The days and hours of employment shall be as assigned by the ESUCC CEO.

7. Compensation. The Employee shall be paid an annual salary of fifty-five thousand, eight hundred fifty dollars (\$55,850.00) and an additional compensation package found in Exhibit B, and shall be subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) monthly payment in accordance with ESU #17's payment practices for professional staff members.

8. Fringe Benefits. The Employee will be allowed to participate in ESU 17's AFLAC 125 plan, ESU 17's 125 plan and vision care plan (VSP). Employees will have the option to purchase health and dental insurance either as a member of ESU #17 insurance group or as a participant in any other plan for which the Employee is otherwise qualified to participate.

9. Policies, Rules and Regulations. The Employee agrees to be governed by the policies rules and regulations of ESU #17 and the ESUCC as well as the directives of the ESUCC's CEO. The Employee agrees that the policies, rules and regulations of ESU #17 and/or ESUCC may be changed at any time, with or without notice to the Employee.

10. Termination of Employment. This agreement creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU #17 Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.

11. Paid Leave. The Employee shall receive the following paid leave for the term of this contract:

- a. **Sick Leave.** The Employee shall receive paid sick leave as described in ESU #17's Staff Handbook, policies and/or the negotiated agreement with the certificated employees' association. Upon the termination of the employment relationship by either party, the Employee **shall not** be compensated for any unused sick leave.

12. Compensation Upon Termination. The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to ESU #17 by the Employee and may be withheld by ESU #17 from any payments to the Employee.

13. Deductions. The Employee authorizes ESU #17 to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to ESU #17 and/or ESUCC during the course of the Employee's employment, if such property or money have not properly been returned to ESU #17 and/or ESUCC.

14. Entirety of Agreement and Amendments. The Employee certifies that he or she has read the foregoing Employment Agreement, fully understands its terms and conditions, and agrees that the foregoing Employment Agreement constitutes the entire agreement and that no representations, promises, agreements or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Agreement shall be subject to modification only by a written instrument signed by the Employee and the Administrator of ESU #17.

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

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

Ellie Schroeder

Geraldine Erickson,
ESU#17 Administrator

Executed on _____, 2026.

Executed on _____, 2026.

4001. Hiring Personnel

ESU 17 provides staffing services to ESUCC pursuant to contract and will serve as ESUCC's Human Resources Division.

ESUCC personnel are employed in order to support the ESUCC and its mission to work toward statewide coordination to provide the most cost-effective services for the students, teachers, and school districts in each ESU. The Board delegates to the CEO the authority to interview and recommend the hiring by ESU #17 of all personnel in order to allow personnel to begin working as soon as the CEO determines that it would be in the best interests of ESUCC. The CEO will keep the ESUCC Executive Committee informed of any potential personnel changes and the possibility of any new hires. The CEO will report on all personnel hires to the ESUCC Board at the next regular board meeting. At that time, the ESUCC Board may affirm the CEO's hiring decisions or reject a hiring decision. If the Board rejects a hiring decision, then the ESUCC shall compensate ESU 17 for the time that the employee actually performed work for the benefit of ESUCC.

Any new job position that would be paid for, in whole or in part, by ESUCC funds must be approved by the ESUCC Board before the CEO may offer the job to any person.

Legal Reference:	Neb. Rev. Stat. § 79-1245, et seq
Date of Adoption:	April 14, 2025

EMPLOYMENT CONTRACT FOR STAFF ASSIGNED TO ESUCC PROJECTS

This employment agreement is made by and between Educational Service Unit No. 17, referred to herein as "ESU #17," and Shara Johnson, referred to herein as the "Employee."

WITNESSETH: ESU #17 agrees to employ the Employee and the Employee agrees to accept such employment subject to the terms and conditions set forth below:

1. Term of Employment. The term of this agreement shall be indefinite. It shall commence on the 1st day of July 2026 and end on the 30th day of June, 2027. During this period the Employee shall render at least 150 working days of service, as that term is defined herein, in the performance of his/her duties. Appropriately claimed and approved "sick leave" days will count toward the days of service requirement. The Employee shall cooperate with ESU #17 in keeping complete and accurate records of his/her working days.

2. At-Will Nature of Employment; Duties of Employee. The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's assignment shall be working as the Canvas Specialist at the Educational Service Unit Coordinating Council (ESUCC). The Employee acknowledges and understands that a determination by ESUCC that the Employee's services are no longer needed may result in the immediate termination of the Employee's employment. The enumeration of the annual working days of service expected under this agreement does not change the term of this contract or the at-will nature of the parties' relationship.

3. Supervision and Direction of Employee. The Employee's ultimate supervisor will be the CEO of the ESUCC. The Employee acknowledges the aforementioned authority over the Employee and agrees to carry out his directives to the best of the Employee's ability. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout the term of this contract.

4. Professional Status. The Employee affirms that he/she is not under contract with another school board, board of education, or educational service unit governing board covering any part of or all of the same terms provided in this contract.

5. Right to Reassign. The Employee understands and agrees that the ESUCC's Executive Committee and/or CEO, in consultation with ESU #17, has the right to assign the Employee to a position different from that originally assigned.

6. Days and Hours of Employment. The days and hours of employment shall be as assigned by the ESUCC CEO.

7. Compensation. The Employee shall be paid an annual salary of eighty-four thousand three hundred twelve dollars (\$84,312.00) and an additional compensation package found in Exhibit B, and shall be subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments in accordance with ESU #17's payment practices for professional staff members.

8. Fringe Benefits. The Employee will be allowed to participate in ESU 17's AFLAC 125 plan, ESU 17's 125 plan and vision care plan (VSP). Employees will have the option to purchase health and dental insurance either as a member of ESU #17 insurance group or as a participant in any other plan for which the Employee is otherwise qualified to participate.

9. Policies, Rules and Regulations. The Employee agrees to be governed by the policies rules and regulations of ESU #17 and the ESUCC as well as the directives of the ESUCC's CEO. The Employee agrees that the policies, rules and regulations of ESU #17 and/or ESUCC may be changed at any time, with or without notice to the Employee.

10. Termination of Employment. This agreement creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU #17 Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.

11. Paid Leave. The Employee shall receive the following paid leave for the term of this contract:

- a. **Sick Leave.** The Employee shall receive paid sick leave as described in ESU #17's Staff Handbook, policies and/or the negotiated agreement with the certificated employees' association. Upon the termination of the employment relationship by either party, the Employee **shall not** be compensated for any unused sick leave.

12. Compensation Upon Termination. The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to ESU #17 by the Employee and may be withheld by ESU #17 from any payments to the Employee.

13. Deductions. The Employee authorizes ESU #17 to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to ESU #17 and/or ESUCC during the course of the Employee's employment, if such property or money have not properly been returned to ESU #17 and/or ESUCC.

14. Entirety of Agreement and Amendments. The Employee certifies that he or she has read the foregoing Employment Agreement, fully understands its terms and conditions, and agrees that the foregoing Employment Agreement constitutes the entire agreement and that no representations, promises, agreements or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Agreement shall be subject to modification only by a written instrument signed by the Employee and the Administrator of ESU #17.

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

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

Shara Johnson

Geraldine Erickson,
ESU#17 Administrator

Executed on _____, 2026.

Executed on _____, 2026.

4001. Hiring Personnel

ESU 17 provides staffing services to ESUCC pursuant to contract and will serve as ESUCC's Human Resources Division.

ESUCC personnel are employed in order to support the ESUCC and its mission to work toward statewide coordination to provide the most cost-effective services for the students, teachers, and school districts in each ESU. The Board delegates to the CEO the authority to interview and recommend the hiring by ESU #17 of all personnel in order to allow personnel to begin working as soon as the CEO determines that it would be in the best interests of ESUCC. The CEO will keep the ESUCC Executive Committee informed of any potential personnel changes and the possibility of any new hires. The CEO will report on all personnel hires to the ESUCC Board at the next regular board meeting. At that time, the ESUCC Board may affirm the CEO's hiring decisions or reject a hiring decision. If the Board rejects a hiring decision, then the ESUCC shall compensate ESU 17 for the time that the employee actually performed work for the benefit of ESUCC.

Any new job position that would be paid for, in whole or in part, by ESUCC funds must be approved by the ESUCC Board before the CEO may offer the job to any person.

Legal Reference:	Neb. Rev. Stat. § 79-1245, et seq
Date of Adoption:	April 14, 2025



Ed Resources Committee Report

Division: Teaching & Learning

Division Lead: Andrew Easton, Chief Learning Officer

Reporting Period: April 2026

Accessibility

- The Canvas Consortium team finalized [three asynchronous courses](#) that are housed in the Nebraska Learning Network (NLN)
 - One on [Accessibility Essentials](#), one that is a Google-specific training, and one that is a Microsoft-specific training
 - Each course has a certificate of completion
- Note: The Department of Justice (“Department”) has revised the regulations implementing title II of the Americans with Disabilities Act (“ADA”), extending the compliance dates for the requirements for web content and mobile application (“app”) accessibility that were adopted on April 24, 2024. **The compliance date for State and local government entities with a total population of 50,000 or more is extended from April 24, 2026, to April 26, 2027. The compliance date for public entities with a total population of less than 50,000, or any special district government, is extended from April 26, 2027, to April 26, 2028. ([Source](#))**
- NCADEMI will be presenting two sessions at the Future Ready Nebraska Conference (6/1-2), one for leadership on how to develop an accessibility roadmap and an additional session on making PDFs accessible.

Artificial Intelligence

- Curated [resources](#) and have laid out the AI page for the SupportedED Site
- Continued developing a pilot project with/between the ESUCC, [Great Minds \(Wit & Wisdom\)](#), and Swivl ([M2](#)) in an effort to create an AI support for teachers and literacy coaches.
 - [Seeking schools that use Wit & Wisdom materials to partner with for the pilot this spring](#) with the intent of arriving at a deliverable product by the start of the 2026-2027 school year.
 - Launched the pilot at Hampton Public Schools on 4/15

- Seeking literacy coaches to view a lesson video and the AI feedback and provide feedback.

Behavior Intervention Training (BITS)

- BITS reporting is through <https://birt.esucc.org/>
 - Reporting is due on or before June 30th annually.
- Bulk upload feature is now live
 - Access the [demo video here](#) (Thanks to Todd and Lake)
- Created this [BITS Acknowledgement of Participation/Completion Form](#) and shared it with colleagues statewide to aid with building level reporting
- ESUCC will develop a Build Your Own BITS Training option for 2027.

Canvas Consortium

- The Nebraska Canvas Virtual Roadshow will be held on June 11, 2026. Register at bit.ly/2026CanvasRoadshow
- Conversations regarding utilizing Canvas for ESUPO and the affiliates has been paused. We will revisit this in the fall of 2026.
- Coming Soon: Free to Access UDL Courses built with Novak Education

Digital Citizenship

- The [Digital Citizenship page](#) of the SupportedED site was completed in January and we are currently moving that content to Unanimous' servers. Unanimous is also revising the site to ensure full functionality of the features requested by the Rule 84 priority group.
- Presented on Digital Citizenship at ESU 1 on 4/28.
- NE Digital Citizenship Collaborative
 - Committed to meeting three times a year to provide updates and give feedback on the Digital Citizenship SupportedED page
 - Committed to further instantiating the [Edvolve Framework](#)
 - Kristen Mattson will keynote the Future Ready Nebraska Conference and provide an avenue for communicating the SupportedED site and our commitment to this work
 - **Kristen Mattson will deliver four statewide webinars in 2026-2027** that will onboard educators to the Edvolve Framework
 - Digital Safety on Tuesday, September 1st from 3-3:45
 - Media Literacy on Tuesday, October 27th from 3-3:45
 - Social Responsibility on Tuesday, February 16th from 3-3:45
 - Digital Wellbeing on Tuesday, April 27th from 3-3:45
 - Jay Martin with NDE, Jane Davis of Hersey Public Schools and NRCSA, and Anna Weber of A-Plum Creative joined the Digital Citizenship Collaborative, further expanding the reach of NRCSA's digital citizenship programming while also aligning that work to [The Edvolve Framework](#)

Distance Learning, NVIS, and VFT

- Update to the new [NVIS Homepage](#) is live
 - Compare it to [the old NVIS site](#)
- [DL Teacher Support](#) Page on NVIS is also live
 - Aim is to create an Admin Page and a Proctor/Receiving Site Page by the end of the semester
- DL Teacher Survey
 - Finalized [this survey](#) and administered it in April.
 - [Results can be found here.](#)
 - DL Coordinators will set a goal and action plan at the May meeting.

ESUCC Updates

- The new [ESUCC.org](#) site is live
 - Updates and refinement of the current site content will be ongoing
- The [Affiliate Directory Form](#) was sent out. Please ask your affiliate members to complete it.
 - The Affiliate Directory will go live this summer.
- Generating Statewide Deliverables (GSD) Time has been communicated for September. [The form is still open](#) for requesting time at the May 2027 meetings.
- A calendar is being developed for when Affiliate Leaders will share on behalf of their affiliate in the '26-'27 Ed Resources Committee Meetings

Future Ready Nebraska Conference

- 2026 FR Nebraska Conference (6/1-2/26)
 - **In-person event SOLD OUT for the first time ever**
 - Attending virtually is still an option
 - Access the [Promotional Flier for the Future Ready Nebraska Conference](#)
 - Partnered with [SchoolAI](#) as the first and only FRNC sponsor. Funds from that partnership will go to conference expenses that are paid directly by SchoolAI to the vendor.
 - Featured Speakers: [Dr. Kristen Mattson](#), [Amanda Bickerstaff](#), [Jennifer LaGarde](#), [Katie Novak](#), [Matt Winters](#), the [NCADEMI](#) Team, [Tony Frontier](#), [Brian Buffington](#), [John Meehan](#), and more...

The Good Life EDU Podcast

- Created 3 new episodes of [The Good Life EDU](#) Podcast
 - **Episode 237: [From Siloed to Systemic: Elevating Digital Citizenship in the AI Era](#)** with Dr. Kristen Mattson

- **Episode 236:** [Inside the Work with Nebraska's Regional Literacy Coaches \(RLCs\)](#) with Caryn Zietlow (ESU 2) and Claudine Kennicutt (ESU 10)
- **Episode 235:** [Back to the Classroom: On Rediscovering Joy and AI-Powered Creativity in CTE](#) with Tisha Richmond

The Nebraska Ed Leadership Live Show

- Hosted the fifth and sixth episodes of [The Nebraska Ed Leadership Live Show](#) - featuring the NDE SEED Team (supported by NCSA)
 - Episode 1: [John Skretta, Lincoln Public Schools](#)
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 - Episode 9: [Dan Schnoes \(ESU 3\) and Laura Barrett \(ESU 13\)](#)

Nebraska PowerSchool Cooperative

- 131/151 Service Agreements have been signed and returned for 26-27 to date

PO Planning

- Access this [ESUPO Event Card](#) for an at-a-glance look at the ESUPO Structure for 2026-2027
- [Finalized the agenda](#) for the ESUPDO event in May
- Renamed ESUPO Planning meetings as the Affiliate Leadership meetings

SupportED Site

- A Rule 84 Professional Learning Collaboration
- Site will be live by June 1, 2026
- Collaborating with the NDE SEED Team on a leadership learning page
- Collaborating with the Coalition of Educator Workforce Development on a landing page for their resources

Textbook Loan Program

- Textbook Loan requests from nonpublic schools for 2026-2027 were submitted in March, and we are nearing the end of the ordering process. Special thanks to Erin Bussen for her efforts with this work!



SRS and Project Para Staff Report

Division: Technology Division

Division Lead: Scott Isaacson

Reporting Period: May, 2026

Software Developer-Integrator Opening

- Our position postings are open through May 8, 2026. We have received a few promising applications and will be scheduling interviews for later in May as the next major step in our hiring process.

SRS

- We are in the process of entering into a contract with Don't Panic Labs of Lincoln, Nebraska to assist us in improving our software engineering practices and accelerating our software modernization work beginning with the SRS project. We plan to begin work with Don't Panic Labs in late July, involving all of our technology division staff. Justin Knight has reviewed the contract and offered suggested changes. We are working through these with Don't Panic Labs.
- The SRS team has released a number of bug fixes into the production version in the last month, including updating the list of IEP service locations for students moving from early childhood settings into Kindergarten and 3 fixes to our generation of ADVISER records that will reduce errors during this spring reporting season.
- Some fixes being developed next are:
 - Supporting larger file attachments to forms in SRS
 - Preparations for 2026-2027 changes to ADVISER reporting
 - A change to the MDT form reflecting the Date Consent Received by the District
 - Adding a choice for districts to print or not print the Contact Attempts section of the Invitation to Meeting form

- Correcting some textual errors and requiring items to be completed on tab 7 of the IFSP form
 - Preparing for summer upgrades to the SRS database software
- We continue to follow-up with the MAISA organization in Michigan about a potential partnership for their use of SRS in the future.
- Some statewide SRS numbers from the 2025-2026 school year as of May 7, 2026:
 - 40,005 IEPs were created
 - 15,264 MDT forms were created
 - 3,833 IFSPs were created

Project Para

- The work on Project Para has shifted from our software development and support in the past to Bill Schroeder and Shara Johnson updating the course content and answering help tickets from users of the course. We are preparing our 2026-2027 funding request to submit to the NDE.

1024. ESUCC Board Member Mileage Reimbursement

The ESUCC establishes this policy to provide a consistent and equitable framework for reimbursing mileage incurred in connection with ESUCC Board Meeting participation. This policy is intended to support full participation by all member ESU's, while ensuring clear administrative processes and fiscal accountability.

Mileage reimbursement shall be authorized only for required in-person ESUCC Board Meetings and shall be limited to Administrators (not designees) who attend the entire ESUCC Board Meeting. Reimbursement shall not be provided for meetings attended virtually, or for any meetings where in-person attendance is not required. Eligible mileage shall be calculated on an actual round-trip basis and reimbursed at the current State of Nebraska mileage rate in effect at the time of travel.

All mileage reimbursements shall be paid directly by ESUCC to the respective Educational Service Unit rather than to individual administrators. Each ESU shall be responsible for any internal distribution of such funds in accordance with its own policies and procedures.

The ESUCC Chief Executive Officer shall verify attendance, confirm eligibility, and ensure accurate calculation and processing of reimbursements.

This policy shall operate on a fiscal year beginning September 1 and ending August 31. As a condition of participation, each ESU shall annually approve this mileage reimbursement policy.

The ESUCC Board shall review this policy annually and formally ratify, revise, or reaffirm its provisions for the following fiscal year.

Legal Reference:	
Date of Adoption:	May 15, 2026



Info Services Committee Report

Division: Teaching & Learning

Division Lead: Andrew Easton, Chief Learning Officer

Reporting Period: April 2026

Accessibility

- The Canvas Consortium team finalized [three asynchronous courses](#) that are housed in the Nebraska Learning Network (NLN)
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Social Media

- **Twitter X Follower Numbers**

- April 1534 (-3)
- March 1537 (-20)
- February 1557 (-5)
- January 1562 (-1)

2026

- November+December 1563 (-31)
- October 1594 (-3)
- September 1597 (+4)
- May-August 1593 (+26)
- April 1567 (+4)
- March 1563 (+9)
- February 1554 (-7)
- January 1556 (-9)

2025

- November+December 1565 (-102)
- October 1667 (-18)
- September 1685 (+24)
- May-August 1661 (+51)
- April 1610 (+11)
- March 1599 (+11)
- February 1588 (+11)
- January 1577 (+28)

Reach Count Discontinued

2024

- November+December 1549 (+8) Reach: 3.6K
- October 1541 (+28) Reach: 5.8K
- September 1513 (+18) Reach: 10.3K
- August 1495 (+41 Summer) Reach: 9.2K
- July Reach: 9.8K
- June Reach: 9.2K
- May Reach: 16.2K
- April 1454 (+11) Reach: 19.7K
- March 1443 (+16) Reach: 17.6K
- February 1427 (+12) Reach: 14.1K
- January 1415 (+13) Reach: 13.6K

2023

- December 1402 (+7) Reach: 5.6K
- November 1395 (-8) Reach: 6K
- October 1403 (+46) Reach: 3.5K
- September 1357 (+14) Reach: 9K
- August 1343 (+19) Reach: 8K
- July 1325 (+9) Reach: 8.6K
- June 1316 (+13) Reach: 10.7K
- May 1303 (+8) Reach: 17.6K
- April 1295 (+1) Reach: 8.9K
- March 1294 (+10) Reach: 17.9K
- February 1284 (+12) Reach: 23.4K
- January 1272 (+14) Reach: 31.2K

2022

- December: 1258 (+8) Reach: 6,737
- November: 1250 (+14)
- October: 1236 (+41)
- September: 1195 (+71)
- August: 1124 (+17)
- July: 1107 (+34)
- June: 1083 (+12)
- May: 1071 (+70)
- April: 1001 (+64) *Broke 1000 followers
- March: 937 (+82)
- February: 855 (+82)
- January: 773 (+83)

2021

- December: 690 (+67)

● **Facebook Page Followers and Reach Over Time**

- April Views: 2.6K
- March Views: 4.6K
- February Views: 4.1K
- January Views: 15.9K

2026

- December Views: 3.1K
- November Views: 2.6K
- October (+1) Views: 3K
- September (+4) Views: 2.8K
- May-Sept 1 (+0) Views: 11.7K - Reach 2.5K
- April 655 (+4) Views: 2.7K - Reach 983
- March 651 Followers Views: 4.5K - Reach 1.7K
- February Views: 1.8K
- January Reach: 1.5K

2025

- November + December Reach: 3.9K
- October 642 (+5) Reach: 1.2K
- September 637 (+4) Reach: 817

- o August 633 (+21 for May-Aug) Reach: 1.8K
- o July Reach: 709
- o June Reach: 953
- o May Reach: 901
- o April 612 (+7) Reach: 1.1K
- o March 605 (+6) Reach: 2.1K
- o February 599 (+2) Reach: 538
- o January 597 (+1) Reach: 362

2024

- o November + December 596 (+2) Reach: 1.1K
- o October 594 (+3) Reach: 1,951
- o September 591 (-3) Reach: 600
- o August 594 (+4) Reach: 1,380
- o July 590 (+13) Reach: 2,027
- o June 577 (+2) Reach: 1,784
- o May 575 (+2) Reach: 1,343
- o April 570 (+6)
- o March 564 (+6)
- o February 559 (+4)
- o January 555 (+2)

2023

- o December 553 (+0)
- o November 553 (+0)
- o October 553 (+7)
- o September 546 (+6)
- o August 540 (+12)
- o July 528 (+10)
- o June 518 (+1)
- o May 517 (+5)
- o April 512 (+6)
- o March 506 (+3)
- o February 503 (+10)
- o January 493 (+4)

2022

- o December: 489 (+36)
- o November: 453 (+43)
- o October: 410 (+15)
- o September: 395 (+4)
- o August: 391 (+13)
- o July: 378 (+18)
- o June: 360 (+3)
- o May: 357 (+8)
- o April: 349 (+33)
- o March: 316 (+52)
- o February: 264 (+30)
- o January: 234 (+40)

2021

- o December: 194 (+7)

- **LinkedIn Impressions Per Month**

- o April Impressions: 781
- o March Impressions: 1,018
- o February Impressions: 1,231
- o January Impressions: 1,856

2026

- o November+December PV: 38 Impressions: 1,546
- o October Page Views: 16 Impressions: 790
- o September Page Views: 27 Impressions: 1,571
- o May-Sept 1 Impressions: 6,349 Reach: 3,554 (av: 889)
Page Views: 76 (av: 19)
- o April Page Views: 9 Reach: 336
- o March Page Views: 24 Reach: 820
- o February Page Views: 14 Reach: 207
- o January Reach: 663

2025

- o Nov-Dec Reach: 1,030
- o October Page Views: ?? Reach: 398
- o September Page Views: 10 Reach: 550
- o August Page Views: 26 Reach: 473
- o July Page Views: 18 Reach: 438
- o June Page Views: 35 Reach: 679
- o May Page Views: 16 Reach: 790
- o April Page Views: 51 Reach: 2,369
- o March Page Views: 45 Reach: 729
- o February Page Views: 38 Reach: 845
- o January Page Views: 26 Reach: 371

2024

- o Nov+Dec Page Views: 70
- o October Page Views: 25
- o September Page Views: 24
- o August Page Views: 41
- o July Page Views: 23
- o June Page Views: 29
- o May Page Views: 21

2023



Cybersecurity Report

Division: Technology Division

Division Lead: Scott Isaacson

Reporting Period: May, 2026

Canvas/Instructure Cyber Incident

- During the week of May 4, 2026, Instructure began reporting that they had experienced a cyber incident involving a criminal threat actor which involved exposure of data in some number of Canvas instances.
- The underlying security vulnerabilities were closed and the compromised accounts in the system have been locked.
- The communications from Instructure included: *"At this time, we have found no indication that passwords, dates of birth, government identifiers, or financial information were involved."*
- Some Nebraska school district contacts were notified that their Canvas instances were involved in the incident.
- We don't have specific information yet on the scope/number of Nebraska districts affected.
- We are pressing our Canvas contacts for answers to these questions, and will continue to communicate as we receive more information:
 - To what extent are Nebraska Canvas consortium members affected?
 - What data was breached?
 - What technical measures (if any) do we need to take to secure our Canvas instances?
- Because more limited student information is generally populated in Canvas (such as email addresses, names and course rosters), this incident has a lower level of severity as compared to if a student information system was affected.
- Until or unless we receive information on additional threats, districts do not need to take additional actions at this time beyond monitoring email communications for suspicious or phishing emails, which is already a best practice regardless of this incident.

SLCG Update

- There has not been any progress in the SLCG process since last month.
- Scoring for FY2024 proposals is finished. The Nebraska Office of the CIO (OCIO) is working to appoint two members to the state committee to positions which were vacated recently, and plans to meet to recommend projects for approval when those members are confirmed.
- As a reminder, the ESUs collaborated on three proposals:
 - Enhanced data backup and recovery services - hardware and software licensing to improve ESUs and schools abilities to restore data, requesting \$802,200 of SLCG funds
 - Cyber Incident Response Planning - in collaboration with cities, counties and health districts, requesting \$80,000 SLCG funding to support workshops on incident response planning and cyber assessment
 - Cybersecurity Awareness Training - funding to subsidize cyber training and anti-phishing platform such as Proofpoint, CyberNut, KnowBe4; requesting \$882,000 of SLCG funds

Cyber Legislation Update

- The steering committee for implementation of LB937's cybersecurity assessment provisions will meet during May, 2026 and over the summer as necessary to review and select a cybersecurity framework and data collection mechanism, as well as plan short, facilitated workshops to assist school districts in completing the assessment.
- It is intended that the level of effort to complete the assessment should be about 1 hour for a school district, and that the facilitated workshops can be added to already-scheduled meetings such as technology director/LAN manager meetings that the ESUs hold.



Technology Division Report

Division: Technology Division

Division Lead: Scott Isaacson

Reporting Period: May, 2026

Software Developer-Integrator Opening

- Our position postings are open through May 8, 2026. We have received a few promising applications and will be scheduling interviews for later in May as the next major step in our hiring process.

Software Project Statistics

- Our major software projects, including SRS, SMART, NVIS, Nebraska Cloud, BIRT, Textbook Loan and Adobe Sync contain over 1.5 million lines of code, and make use of 3 major software languages