



Regular Board of Directors Meeting

Monday, October 21, 2019 at 5:30 PM

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

1. Call the Meeting to Order

Speaker(s): Board President or Designee

Rationale:

LEADERSHIP • SERVICE • SUPPORT

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public on ESU 7 website www.esu7.org and posted at location of meeting. Notice of this meeting was also given in advance to all members of the Board of Education of Educational Service Unit 7.

Availability of the agenda and purpose of the hearing was communicated in the advance notice of the meeting and in the notice to the members of this hearing. All proceedings of the Board of Education of Educational Service Unit 7 were taken while the convened hearing was open to the attendance of the public.

1. Notification of Open Meetings Law

Speaker(s): Board President or Designee

Rationale:

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

2. Roll Call

Speaker(s): Board President or Designee

3. Absent Board Members

Speaker(s): Board President or Designee

Rationale:

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

Recommended Motion(s):

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

4. Pledge of Allegiance

Speaker(s): Board President or Designee

2. Approval of Agenda

Speaker(s): Don Ellison or Designee

Rationale:

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

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

Recommended Motion(s):

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

3. Welcome Visitors

Speaker(s): Board President or Designee

4. Public Comment

Speaker(s): Board President or Designee

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

Citizens wishing to address the Board on a certain agenda item must notify the Educational Service Unit Administrator prior to the board meeting. Citizens wishing to present petitions to the Board may do so at this time. However, the Board will only receive the petitions and not act upon them or their contents.

5. Consent Agenda

Speaker(s): Board President or Designee

Rationale:

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

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

Consent Agenda Includes:

- Minutes from the previous meeting(s)

- Treasurer's Report
- Presentation of the Bills
- Certificated/Classified Hire(s)/Reassignments/Resignation(s)
- Other Routine Agenda Items

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

Recommended Motion(s):

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

1. Minutes

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

2. Treasurer's Report

Speaker(s): Board President or Designee

Rationale: This is a consent item.

3. Presentation of Bills #69839 through #70016 totaling \$760,783.09

Speaker(s): Board President or Designee

Rationale:

The summary of bills for the current month total: \$ 760,783.09 - Bills #69839 through #70016

Inservice bills total: \$55

Check #	Amount	Vendor	Description
69844	\$12,319.65	Amazon	ASD Instructional supplies/EC, Title III & IV, Migrant, Tech Supplies
69855	\$8,312.28	Capital One	AESA travel, Migrant, PD travel
69876	\$31,203.96	Eakes Office Solution	LA furniture/Other misc. dept. supplies
69879	\$5,792.00	Education Associates	ASD supplies
69886	\$55,960.25	Fauss Construction, Inc.	Final LA payment
69926	\$6,380.50	MNJ Technologies	Printing and Technology supplies
69941	\$8,611.18	Quill Corporation	Printing and ASD supplies
69950	\$18,570.00	Solution Tree	PLC Summit
69953	\$5,520.76	Streakwave Wireless	Technology help desk inventory flow through

This is a consent item.

4. Retirements

Speaker(s): Administrator or Designee

Rationale: Special Education Director Darus Mettler and Speech Language Pathologist, Laura Mettler will retire at the end of the current contract year.

This is a consent item.

6. Reading of Article I, Section 6 D Line of Responsibility, Article III, Section 5 E Equipment, Materials and Supplies, Article III, Section 7 A Community Use of ESU Facilities, Article III, Section 7 B Tobacco, Section 8 A Fair Labor Standards Act (minimum wage provisions)

Speaker(s): Board President or Designee

Rationale:

35 of 93 policies remaining to review not counting any standing policies which need to added or reviewed.

Recommendation: Discuss, consider and take all necessary action to approve Article I, Section 6 D Line of Responsibility, Article III, Section 5 E Equipment, Materials and Supplies, Article III, Section 7 A Community Use of ESU Facilities, Article III, Section 7 B Tobacco, Section 8 A Fair Labor Standards Act (minimum wage provisions) as presented.

Recommended Motion(s):

Article I, Section 6 D Line of Responsibility, Article III, Section 5 E Equipment, Materials and Supplies, Article III, Section 7 A Community Use of ESU Facilities, Article III, Section 7 B Tobacco, Section 8 A Fair Labor Standards Act (minimum wage provisions) presented Passed with a motion by Board Member #1 and a second by Board Member #2.

Article __, Section __, __ through __ as presented with a second reading for Article __, Section __, ___ Passed with a motion by Board Member #1 and a second by Board Member #2.

7. Administrator's Report General

Speaker(s): Administrator or Designee

Rationale: Goals - Attached for your Review

ESUCC Update

Upcoming Events:

Board Member Visit - November 12 from 4-5:30pm and 6:30-8pm

State Education Conference, Omaha - November 20-22

AESA, Phoenix - Phoenix AZ

December 17 Senator Panel 10:30am-Noon

1. Services Update

Speaker(s): Administrator or Designee

Rationale: Technology Department Spotlight
SIMPL Report

Comprehensive Supports and Improvement (CSI), Targeted Supports and Improvement (TSI), Additional Targeted Supports and Improvement (ATSI)

2. Facilities Update

Speaker(s): Administrator or Designee

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

3. Personnel

Speaker(s): Administrator or Designee

Rationale: Recruiting

New Hires:

Jennifer Rivera joins the Migrant Education Program Service Provider position. She will be working with middle and high school students in the ESU 7 area and the Columbus and Schuyler robotics teams. Jennifer comes to us with knowledge of community resources and contacts. Our program will benefit from her initiative and energy!

Rosa Waldrop joins the Migrant Education Program Service Provider position. She will be working with our migrant students in southeast part of the state (ESU 3, 4, 5, and 6). Rosa has previous experience working as a bilingual para. She is a very patient person and this will be a great assets as she navigates through the new communities she will be working in.

4. Legislative Update

Speaker(s): Administrator or Designee

Rationale: LR 63: Interim Study on ESUs Update

8. Committee Reports

Speaker(s): Committee Chair

1. Negotiations Committee Report

Speaker(s): Negotiations Committee Chair

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

2. Administrator Evaluation Committee Report

Speaker(s): Administrator Evaluation Committee Chair

Rationale: Reminders from the Administrator Evaluation Committee will be provided by Chairman Pauley.

9. Conference Report

Speaker(s): Conference Attendees

Rationale: Conference Attendees will report on their learnings.

10. Adjournment

Speaker(s): Board President or Designee



ESU 7 Budget Hearing

ESU 7 Oak Room

2657 44th Avenue

Columbus, NE 68601-8537

Monday, September 16, 2019 at 5:15 PM

Attendance Taken at 5:17 PM.

Joyce Baumert: Present
Marni Danhauer: Present
Donald Ellison: Present
Dan Hoesly: Present
Doug Kluth: Present
Richard Luebbe: Present
Jennifer Miller: Present
Doug Pauley: Present
Tammy Roh: Present
Richard Stephens: Absent
Gary Wieseler: Present
Jack Young: Present

Present: 11, Absent: 1.

Richard Stephens is absent due to illness.

1. Notification of Open Meetings Law

LEADERSHIP • SERVICE • SUPPORT - ESU 7 Mission Statement

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public. Notice of this meeting was also given in advance to all members of the Board of Directors. Availability of the agenda and purpose of the hearing was communicated in the advance notice of the meeting and in the notice to the members of this hearing. All proceedings of the Board of Directors were taken while the convened hearing was open to the attendance of the public.

2. Roll Call

3. Budget Hearing

Administrator Polk provided an overview of the 2019-2020 ESU 7 Operating Budget. She responded to questions from members of the Board regarding spending trends.

4. Adjournment

The 2019-2020 Budget Hearing Adjourned at 5:26 pm

Minutes respectfully submitted by Katy McNeil, Secretary to the ESU 7 Board of Directors



Regular Board of Directors Meeting

Educational Service Unit 7, Oak Room

2657 44th Avenue

Columbus, NE 68601-8537

Monday, September 16, 2019 at 5:30 PM

Attendance Taken at 5:31 PM.

Joyce Baumert: Present
Marni Danhauer: Present
Donald Ellison: Present
Dan Hoesly: Present
Doug Kluth: Present
Richard Luebbe: Present
Jennifer Miller: Present
Doug Pauley: Present
Tammy Roh: Present
Richard Stephens: Absent
Gary Wieseler: Present
Jack Young: Present

Present: 11, Absent: 1.

Richard Stephens was absent due to illness.

Attendance Update Taken at 6:20 PM.

Richard Luebbe: Absent

Present: 10, Absent: 2.

Richard Stephens was absent due to illness.

1. Call the meeting to order and Roll Call

LEADERSHIP • SERVICE • SUPPORT

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was communicated in the advance notice of the meeting and in the notice to the members of this hearing. All proceedings of the Board of Education of Educational Service Unit 7 were taken while the convened hearing was open to the attendance of the public.

Roll call was taken at: 5:31pm
President Don Ellison conducted the meeting.

Staff present:
Larianne Polk, Administrator
Linda Shefcyk, Business Manager
Katy McNeil, Secretary to the Board of Directors
Marci Ostmeyer, Professional Development Director
Darus Mettler, Special Education Director
Dan Ellsworth, Network Operations Director
Leanne Blanchard, Student Services Principal

1.1. Absent Board Members

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

Approval of Board Member absences as presented Passed with a motion by Doug Kluth and a second by Dan Hoesly.

Richard Stephens: Absent

Joyce Baumert: Yea

Marni Danhauer: Yea

Donald Ellison: Yea

Dan Hoesly: Yea

Doug Kluth: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Tammy Roh: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 11, Nay: 0, Absent: 1

Richard Stephens was absent due to illness.

1.2. Notification of Open Meetings Law

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

1.3. Pledge of Allegiance

All Board Members participated in the Pledge of Allegiance.

2. Welcome Visitors

There were no visitors present.

3. Public Comment

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

Citizens wishing to address the Board on a certain agenda item must notify the Educational Service Unit Administrator prior to the board meeting. Citizens wishing to present petitions to the Board may do so at this time. However, the Board will only receive the petitions and not act upon them or their contents.

There was no public comment provided.

4. Approval of Agenda

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

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

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

Richard Stephens: Absent

Joyce Baumert: Yea

Marni Danhauer: Yea

Donald Ellison: Yea

Dan Hoesly: Yea

Doug Kluth: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Tammy Roh: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 11, Nay: 0, Absent: 1

5. Consent Agenda

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

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

Consent Agenda Includes:

- Minutes from the previous meeting(s)
- Treasurer's Report
- Presentation of the Bills
- Certificated/Classified Hire(s)/Reassignments/Resignation(s)
- Other Routine Agenda Items

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

Consent agenda as presented Passed with a motion by Dan Hoesly and a second by Jennifer Miller.

Richard Stephens: Absent

Joyce Baumert: Yea

Marni Danhauer: Yea

Donald Ellison: Yea

Dan Hoesly: Yea

Doug Kluth: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Tammy Roh: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 11, Nay: 0, Absent: 1

5.1. Minutes

This is a consent item.

5.2. Treasurer's Report

This is a consent item.

5.3. Presentation of Bills #69682 through #69838 totaling \$783,863.71

The summary of bills for the current month total: \$783,863.71 - Bills #69682 through #69838
Inservice bills total: \$280.00

Check #	Amount	Vendor	Description
69696	\$6,982.00	Capital One	ASD Instructional supplies
69697	\$12,722.39	Capital One	Travel and ASD/Voc Rehab supplies
69698	\$8,027.87	Capital One	SPED supplies and Peak/SPED registrations
69701	\$5,492.45	Central City Public School	Title I Accountability reimbursement
69713	\$5,762.79	Eakes Office Solution	LA furniture/Other misc. dept. supplies
69720	\$13,044.00	ESU 2	Cengage/Gale subscription 19-20
69727	\$8,440.80	Frontline Technologies Group	Employee Evaluation Software
69730	\$22,177.80	Humphrey Public Schools	Title I Reimbursement
69750	\$43,339.00	NASB ALICAP	Property/Liability/Auto/Worker's Comp. Insurance
69759	\$20,017.61	Osceola Public School	Title I Reimbursement
69762	\$6,303.62	Pearson Assessment	SPED Testing Supplies
69784	\$8,540.00	Tek Data Systems	TD-2000 Booking System (SNAP)

This is a consent item.

6. Administrator's Report General

- New Goals - Attached for your Review
- Quarterly Report - Attached for your Review
- ESUCC Update
- ESU 7 Board Member Reception
- **Upcoming Events:**

Area Membership Meeting, Norfolk - September 25

SPARQ Tailgate - Lincoln - September 28

State Education Conference, Omaha - November 20-22 **Who would like to attend?**

AESA, Phoenix - Phoenix AZ - Currently Registered: Marci Ostmeier, Jack Young, Don Ellison, Tammy Roh, Marni Danhauer, Doug Pauley and Dan Hoesly. Dick Luebbe - Hotels have been booked

Administrator Polk discussed the contents of her Administrator's report.

Goals: She shared the updated goals with the Board.

ESUCC: Larianne, Kraig Lofquist, Dan Schnoes and Paul Calvert will travel to Washington DC tomorrow for the AESA Legislative Advocacy Meeting do discuss IDEA, E-rate and other

issues facing ESUs and school districts including Medicaid expansion.

ESU 7 Board Member Reception: October 22nd or October 28th: Doug Pauley was not available on October 22nd. It will be posted as a meeting and noticed as a tour of ESU 7 and our services.

ESU 7 Retreat - Working on it...

CCC will be having an emergency response drill tomorrow, September 17th.

6.1. Services Update

Department Spotlight - Student Services

Leanne Blanchard, the ESU 7 Student Services Principal shared with the Board an update with the Board regarding programming, expectations, the mission, vision and successes of the program to date. She explained the different types of systems in place for the students to track progress including core values, breaks, point scheduled, etc. She also discussed the options for outings, choices, field trips, etc. when levels are attained for success all the way up to the transition process.

6.2. Facilities Update

The Administrator will provide a facilities update during this item.

Larry has been doing a great job finding things that need attention. He may eventually need additional persons to assist him in his duties.

6.3. Personnel

Resignation:

Brock Hoover, Attached for Review

New Hires:

Rachel Bronson will join our Cen7ter staff as a paraprofessional. She has worked in retail with customer service and has great communication skills. Rachael enjoys seeing others succeed and building relationships.

Brenda Hake will join our Cen7ter staff as a paraprofessional. In the last three years, Brenda has developed a business to teach individuals with disabilities to ride horses and participate in the Special Olympics. She is passionate about supporting with individuals with disabilities and will be a great asset to the Cen7ter team.

6.4. Legislative Update

Administrator Polk will provide a Legislative Update to members of the Board.

- LR 63 - Interim Study on ESUs

Administrator Polk shared information regarding her discussions with Senators regarding LR 63. She share history regarding the ESUs, determination of services, cost savings, member districts and so much more. October 4, 2019 at 8:30am is the hearing for LR 63. Board members and Superintendents were invited to attend in the audience for the hearing in October, although the hearing is invitation only and two representatives were asked to speak on behalf of ESUs.

7. Reading of Article IV, Section 9 J Vacation Leave and Article IV, Section 9 R Unpaid Leave

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

Article IV, Section 9 J Vacation Leave and Article IV, Section 9 R Unpaid Leave as presented Passed with a motion by Doug Pauley and a second by Doug Kluth.

Richard Luebbe: Absent

Richard Stephens: Absent

Joyce Baumert: Yea

Marni Danhauer: Yea

Donald Ellison: Yea

Dan Hoesly: Yea

Doug Kluth: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Tammy Roh: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

8. 2019-2020 Resolution for Tax Asking and Final Levy

Recommendation: Discuss, consider and take any necessary action to approve the 2019-2020 Tax Asking and Final Levy Resolution as presented.

2019-2020 Tax Asking and Final Levy Resolution as presented Passed with a motion by Jennifer Miller and a second by Doug Pauley.

Richard Luebbe: Absent

Richard Stephens: Absent
Joyce Baumert: Yea
Marni Danhauer: Yea
Donald Ellison: Yea
Dan Hoesly: Yea
Doug Kluth: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Tammy Roh: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 10, Nay: 0, Absent: 2

9. Adoption of the 2019-2020 Budget

Recommendation: Discuss, consider and take any action necessary to approve the 2019-2020 Budget as presented.

Adoption of the 2019-2020 Budget as presented Passed with a motion by Doug Kluth and a second by Doug Pauley.

Richard Luebbe: Absent
Richard Stephens: Absent
Joyce Baumert: Yea
Marni Danhauer: Yea
Donald Ellison: Yea
Dan Hoesly: Yea
Doug Kluth: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Tammy Roh: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 10, Nay: 0, Absent: 2

Administrator Polk shared the budget summary documents with the Board. Appreciation for the Budget Committee and all of their work this year was expressed by Board Member Kluth.

10. Committee Reports

10.1. Budget Committee Report

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

There will be a joint Negotiations and Budget Committee Meeting scheduled prior to the October Board Meeting. Appreciation was expressed for Linda Shefcyk, Board Treasurer, for her work on the budget.

10.2. Administrator Evaluation Committee Report

A report of activities from the Administrator Evaluation Committee will be given during this item. All Board Members have been given a paper copy of the Administrator Evaluation for 2019. An electronic copy of the Administrator Evaluation and all supporting documents will be sent in October.

Chairman Pauley gave an overview of the upcoming Administrators evaluation to be turned in to him by October 31, 2019.

11. Conference Report

Conference Attendees will report on their learnings at the Labor Relations Conference and NASB Area Membership Meetings.

Members of the Board share their attendance and learnings from the recent NASB Area Membership Meetings.

Administrator Polk shared information regarding the Labor Relations Conference and will share additional information with the Negotiations Committee as it pertains.

12. Representation at NESUBA and State Education Conference Delegate Assembly

Selection of one Board Member to represent ESU 7 at the Delegate Assembly Friday, November 22nd, 2019 from 8:00am-9:30am.

Selection of two Board Members to represent ESU 7 at the Annual NESUBA business meeting.

Board President Ellison will be the NESUBA representative. Board Secretary Pauley will represent the Board at the Delegate Assembly.

13. Adjournment

The meeting adjourned at 6:40 pm.

Minutes respectfully submitted by Katy McNeil, Secretary to the ESU 7 Board of Directors



Tax Asking/Final Levy

ESU 7 Oak Room

2657 44th Avenue

Columbus, NE 68601-8537

Monday, September 16, 2019 at 5:25 PM

Attendance Taken at 5:26 PM.

Joyce Baumert: Present
Marni Danhauer: Present
Donald Ellison: Present
Dan Hoesly: Present
Doug Kluth: Present
Richard Luebbe: Present
Jennifer Miller: Present
Doug Pauley: Present
Tammy Roh: Present
Richard Stephens: Absent
Gary Wieseler: Present
Jack Young: Present

Present: 11, Absent: 1.

Richard Stephens was absent due to illness.

1. Call the Hearing to Order and Roll Call

The hearing was called to order at: 5:15 pm.

2. Notification of Open Meetings Law

LEADERSHIP • SERVICE • SUPPORT - ESU 7 Mission Statement

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice

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

3. Tax Asking Hearing/Setting Final Levy

Administrator Polk gave an overview of the Final Tax Request for the 2019-2020 budget year and responded to questions from members of the Board.

4. Adjournment

The Final Tax Asking Hearing adjourned at 5:30 pm.

Minutes respectfully submitted by Katy McNeil, Secretary to the ESU 7 Board of Directors

Sept. '19 Treasurer Report

Beginning Balance September 1, 2019					\$98,767.28	
RECEIPTS						
	Property taxes		\$538,979.73			
	SPED		\$13,804.14			
	General/Flow Through		\$161,740.47			
	Grants		\$375,443.63			
TOTAL RECEIPTS			\$1,089,967.97		\$1,089,967.97	
					\$1,188,735.25	
Transfer to Money Market					\$340,000.00	-
Total Funds Available					\$848,735.25	
DISBURSEMENTS:						
	General Fund		\$254,814.45			
	SPED		\$317,075.41			
	Grants		\$211,973.85			
Total DISBURSEMENTS Check #69682 thru #69838			\$783,863.71		\$783,863.71	-
Ending balance, SEPTEMBER 30, 2019					\$64,871.54	
CASH ON HAND						
Checking balance					\$64,871.54	
Money Market Deposit Account at First National Bank					\$2,205,000.00	
Money Market Deposit Account at First National Bank					\$100,000.00	
Money Market Deposit Account at Bank of Clarks					\$100,000.00	
Money Market Deposit Account at Columbus Bank & Trust					\$100,000.00	
Certificate of Deposit - Great Western Bank					\$200,000.00	
Certificate of Deposit - First National Bank-Columbus					\$100,000.00	
TOTAL CASH ON HAND (includes cash reserve amount below)						\$2,869,871.54
CASH RESERVE	\$1,294,879.97					
Funds that are due to ESU 7						
	Grants				(\$1,529,938.95)	
	Outstanding Receivables				(\$84,762.98)	
Total due to ESU 7					(\$1,614,701.93)	
BUDGET PERFORMANCE						
	2018-2019	2019-2020	2018-2019	2019-2020		
	Dollars Spent Per Month	Dollars Spent Per Month	Percentage spent each month	Percentage spent each month		
September	\$202,681.49	\$233,594.34	7.71%	8.89%	Total Budget	\$14,047,117.89
October	\$202,854.45		7.72%	0.00%	30% of budget	\$4,214,135.37
November	\$184,498.40		7.02%	0.00%	Total budget spent to date	\$783,863.71
December	\$163,233.94		6.21%	0.00%		
January	\$183,799.94		6.99%	0.00%		
February	\$180,933.62		6.88%	0.00%		
March	\$159,254.61		6.06%	0.00%		
April	\$191,079.86		7.27%	0.00%		
May	\$211,618.36		8.05%	0.00%		
June	\$159,793.86		6.08%	0.00%		
July	\$171,051.50		6.51%	0.00%		
August	\$171,858.59		6.54%	0.00%		
Approved Total General Budget for Levy S			\$2,628,278.46	\$2,589,759.94		
Total Spent to date			\$2,182,658.62	\$233,594.34		
Dollars approved from cash reserve				\$0.00		
NOTES						

Inservice Account

	Transaction/Explanation	Receipt	Expenditures	Balance
9/24/19	United States Post Office		\$55.00	\$7,579.66
9/25/19	Deposit - Registrations	\$280.00		\$7,859.66

Expenditures	\$55.00
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A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00069839	574.83	10/20/19	9466 4ALL PROMOS	C
10	00069840	73.45	10/20/19	10013 ACE HARDWARE	C
10	00069841	55.00	10/20/19	10060 ADMINISTRATORS IN-SERVICE	C
10	00069842	89.00	10/20/19	2585 AG iREPAIR	C
10	00069843	447.00	10/20/19	190428 ALMQUIST, MALTZAHN, GALLOWAY & LUTH, PC	C
10	00069844	12,319.65	10/20/19	10391 AMAZON	C
10	00069845	676.86	10/20/19	120155 AMY J SLAMA	C
10	00069846	21.88	10/20/19	130180 AMY MAZANKOWSKI	C
10	00069847	1,028.34	10/20/19	7633 ANA SANTOS	C
10	00069848	424.56	10/20/19	8508 APRIL BECKER	C
10	00069849	545.00	10/20/19	6114 AVERA MEDICAL GROUP-O'NEILL	C
10	00069850	2,512.00	10/20/19	20250 BEARD-WARREN HEATING & AIR	C
10	00069851	133.88	10/20/19	20428 BOONE CENTRAL SCHOOLS	C
10	00069852	405.77	10/20/19	6700 BROOKE KAVAN	C
10	00069853	345.00	10/20/19	10936 BURRITO HOUSE LLC	C
10	00069854	304.05	10/20/19	4901 CAPITAL ONE-ASD PFISTER	C
10	00069855	8,312.28	10/20/19	30039 CAPITAL ONE BANK (USA), N.A.	C
10	00069856	4,181.95	10/20/19	30038 CAPITAL ONE-SPED ARNDT	C
10	00069857	30.00	10/20/19	2097 CAPITAL ONE-SPED KASSING	C
10	00069858	60.00	10/20/19	4553 CAPITAL ONE-SPED METTLER	C
10	00069859	150.00	10/20/19	10944 CARDINAL INN LLC	C
10	00069860	1,360.48	10/20/19	4375 CAROL VOGEL	C
10	00069861	549.00	10/20/19	30192 CDW-G	C
10	00069862	88.87	10/20/19	160655 CENTERPOINT ENERGY SERVICES , INC.	C
10	00069863	1,625.40	10/20/19	30235 CENTRAL CITY PUB SCHOOL	C
10	00069864	1,749.15	10/20/19	892 CHARTWELLS DINING SERVICES	C
10	00069865	300.84	10/20/19	30550 CITY OF COLUMBUS WATER & SANIT	C
10	00069866	50.00	10/20/19	30875 COLUMBUS AREA CHAMBER OF COMMERCE	C
10	00069867	296.00	10/20/19	2062 COLUMBUS CUSTOM EMBROIDERY	C
10	00069868	496.40	10/20/19	31035 COLUMBUS PUBLIC SCHOOLS GENERAL FUNDS	C
10	00069869	199.90	10/20/19	5053 MID-PLAINS HOSPITALITY GROUP INC	C
10	00069870	98.83	10/20/19	5851 CONNIE A. CRONIN	C
10	00069871	192.14	10/20/19	31425 COURTYARD BY MARRIOTT	C
10	00069872	298.31	10/20/19	4812 CUBBY'S, INC.	C
10	00069873	342.00	10/20/19	31570 CULLIGAN OF COLUMBUS	C
10	00069874	96.86	10/20/19	10928 DAWN ERICKSON	C
10	00069875	495.00	10/20/19	40435 DIAMOND HEATING & AIR	C
10	00069876	31,203.96	10/20/19	40725 EAKES OFFICE SOLUTIONS	C
10	00069877	515,417.12	10/20/19	50825 ED SERVICE UNIT 7-PAYROLL	C
10	00069878	60.00	10/20/19	10898 EDITH BLUNDELL	C
10	00069879	5,792.00	10/20/19	10871 EDUCATION ASSOCIATES	C
10	00069880	3,148.96	10/20/19	50630 ERNST AUTO CENTER	C
10	00069881	125.08	10/20/19	7560 HOSTED SERVICES	C
10	00069882	4.70	10/20/19	50640 ESU 1	C
10	00069883	448.89	10/20/19	50750 ESU 10	C
10	00069884	80.00	10/20/19	50725 ESU 6	C
10	00069885	407.90	10/20/19	60017 FAIRFIELD INN & SUITES BY MARRIOTT	C
10	00069886	55,960.25	10/20/19	9806 FAUSS CONSTRUCTION, INC.	C
10	00069887	100.00	10/20/19	3743 FES LLC	C
10	00069888	581.65	10/20/19	7226 FIREGUARD	C
10	00069889	35.50	10/20/19	60056 FIRST NATIONAL BANK	C
10	00069890	50.00	10/20/19	60940 GALE/CENGAGE LEARNING	C
10	00069891	40.60	10/20/19	7510 GARY WIESELER	C
10	00069892	50.40	10/20/19	70406 GOTTBURG AUTO COMPANY LLC	C
10	00069893	292.50	10/20/19	7013 GREAT PLAINS COMMUNICATIONS	C

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00069894	219.90	10/20/19	80147 HAMPTON INN	C
10	00069895	69.37	10/20/19	5894 HEIDI ADAMS	C
10	00069896	120.00	10/20/19	80367 OMAHA'S HENRY DOORLY ZOO & AQUARIUM	C
10	00069897	392.00	10/20/19	80507 HOLIDAY INN EXPRESS	C
10	00069898	867.80	10/20/19	80511 HOLIDAY INN EXPRESS	C
10	00069899	558.00	10/20/19	80543 HOMETOWN LEASING	C
10	00069900	692.61	10/20/19	80880 HY-VEE	C
10	00069901	23.93	10/20/19	90088 INDOFF INCORPORATED	C
10	00069902	1,695.00	10/20/19	10901 ITNETSUPPLY	C
10	00069903	146.16	10/20/19	6270 JAMIE JAKUBOWSKI	C
10	00069904	98.02	10/20/19	10880 JAY VANCE	C
10	00069905	708.76	10/20/19	3387 JENNIFER FISTLER	C
10	00069906	21.11	10/20/19	353 JILLIAN SCHMIDT	C
10	00069907	550.42	10/20/19	260092 JUDY A ZADINA	C
10	00069908	776.04	10/20/19	110030 JULIE R KAHLER	C
10	00069909	62.76	10/20/19	574 KAROL BANKSON-RECKNOR	C
10	00069910	450.00	10/20/19	260089 KATHLEEN ZADINA	C
10	00069911	675.00	10/20/19	110235 KIDDIE CAB	C
10	00069912	69.99	10/20/19	120124 LAKESHORE	C
10	00069913	500.00	10/20/19	120129 LAKEVIEW COMMUNITY SCHOOLS	C
10	00069914	135.72	10/20/19	6718 LAURA PLAS	C
10	00069915	25.00	10/20/19	4430 LEARNING FORWARD NEBRASKA	C
10	00069916	516.00	10/20/19	120280 LIED LODGE & CONFERENCE CENTER	C
10	00069917	44.28	10/20/19	120314 LINCOLN JOURNAL STAR	C
10	00069918	600.00	10/20/19	40200 LINDA DAMMANN	C
10	00069919	392.08	10/20/19	40545 LISA DURANSKI	C
10	00069920	2,906.65	10/20/19	120550 LOUP POWER DIST	C
10	00069921	61.98	10/20/19	120557 LOVELESS MACHINE & GRINDING	C
10	00069922	220.00	10/20/19	130060 MADISON HIGH SCHOOL	C
10	00069923	325.10	10/20/19	5410 MARK BRADY	C
10	00069924	119.80	10/20/19	130378 MENARDS	C
10	00069925	104.00	10/20/19	4413 MICROTEL INN & SUITES BY WYNDHAM KEARNEY	C
10	00069926	6,380.50	10/20/19	130547 MNJ TECHNOLOGIES	C
10	00069927	355.00	10/20/19	140351 NCSA	C
10	00069928	1,822.00	10/20/19	140066 NE ASSOC OF SCHOOL BOARDS	C
10	00069929	124.76	10/20/19	140570 NEBRASKA TECHNOLOGY & TELECOM.	C
10	00069930	110.00	10/20/19	2917 NEBRASKA UNIFIED DISTRICT 1	C
10	00069931	2,265.00	10/20/19	140697 NOODLE TOOLS, INC.	C
10	00069932	700.00	10/20/19	140705 NORTHEAST COMMUNITY COLLEGE	C
10	00069933	165.88	10/20/19	418 OTIS PIERCE	C
10	00069934	1,714.27	10/20/19	160033 PALMER PUBLIC SCHOOL	C
10	00069935	200.00	10/20/19	160095 PERRY,GUTHERY, HAASE& GESSFORD P.C.,L.L.	C
10	00069936	155.49	10/20/19	160672 PRESTO-X	C
10	00069937	953.50	10/20/19	160843 PROMO DIRECT	C
10	00069938	448.75	10/20/19	3697 PYRAMID SCHOOL PRODUCTS	C
10	00069939	214.70	10/20/19	2640 QUALITY INN	C
10	00069940	32.83	10/20/19	170029 QUALITY SOUND	C
10	00069941	8,611.18	10/20/19	170125 QUILL CORPORATION	C
10	00069942	2,013.75	10/20/19	4189 RAMADA COLUMBUS RIVER'S EDGE CONVENTION	C
10	00069943	276.30	10/20/19	180119 RAMADA INN	C
10	00069944	2,565.00	10/20/19	80514 RAMADA MIDTOWN CONF CENTER	C
10	00069945	480.24	10/20/19	30268 SANDY CERNY	C
10	00069946	538.82	10/20/19	981 SARAH WACHA	C
10	00069947	81.20	10/20/19	3573 SHANNON GARCIA	C
10	00069948	526.64	10/20/19	8524 SHAYNA CEPEL	C

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00069949	1,465.19	10/20/19	190390 SHELBY-RISING CITY PUBLIC SCHOOL	C
10	00069950	18,570.00	10/20/19	190500 SOLUTION TREE	C
10	00069951	4,586.40	10/20/19	190850 DAS STATE ACCOUNTING-CENTRAL FINANCE	C
10	00069952	29.70	10/20/19	2909 STEPHANIE BLACK ROEMMICH	C
10	00069953	5,520.76	10/20/19	2720 STREAKWAVE WIRELESS, INC.	C
10	00069954	418.01	10/20/19	191085 SUPER SAVER	C
10	00069955	125.00	10/20/19	5797 TAESE ATTN: LeeAnn Lundgreen	C
10	00069956	89.20	10/20/19	2925 TAMARA L. DOERR	C
10	00069957	1,264.15	10/20/19	140691 THE HOME DEPOT PRO	C
10	00069958	112.25	10/20/19	200606 U & I SANITATION	C
10	00069959	160.77	10/20/19	210090 ULINE	C
10	00069960	192.00	10/20/19	8826 UNIVERSITY OF NE BOARD OF REGENTS	C
10	00069961	1,386.29	10/20/19	10320 VERIZON WIRELESS	C
10	00069962	350.00	10/20/19	4774 VICKIE L YOUNG	C
10	00069963	651.82	10/20/19	230049 WALMART (SPED)	C
10	00069964	109.64	10/20/19	230048 WAL-MART COMMUNITY/SYNCB	C
10	00069965	170.00	10/20/19	230195 WAYNE COMM. SCHOOLS	C
10	00069966	140.69	10/20/19	230249 WEST POINT PUBLIC SCHOOLS	C
10	00069967	27.92	10/20/19	1058 WILKE LANDSCAPE	C
10	00069968	301.02	10/20/19	10545 YARIBEY RODRIGUEZ	C
10	00069969	1,492.46	10/20/19	10510 ABBY PFISTER	A
10	00069970	645.54	10/20/19	10030 ANA KAREN GARCIA MEDINA	A
10	00069971	1,178.83	10/20/19	1082 ANGEL D MAYBERRY	A
10	00069972	44.66	10/20/19	250100 ANGELA ARNDT	A
10	00069973	531.28	10/20/19	40709 ANN DUBAS	A
10	00069974	415.33	10/20/19	990 BRANDY ROSE	A
10	00069975	738.92	10/20/19	5967 CASSANDRA RUTH	A
10	00069976	297.54	10/20/19	9512 CASSIE KRINGS	A
10	00069977	24.01	10/20/19	7188 CODY NELSEN	A
10	00069978	418.76	10/20/19	70017 CYNTHIA ALARCON	A
10	00069979	1,093.88	10/20/19	180474 DARLENE RODRIGUEZ	A
10	00069980	529.54	10/20/19	3948 DARUS METTLER	A
10	00069981	685.10	10/20/19	10529 DAVID VANDERHEIDEN	A
10	00069982	49.59	10/20/19	50570 DONALD ELLISON	A
10	00069983	645.54	10/20/19	10758 JAMIE MCCRAY	A
10	00069983	-645.54	10/14/19	10758 JAMIE MCCRAY	AV
10	00069984	147.90	10/20/19	60033 ELISSA HEIBEL	A
10	00069985	781.84	10/20/19	7099 HALEY KUNZE	A
10	00069986	1,073.58	10/20/19	20135 ISAURA BARRETO	A
10	00069987	496.90	10/20/19	8559 JACLYN TERNUS	A
10	00069988	661.20	10/20/19	9580 JASON TROTTER	A
10	00069989	348.00	10/20/19	9741 JENNIFER ZYSSET	A
10	00069990	780.39	10/20/19	8540 JOLYNN KAHLANDT	A
10	00069991	472.12	10/20/19	6459 KAISE RECEK	A
10	00069992	206.48	10/20/19	8516 KATHERINE BOSAK	A
10	00069993	70.76	10/20/19	4847 KERRI JO KRIVOHlavek	A
10	00069994	179.80	10/20/19	100521 KRIS JOHNSON	A
10	00069995	697.21	10/20/19	160636 LARIANNE POLK	A
10	00069996	660.04	10/20/19	7072 LAURA METTLER	A
10	00069997	67.86	10/20/19	10430 MARLA L BENSON	A
10	00069997	-67.86	10/14/19	10430 MARLA L BENSON	AV
10	00069998	659.46	10/20/19	190434 LORI SIMANEK	A
10	00069999	638.58	10/20/19	2267 MARCIA OSTMEYER	A
10	00070000	38.86	10/20/19	50632 MEGAN KASSING	A
10	00070001	731.38	10/20/19	4650 MELINDA VELECELA	A

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00070002	512.72	10/20/19	8788 NATHALIE VARGAS	A
10	00070003	170.52	10/20/19	160280 PAULA PETERSON	A
10	00070004	1,232.50	10/20/19	5983 RACHEL GARNER	A
10	00070005	432.68	10/20/19	10375 RONELLE JACKSON	A
10	00070006	1,034.14	10/20/19	130708 SHARON M BROWN	A
10	00070007	582.90	10/20/19	10740 RACHEL I DOCKHORN	A
10	00070007	-582.90	10/14/19	10740 RACHEL I DOCKHORN	AV
10	00070008	235.48	10/20/19	10774 CASSANDRA OHL	A
10	00070008	-235.48	10/14/19	10774 CASSANDRA OHL	AV
10	00070009	3,056.02	10/20/19	6254 VERONICA REYES-HERWIG	A
10	00070010	644.96	10/20/19	230361 WENDY WOLFE	A
10	00070011	645.54	10/20/19	10758 DORI HEITZ	A
10	00070012	67.86	10/20/19	10430 LEANNE BLANCHARD	A
10	00070013	582.90	10/20/19	10740 SHELLI EICKMEIER	A
10	00070014	235.48	10/20/19	10774 TRICIA SPIEKER	A
10	00070015	32.00	10/20/19	140066 NE ASSOC OF SCHOOL BOARDS	C
10	00070016	62.54	10/20/19	7560 HOSTED SERVICES	C
Total Bank No 10		760,783.09			

Total Manual Checks	.00
Total Computer Checks	735,377.83
Total ACH Checks	26,937.04
Total Other Checks	.00
Total Electronic Checks	.00
Total Computer Voids	.00
Total Manual Voids	.00
Total ACH Voids	-1,531.78
Total Other Voids	.00
Total Electronic Voids	.00

Grand Total	760,783.09
Number of Checks	182

Batch Yr	Batch No	Amount
20	000046	66,892.55
20	000054	125,902.19
20	000062	50,310.08
20	000066	515,417.12
20	000069	634.83
20	000073	1,531.78
20	000075	32.00
20	000076	62.54

ESU 7 Board of Education
2657 44th Ave.
Columbus, NE 68601
October 16, 2019

Dear Board Members and Larianne Polk,

This is my official notification to you and to ESU 7 that my last day will be at the end of my contract in June.

I am excited about my retirement but wanted to take this opportunity to thank you for all the opportunities that I have experienced working for ESU 7. I have enjoyed my employment and will miss my coworkers when my retirement day comes.

Please let me know what I can do to help with the transition of my work to another employee. I hope to assist in making a smooth transition in order to support our staff and our districts.

I have passionately supported ESU 7. I will miss my coworkers and our workplace. I wish only the best for everyone in the future.

Sincerely,

A handwritten signature in black ink that reads "Darus Mettler". The signature is written in a cursive style with a large initial "D" and "M".

Darus Mettler

ESU 7 Board of Education
2657 44th Ave.
Columbus, NE 68601
October 16, 2019

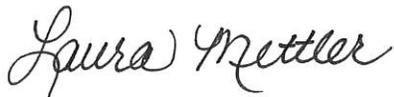
Dear Board Members and Larianne Polk,

This letter is to notify you that I am resigning from my position as a Speech and Language Pathologist with Educational Service Unit 7. I will be retiring. My last day of employment will be May 19, 2020.

My experience with ESU7 has been very rewarding. I have enjoyed the opportunity to work with staff and students.

I will be available to train my replacement to make his/her transition as smooth as possible. I wish you continued success.

Sincerely,

A handwritten signature in cursive script that reads "Laura Mettler".

Laura Mettler

Article I, Section 6, D Line of Responsibility

Each ESU employee is responsible to the Board through the Administrator. All personnel shall refer matters requiring administrative action to the administrative officer immediately in charge of the area in which the problem arises. Administrative officers shall refer such matters to the next higher authority when necessary. *See chain of command on next page.*

Employees have the right to appeal decisions made by an administrative officer to the next higher authority and thus through successive steps to the Board on matters regarding continuation of employment, terms and conditions of employment, and matters of policy and procedures.

Legal Reference:	
Date of Adoption:	February 19, 2018
Date of Revision(s)	October 21, 2019

Educational Service Unit 7

Chain of Command

Any staff member with a conflict is encouraged to first talk with the person(s) with whom he/she has conflict. If, after this conversation, the situation is not resolved, and there is a need for third party, follow the chain of command outlined below.

General Chain of Command:

1. Department Director/Coordinator
2. Administrator
3. Board of Directors

On Matters involving Professional Development:

1. Professional Development Coordinator
2. Professional Development Director
3. Administrator
4. Board of Directors

On Matters Involving Special Education (non-Cen7ter/Learning Academy):

1. Special Education Coordinator
2. Special Education Director

3. Administrator
4. Board of Directors

On Matters Involving Cen7ter:

1. Teacher
2. Student Services Principal
3. Special Education Director
4. Administrator
5. Board of Directors

On Matters Involving Learning Academy:

1. Teacher
2. Student Services Principal
3. Special Education Director
4. Administrator
5. Board of Directors

On Matters Involving Technology:

1. Network Operations Director
2. Administrator
3. Board of Directors

On Matters Involving Facilities, Grounds, Vehicles:

1. Custodian
2. Administrator
3. Board of Directors

On Matters Involving Leadership:

1. Coordinator
2. Director
3. Administrator
4. Board of Directors

On Matters Involving Production:

1. Production Supervisor
2. Production Coordinator
3. Administrator
4. Board of Directors

Article III, Section 5, E Equipment, Materials and Supplies

Purchases up to \$10,000 Open Market. The Administrator or designee shall be authorized to purchase any item specifically budgeted up to \$10,000 in the open market. Official action by the Board shall be requested by the Administrator where it is required by law or in those instances where it appears to be in the best interests of the ESU. The purchase of items in excess of \$10,000 shall require Board approval.

Open market orders and contracts for the purchase of equipment, materials and supplies shall be awarded based on the following criteria:

1. Quality of product.
2. Suitability of product.
3. Equality of price (or fairness of price).
4. Conformance to specifications.
5. Convenience of delivery.
6. General reputation of business firms.
7. Services to be provided to the ESU by supplier.
8. Established relationship between supplier and the ESU.
9. Ability to provide the goods or services under question.
10. Ability to provide replacement parts for the goods to be purchased.
11. Warranties offered on products.
12. Adherence to State Law and Federal Regulations.
13. Any other stipulations set forth in Board policy or by Board action with regard to purchasing decisions.

Local purchases will be preferred whenever the foregoing factors are considered to be substantially the same.

Purchases from \$10,000 up to \$100,000—Solicit Proposals. The Administrator or designee shall request the submission of bids, quotes or proposals for purchases, which have a cost from \$10,000 up to \$100,000. The Administrator or designee shall receive and evaluate all proposals and make a recommendation to the Board for acceptance. The Board reserves the right to reject any and all proposals, to waive any informality in any proposal, and to accept the proposal that it deems best serves the interests of the ESU; which may or may not be the lowest cost proposal.

Purchases of \$100,000 and above—Sealed Bids. The Administrator or designee shall advertise for sealed bids for purchases which have a cost of greater than \$100,000.

1. Bid instructions and specifications. The Administrator or designee shall prepare bid instructions that are clear and complete and conducive to competitive bidding. The bid instructions shall set forth all considerations necessary to bid and be consistent with any guidelines established by the Board.
2. Advertisement. The notice to bidders shall be published appropriately in a manner that will allow for competition. Vendors and suppliers shall be invited to have their names

placed on the mailing list to receive invitations to bid. When specifications are prepared, they will be mailed or made available to all vendors or suppliers who have indicated an interest in bidding.

3. Sealed bids. Bids must be submitted in sealed envelopes, addressed to the Board, and plainly marked with the name of the bid and the time of the bid opening.
4. Withdrawal of Bids and Late Bids. Any bid may be withdrawn prior to the scheduled time for the opening of bids. Any bid received after the time and date specified shall not be considered.
5. Bid Opening. Bids shall be opened at the time specified and all bidders and other persons shall be invited to be present. After the bids have been opened and tabulated, they shall be available for those interested to copy or study. They shall not, however, be removed from the ESU's offices.
6. Right to Reject. The Board reserves the right to reject any or all bids and to accept the bid which appears to be in the best interest of the ESU. Each bid notice should carry the notification that the ESU reserves the right to accept or reject any or all bids.
7. Right to Waive Bid Formalities. The Board reserves the right to waive any informality in, or reject any or all bids, or any part of any bid, as consistent with law.

The ESU need not comply with the bidding requirements if the District purchases property from the Nebraska State Purchasing Bureau, so long as the Nebraska State Purchasing Bureau competitively bid the purchase of property.

Legal Reference:	
Date of Adoption:	September 13, 2018
Date of Revision(s):	October 21, 2019

Section 7 - Management of Property

Article III, Section 7, A Community Use of ESU Facilities

ESU facilities are primarily intended for the ESU's mission and programs. ESU facilities are, however, made available for use by outside groups to further the interests of the ESU and the community. Use by non-ESU groups is allowed pursuant to an application process and is subject to the terms and conditions set forth in this policy.

Application for Use.

Outside groups that wish to use ESU facilities must submit a completed Application for Use form signed by a representative of the outside group who has authority to commit the outside group to the terms and conditions of the Application. The outside group, as Applicant, shall specify the nature of the intended use, the dates and times of the requested use, and the facilities for which use is requested.

The form shall be developed by the administration. The form shall include the statement that:

This application is subject to the terms of the Board's "Community Use of ESU Facilities" policy (Article III, Section 7, A). The terms and conditions of that policy are incorporated into this application by this reference. Applicant accepts all such terms and conditions.

Acceptance of Application for Use.

Acceptance or rejection of applications shall be the responsibility of the Administrator or the Administrator's designee.

Applications shall not be accepted for any unlawful reason, including unlawful discrimination on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status in its programs and activities, and including the applicant's legally protected exercise of constitutional or statutory rights.

The ESU's facilities are designated as nonpublic forums. Accordingly, applications shall not be accepted for:

1. Uses that may conflict with or that disrupt the ESU's programs.
2. Uses inconsistent with the mission of the ESU.
3. Uses that present an unacceptable risk that the conditions of use set forth in this policy will not be adhered to; either due to the nature of the requested use or the character of the group or individuals within the group.
4. Uses that present an unacceptable risk of damage or unacceptable wear and tear to facilities or equipment.

5. Uses for outside commercial activities except with approval from the Board; and except for camps and other activities for students.
6. Uses that involve gambling or games of chance.
7. Uses that involve a group or activity which advocates or condones the violent overthrow of the Constitution or of the government.
8. Uses that involve the meetings of secret clubs not open to members of the public.
9. Non-community type uses such as wedding receptions, slumber parties, birthday parties, baby showers, personal use and similar activities.

Applications for use of facilities may be denied based on unsuitability of the date or time of the requested use. Facilities may not be available for community use at times when ESU staff are not available to monitor the Applicant's use, such as on legal holidays; before 7:30 a.m.; after 4:30 p.m., Saturdays and Sundays.

Leases of ESU facilities require approval of the Board and are not an aspect of this policy. As such, Applications that request long-term use of facilities in the nature of a lease will be denied.

Applications may be denied based on the determination of the Administrator or the Administrator's designee that the Applicant does not have the financial ability or financial responsibility to pay fees or expenses or to reimburse the ESU for any damages that may be sustained to facilities or equipment or any liability that may be created by the use.

When an Application conflicts with another Application, the Applications will be accepted according to the following priority order:

1. Events or activities that are designed to serve member schools or which are related to any function of the ESU, including approved ESU-community associations and ESU-affiliated non-profit groups.
2. Tax-supported agencies such as educational entities or units of city, county or state government.
3. Nonprofit community agencies such as private educational agencies.
4. Groups where the majority of the members reside within the ESU.

For use conflicts within each group, priority will be given to the first to submit their Application; provided that the Administrator or the Administrator's designee may approve an Application that is not first-filed if the other Applicant's use could be feasibly changed to a non-conflicting time or area.

Applications that are accepted may not be assigned or transferred to another outside group.

Applications that are accepted are subject to cancellation by the Administrator or the Administrator's designee. Cancellation will occur in the event the administration reasonably determines:

1. Any of the reasons for non-acceptance of an application exist.
2. The Applicant fails to meet any term or condition required prior to the use. This includes but is not limited to failure of the Applicant to pay required fees or deposits or failure to show evidence that any required insurance liability is in place.
3. Circumstances make the use unsuitable. This includes but is not limited to:
 - A. The condition of the facilities being unsafe. For example, the presence of snow, ice, fallen limbs or other potential hazards that the ESU would not otherwise clear prior to the activity or event. The Applicant may request that the ESU clear the hazards such that it may proceed with its activity or event. If the ESU agrees to do so, the Applicant shall be responsible for all costs incurred by the ESU in clearing the hazard.
 - B. ESU staff being unavailable to monitor the use or to provide set-up or clean-up services where the ESU has accepted responsibility for such.
 - C. The need to use the facilities for an ESU activity or purpose.

Generally, if the ESU office is closed on the date of the Applicant's intended use due to inclement weather or hazardous conditions, the Applicant's use will be cancelled.

The Applicant shall remain responsible for fees or expenses, and any deposit that has been received by the ESU shall be forfeited and be kept by the ESU, if cancellation occurs because of the fault of the Applicant. Otherwise, the ESU will return any deposit that has been received by the ESU. The ESU will in no event be responsible for any damages, expenses, or losses incurred by the Applicant or any person arising from the cancellation.

An Applicant may withdraw its Application at any time prior to acceptance. An accepted application may be withdrawn by the Applicant, subject to approval of the Administrator or the Administrator's designee. Approval is subject to the conditions that the Applicant has given reasonable advance notice (ordinarily, at least 48 hours) and that the Applicant reimburse the ESU for any expense the ESU has incurred.

Conditions of Use.

The conditions for use are as follows:

1. Compliance. Applicant agrees to:
 - A. Comply with all local, state and federal laws, including health and fire codes.
 - B. Comply with Board policies concerning non-discrimination and the use of ESU facilities.
 - C. Comply with reasonable administrative rules related to use of facilities and the requests of ESU officials related to the Applicant's use of the facility.
2. Disclaim ESU Sponsorship. The ESU does not sponsor or endorse the Applicant or the activity or event conducted by the Applicant. To ensure that the public understands this fact, the Applicant agrees to not make any statements suggesting such sponsorship and

to publish statements of non-ESU sponsorship in such form and manner as the administration may request.

3. Supervision. Applicant agrees to provide appropriate supervision of the activity or event in all respects, including supervision reasonably necessary to ensure that no person participating in or attending the activity or event:
 1. Is presented with conditions that pose an unreasonable risk of personal injury or damage to personal property.
 2. Enters any area of the ESU facilities that the Applicant has not been given permission to use, or access any ESU records.
 3. Engages in the use of tobacco (including electronic nicotine delivery systems), alcohol, vapor, or illegal drugs, or is under the influence of alcohol or illegal drugs.
 4. Possesses a firearm or a weapon.
 5. Engages in disorderly, lewd, or lascivious conduct.
 6. Engages in any criminal behavior.

Applicant shall remove any person from the activity or event who engages in any of the above listed conduct. Applicant agrees to report to the ESU administration by the close of the next business day the identity of any person who engaged in any of the above listed conduct and the details of the conduct. If the offending person is a student, the report shall be made immediately.

In the event the ESU administration determines that the nature of the activity or event warrants the presence of security services, Applicant agrees to provide and pay for such security services.

Applicant agrees to ensure that all persons attending its activity or event are off ESU grounds at the end of its time of permitted use, except for ESU staff or others who are authorized to remain for an ESU-related purpose.

1. Condition of Premises. Applicant agrees to:
 - A. Conduct a reasonable inspection of the premises prior to the activity or event to ensure that the premises are safe for the intended use. In the event of any unsafe condition, Applicant shall notify the ESU Administrator or a director. In the event the unsafe condition is not corrected prior to the activity or event, the Applicant shall postpone or cancel the activity or event.
 - B. Not use or allow any ESU equipment to be used without express approval of ESU administration.
 - C. Not bring or allow others to bring food or beverages on to ESU grounds without express approval of ESU administration.

- D. Not bring or allow others to bring or use any flammable items (including candles or incense) or any volatile chemical or any explosive.
- E. Not use any electrical equipment that has been brought onto the premises without express approval of ESU administration.
- F. Not cause or allow others to cause damage to ESU facilities or equipment.
- G. In the event damages are sustained, Applicant accepts responsibility for reimbursing the ESU for the cost of repair or replacement.
- H. Applicant agrees that the ESU administration's determination that damage was sustained in connection with the Applicant's use, and of the cost of repair or replacement, is controlling.
- I. Applicant shall immediately report to the ESU administration any damage to ESU facilities or equipment that occurs during the Applicant's use of ESU facilities that may present a risk of injury to students or any subsequent users. Any other damage shall be reported by the close of the next business day.
- J. Return the facilities in as good a condition as it was prior to use. This includes, without limitation, cleaning, removal of trash, and returning tables and chairs and other ESU property to their proper location. The clean-up shall be promptly completed. In the event the ESU provides the clean-up service, Applicant agrees to reimburse the ESU for the cost of such clean-up.
- K. Remove any property brought in by the Applicant and by any person attending the activity or event. The ESU is not responsible for any personal property that is left on the premises.

Financial Responsibility. Applicant agrees to:

1. Procure, at its own expense, a Comprehensive General Liability insurance policy naming the ESU as an additional insured. This policy shall be written with a minimum of \$1,000,000 Combined Single Limit per occurrence. A Certificate of Insurance evidencing coverage must be submitted prior to the Applicant's use.
2. The insurance requirement is subject to waiver by the Administrator or the Administrator's designee where the intended use presents very little potential for injury or damage and the activity or event is designed to serve the ESU's staff or member schools or students of member schools.
3. Indemnify and hold the ESU, the Board, ESU employees and agents of the ESU harmless from any and all claims, demands, causes of action, or lawsuits for any death or personal injury or damage to property sustained during, caused by or arising out of the Applicant's use of ESU facilities.

Fees for Use.

The ESU Administrator shall establish a daily use fee schedule that establishes rates for specific parts of the ESU facilities. The rates shall be reviewed by the ESU 7 Board on a periodic basis; with the review to occur no less than every two years.

The fee rates shall be in an amount sufficient to cover estimated staff time and direct costs associated with:

1. Processing. Cost of processing the Application, postage, invoicing and coordination of the use.
2. Access. Cost of providing access; such as unlocking doors before use and locking after use, turning lights on and off, and disarming/re-arming security systems.
3. Monitoring. Hourly cost of administrative or other professional staff to monitor the Applicant's use to ensure compliance with the terms and conditions of the permitted use.
4. Custodial. Cost of providing custodial or maintenance services to prepare the facility for the use and for clean-up after use.
5. Special Equipment. Cost of making special equipment available such as sound and lighting set-up; as ordinarily any permitted use of special equipment will require the presence of a member of the ESU staff who is familiar with proper use of the equipment.

The fee schedule shall be applied evenly to all Applicants, with two exceptions:

1. A different fee may be assessed where the Administrator or Administrator's designee reasonably determines that the Applicant's use will require staff time or cause direct costs different than those used in establishing the fee schedule.
2. A fee waiver or reduced fee rate shall be given for use where the activity or event is designed to serve the ESU's staff or member schools or students of member schools.

Legal Reference:	
Date of Adoption:	December 17, 2018



Application Approved?	
Yes	No
Date:	Initials:

APPLICATION FOR USE OF ESU FACILITIES

Name of Organization Making Request: _____ Date: _____

Type of Organization and Description of Activity or Event:

Tax-supported agency such as educational entity or unit of city, county or state government.

Describe:

Nonprofit community agency such as a private educational agency.

Describe:

Other, Describe:

Facilities Requested: Building: _____ Access: _____

Dates & Times Requested:

Date (From - To)	Time (From - To)	Recording
		Yes No
		Yes No
		Yes No

Details of Use (Attach an additional explanation if needed):

Describe the Type of Activity or Event:

Number of Anticipated Users and Participants: _____ Food Served: Yes No

Food ordered by ESU? Yes No Describe:

Set Up or Tear Down Required by ESU:

Type of Cleaning Required During and Afterwards:

Special Equipment to be Used (ESU & Organization):

The applicant shall procure, at its own expense, a Comprehensive General Liability insurance policy naming the ESU as an additional insured entity. This policy shall be written with a minimum of \$1,000,000 Combined Single Limit per occurrence. A Certificate of Insurance evidencing coverage must be submitted prior to the Applicant's Use.

Office Use Only			
Certificate of Insurance on File?	Yes	No	Insurance requirement waived?
Yes		No	Yes
No		Yes	No
Fee/Description		Cost	
Processing/Custodial/Set Up/Tear Down		\$50	
Access/Monitoring (Per Diem of Staff Present/Hours)		\$ _____ Hours	
Total Processing (Per Diem x Hours)		\$ _____	

Requestor Signature: _____ ESU Administrator Signature: _____

Article III, Section 7, B Tobacco

The use of tobacco products is prohibited in all buildings and all vehicles owned or under the control of the ESU. Smoking is also prohibited on ESU 7 grounds.

For purposes of this policy, tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (including electronic nicotine delivery systems), alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. This does not preclude adults from wearing non-visible nicotine patches, or using nicotine gum without displaying the product container, as part of a smoking cessation program.

Legal Reference:	§§ 71-5716 to 71-5734
Date of Adoption:	November 19, 2018
Date of Revision(s)	October 21, 2019

Section 8 - Fair Labor Standards Act (Minimum Wage & Overtime)

Article IV, Section 8, A Fair Labor Standards Act (Minimum Wage & Overtime)

Work week: The work week for overtime purposes shall be 12:00 a.m. Monday until 11:59 p.m. Sunday. The Administrator may establish a different 7-day period workweek from time to time for specified employees or employee groups.

Overtime: Overtime will be paid to non-exempt employees as required by law; that is, when a non-exempt employee works more than 40 hours in a work week. Compensatory pay in-lieu of overtime pay may be implemented in accordance with law. A non-exempt employee shall not work overtime without the express approval of the employee's supervisor.

Deductions from Salary: The ESU's policy is to not permit improper deductions from the salary of exempt employees who are required to meet a "salaried basis" test in order to be exempt from overtime. (Note: Teaching professionals are not subject to the salaried basis test). An employee who feels an improper deduction affecting exemption status has occurred may submit a complaint to the Administrator or the Administrator's designee, who shall promptly investigate the complaint. Reimbursement shall be made and a good faith commitment to comply in the future will be given in the event it is determined that an improper deduction affecting overtime exemption has been made.

Wage and Deduction Information: Within ten working days after a written request is made by an employee, the Administrator or designee shall furnish the employee with an itemized statement listing the wages earned and the deductions made from the employee's wages for each pay period that earnings and deductions were made. The statement may be in print or electronic format.

The ESU's policy is to authorize unpaid disciplinary suspensions of a full day or more for infractions of workplace conduct rules and to apply such policy uniformly to all similarly situated employees, including exempt employees who are required to meet a "salaried basis" test in order to be exempt from overtime. Unpaid disciplinary suspensions of a partial day or of a full day or more may be implemented for infractions of safety rules of major significance. Deductions of pay of a partial day or of a full day or more may be made for FMLA leaves and in the first and last weeks of employment. In addition, based on principles of public accountancy, deductions from pay of a partial day or of a full day or more will be made for absences for illness, injury or personal reasons when accrued leave is not used or not available, and for absences due to any budget-required furlough.

The ESU will not terminate or retaliate against any employee for inquiring about or sharing compensation information for the purpose of determining whether the ESU gives equal pay for equal work. However, an employee with authorized access to wage information as part of their job function, who discloses the wages of other employees to those who do not have authorized

access to other employees' compensation information, may be disciplined for such disclosure, up to and including termination, unless the disclosure was made in response to a complaint or investigation proceeding, hearing or other similar action.

Legal Reference:	Fair Labor Standards Act, 29 U.S.C. § 201 et seq.; 29 CFR §§ 541.303; 541.602-03; 541.710; 553.20-.28; 771.105 Neb. Rev. Stat. § 48-1230 LB 217 (2019)
Date of Adoption:	May 20, 2019
Date of Revision(s):	October 21, 2019

2019 STATE EDUCATION CONFERENCE
NOVEMBER 20-22
CHI HEALTH CENTER - DOWNTOWN OMAHA

TAKING IT TO THE STREETS



CHI HEALTH CENTER - DOWNTOWN OMAHA
CO-SPONSORED BY THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS AND
THE NEBRASKA ASSOCIATION OF SCHOOL ADMINISTRATORS



REGISTRATION & RESERVATIONS

REGISTRATION FOR THE 2019 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 11, 2019

To register, go to www.NASBonline.org

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



Registration fees for the conference are as follows:

REGISTER SEPTEMBER 11 THROUGH NOVEMBER 8 NON-MEMBER REGISTRATION CANCELLATION FEE (PRIOR TO 11/9)	\$250 \$550 \$100	REGISTER NOVEMBER 9 THROUGH ON SITE PRE-CONFERENCE REGISTRATION <i>(No refunds after the registration deadline)</i>	\$300 \$70
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HOTEL RESERVATIONS

NO MORE SHUTTLES! BETWEEN THE HILTON & MARRIOTT, WE WILL HAVE ENOUGH ROOMS TO ACCOMMODATE ALL ATTENDEES

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

To qualify for a room, you must complete your conference registration between September 11 and September 27, 2019.

Once your conference registration is complete, you will receive an email with your NASB Registration code and a Conference Hotel reservation link. The code will not be activated until Monday, September 30, 2019.

SUBMIT YOUR CONFERENCE HOTEL ROOM REQUEST MONDAY, SEPTEMBER 30, 2019

THE OMAHA CONVENTION & VISITORS BUREAU WILL ACT AS THE HOUSING AGENT FOR ALL PROPERTIES. EVERY EFFORT WILL BE MADE TO FULFILL EACH REQUESTS HOTEL PREFERENCE TO THE BEST OF THEIR ABILITY.

Hilton Omaha
\$151 per night
1001 Cass Street

Omaha Marriott Downtown
\$159 per night
222 North 10th Street

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



TAKING IT TO THE STREETS OF DOWNTOWN OMAHA

SCHEDULE AT A GLANCE / PRE-CONFERENCE SESSIONS

WEDNESDAY, NOVEMBER 20

PRE-CONFERENCE SESSIONS
1:00 TO 4:00PM

EXHIBITOR RECEPTION
4:00 TO 6:00PM

THURSDAY, NOVEMBER 21

BOARD MEMBER/MENTOR COLLABORATION
7:15 TO 8:00AM

OPENING KEYNOTE SPEAKER
8:15 TO 9:30AM

A - BREAKOUT SESSIONS
9:45 TO 10:45AM

B - BREAKOUT SESSIONS
11:15AM TO 12:15PM

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

C - BREAKOUT SESSIONS
2:15 TO 3:15PM

D - BREAKOUT SESSIONS
3:30 TO 4:30PM

FRIDAY, NOVEMBER 22

CLASSROOM SHOWCASE
8:00 TO 11:45AM

E - BREAKOUT SESSIONS
9:15 TO 10:15AM

F - BREAKOUT SESSIONS
10:30 TO 11:30AM

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

PRE-CONFERENCE SESSIONS WEDNESDAY, NOVEMBER 20 | 1:00 TO 4:00PM

SCHOOL CULTURE: WORKING ON POSITIVE CHANGE

This presentation will cover a broad spectrum of School Culture. Participants will learn what some Nebraska schools are doing to ensure their schools are creating a culture where students can feel safe, supported, and able to excel. We will engage in a discussion of common misconceptions about mental illness in American society. A doctor from the University of Nebraska Medical Center will share the latest neuroscience information and data related to the subject. Hear a student share a detailed account of a monumental mental illness challenge and how it impacted his life and learning. Success stories will be shared here!

PRESENTERS:

Steven Wengel - University of Nebraska Medical Center
Travis Miller - Bayard Public Schools
Kraig Lofquist - ESUCC
Conner Oberhauser - Twin River Public Schools student

A DISCUSSION ABOUT THE REALITY OF DRUGS AND SCHOOLS

"Just say no" is no longer the rally cry of Americans. Drugs are affecting both rural and urban communities and it is essential that schools are part of the conversation. This discussion about the impact of drugs on communities and schools will address why some districts have chosen to implement drug testing, student discipline for drug use, the role of School Resource Officer in relation to drugs. Strategies to combat drugs in schools and policies the board needs to implement or update regarding drugs will also be shared.

PRESENTERS:

KSB School Law
Stephen Grizzle - Fairbury Public Schools
Jeff Jensen - Central City Public Schools
Jeremiah Johnson - North Platte Public Schools



THE ANN MACTIER AWARD WILL BE PRESENTED AT THE THURSDAY LUNCHEON

NASB DELEGATE ASSEMBLY | FRIDAY, NOVEMBER 22 | 8:00 TO 9:30AM

SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE FRIDAY LUNCHEON

TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

KEYNOTE SPEAKERS



BECAUSE OF YOU - DR. ADOLPH BROWN

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

As a former at-risk student who had one foot in gifted education and the other in alternative education, Dr. Adolph Brown knows that the “Whole Student” deserves a “Whole Education.” Born in the heart of the inner city, while spending summers in rural Virginia with his grandfather, Adolph was reared to be very hard-working and reflective. Having had a single parent mother in the housing projects, having been a Head Start student, having been the first of his family of five to graduate high school, and having had his oldest sibling and only brother murdered when he was only 11, Adolph’s life and work have been a voyage of discovery beyond anything he could imagine. Adolph is a recovering middle school special education teacher, university professor, graduate college dean, and corporate project manager. He is an educational and clinical psychologist, master teacher, humorist, author, and philanthropist.



HOW TO DO THE IMPOSSIBLE EVERY DAY - DANELLE UMSTEAD

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

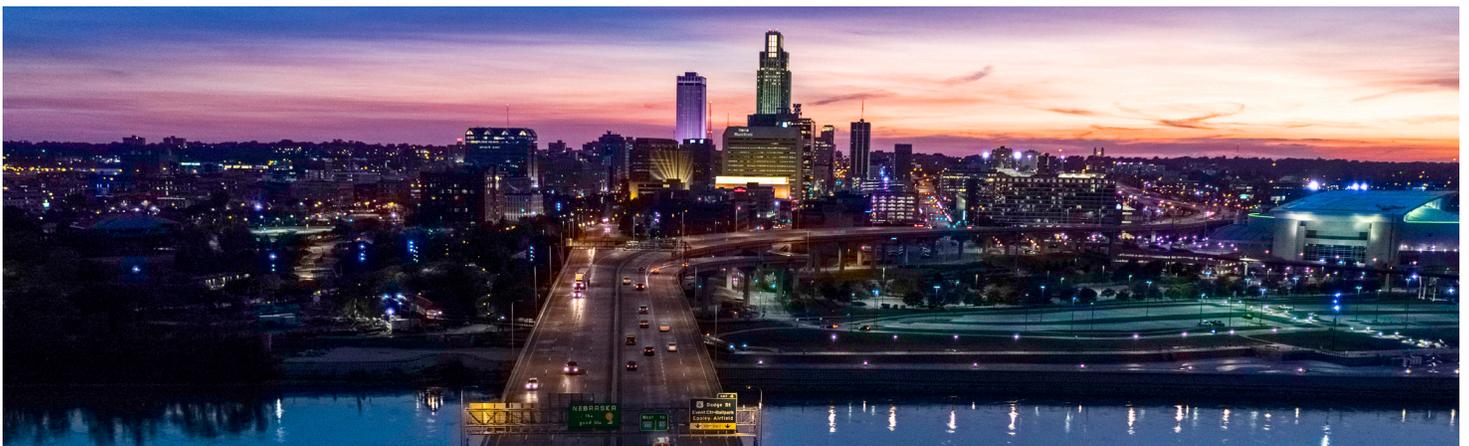
Ever wonder what it is like to hurdle down a mountain on two skis at speeds up to 70 MPH virtually blind, relying on verbal cues from your guide (and husband) a few feet in front of you? This is what Danelle Umstead does every day. At the age of 13, Danelle was diagnosed with Retinitis Pigmentosa, a genetic eye condition where the retina progressively degenerates and eventually causes blindness. She has no central vision and is losing her peripheral vision. Currently, her spotted vision limits her sight to less than five feet without any detail. As her husband Rob skis a few feet in front of Danelle acting as her ‘eyes’ on the course, the amount of trust she has in him is truly remarkable and has created a unique bond on and off the mountain. Together, they make up Team Vision4Gold. “Vision,” Umstead says, “is to have sight, an idea, or a dream.”



CHOOSE TO BE MOTIVATED - JIM MILLER

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

Hall of Fame Coach Jim Miller won 10 NCAA Team Championships in the sport of wrestling, at Wartburg College in Waverly, Iowa. The best part of his story may be that before arriving at Wartburg, the wrestling program had not won even a Conference title in 15 years, and had not won a National title in any sport, in the history of the college. In Coach Miller's 22 years at Wartburg, his teams finished 1st or 2nd in the Nation 18 times. His high energy presentation will help you understand the culture change that took place, and the key principles that turned the program into the #1 team in the nation.



TAKING IT TO THE STREETS OF DOWNTOWN OMAHA

BREAKOUT SESSIONS & TRACKS

 BOARDSMANSHIP	 LEGISLATIVE & ADVOCACY
 CAREER & COLLEGE READINESS	 MANAGEMENT/ADMINISTRATION
 COMMUNICATION	 NEW BOARD MEMBER
 COMMUNITY ENGAGEMENT	 SCHOOL CULTURE
 CURRICULUM	 SCHOOL SAFETY
 EARLY CHILDHOOD EDUCATION	 STUDENTS
 FINANCE	 TECHNOLOGY
 LEGAL & POLICY	 WELLNESS

A - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 21 | 9:45 TO 10:45AM

-  **A1 A CONVERSATION WITH THE CHAIRMAN OF THE EDUCATION COMMITTEE**
Attend this session to hear views from the Education Committee Chairman. School finance, property taxes, curriculum, and school safety will be among the topics discussed. Time has been allotted for questions as well.
PRESENTER: Senator Mike Groene - Chairman of the Education Committee
-  **A2 THINKING OUTSIDE THE BOX: COMPREHENSIVE PSYCHOLOGICAL SERVICES FOR STUDENTS AND STAFF WITHOUT BREAKING THE BANK**
 Currently, schools find themselves in a quandary when it comes to addressing mental health concerns for staff and students. Several K-12 schools in Lincoln County are "thinking outside the box" in an effort to provide comprehensive psychological services for students and staff in their districts. School districts are contracting with a Child and Adolescent Psychologist to provide clinical supervision and training to school counselors in an effort to build the schools' capacity to address students' mental health needs. Comprehensive services include psychological evaluations to assist the district with the identification of children with disabilities for ages five through 21 along with behavior consultation services. In addition, clinical psychological services will include substance abuse evaluations, risk/threat assessments, anger management, and safety planning.
PRESENTERS: Luke McConnell & Jane Davis - Hershey Public Schools
-  **A3 HOT TOPICS IN SCHOOL LAW (SESSION ALSO OFFERED E3)**
They're baaaaack! Learn about the most important, fun, and/or frustrating legal issues facing school boards and administrators. It will be a mix of cases, legal changes, and hot button issues facing all conference attendees. Bring your questions and sense of humor!
PRESENTERS: Steve Williams & Bobby Truhe - KSB School Law
-  **A4 INTEGRATING CTE IN YOUR SCHOOL AND COMMUNITY**

 In this session, Sutton Public Schools will take you through their journey of identifying the need for making intentional and purposeful 7-12 CTE programming decisions. They will address the development and implementation of their Career Pathways Program and how they have created an open, collaborative foundation with their community in their drive to offer as many college and career ready experiences to their students as possible through job shadowing, interning, and working closely with an CTE Community Advisory Committee.
PRESENTERS: Brandy Thompson, Zach Parrish & Dana Wiseman - Sutton Public Schools

TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

THURSDAY BREAKOUT SESSIONS


 **A5 SCHOOL FACILITY CONSTRUCTION: FINANCING, DESIGN & CONSTRUCTION UNDER NEBRASKA LAW**
This session will discuss the various aspects of school facility construction under Nebraska law, including financing options available to school districts, advantages and requirements in engaging and hiring design professionals and construction experts.

PRESENTERS: Derek Aldridge & Rex Schultze - Perry Law Firm


 **A6 NON-PROFIT LEARNING CENTER AND DAYCARE WITHIN A PUBLIC SCHOOL**
In January of 2018, Randolph Schools implemented a year-round Early Childhood Learning Center/Daycare housed within their elementary building. Running into many “dead-ends” early in the process; it forced those involved to be creative in working out different solutions to meet a community need. Staffed and managed by a non-profit organization and licensed by HHS, the district is able to avoid the issues associated with running a Rule 11 program. It’s a great example of the school and community partnering together to provide both high-quality daycare and Early Childhood education without relying on tax dollars or growing the school budget.

PRESENTERS: Sandy Owens, Jim Scott & Paul Schmit - Randolph Public Schools



 **A7 SUPERINTENDENT EVALUATIONS FOR BOARD MEMBERS**
This session will walk through a variety of issues that can arise in superintendent evaluations by board members. We will address various legal issues that board members and superintendents should consider in evaluating their superintendent. Dr. Dan Schnoes of ESU 3 will provide real-world suggestions and guidance on handling a superintendent’s evaluation, and practical suggestions for board members and superintendents alike.

PRESENTERS: Dan Schnoes - ESU 3; Justin Knight - Perry Law Firm

 **A8 STILL THE GOOD LIFE! LESSONS LEARNED THROUGH THE NORTH BEND FLOOD OF 2019**
Like many other Nebraska residents, the community of North Bend experienced an historic flood this year that damaged many homes and most businesses in town and left the high school building as one of the few dry places left in the area. This session shares the success stories and lessons learned from the March flood, with information on how the high school building served the greater North Bend community during the preparation, evacuation, and eventual recovery mission associated with this natural disaster. The small town teamwork displayed by city leaders, the school system, emergency personnel, and countless neighbors, from both near and far, exemplifies why Nebraska remains ‘The Good Life’ even during its most perilous moments.

PRESENTERS: Dan Endorf & Ken Streff - North Bend Central Public Schools


 **A9 ACADEMIES FOR THE HIGH SCHOOL - PLANNING AND IMPLEMENTATION PROCESS**
Grand Island Public Schools is providing an update to their high school visioning which we shared at the state conference in 2017. We’re transforming our high school into the Academies of Grand Island Senior High. We’ll share how we have planned for the academies, major milestones, the structure, and the phased implementation efforts. We’ve learned a lot along the way from how best to communicate, for example, we learned a lot when we moved to block scheduling. The academies are only possible because of our partnerships with community businesses and employers. We’ll share how we’ve successfully structured the business advisory boards.

PRESENTERS: Dan Phillips, Nicki Stoltenberg, Kelly Enck, Lisa Albers & Heidi Schutz - Grand Island Public Schools


 **A10 STAYING IN YOUR LANE**
A scenario driven session developed to guide the board and leadership team in establishing roles and defining responsibilities. Session attendees will be invited to engage in discussion and network with others to resolve the scenario topic. The session will close with the opportunity for attendees to ask questions and receive clarification on hot topics regarding board and superintendent duties.

PRESENTERS: Kori Stanosheck & Marcia Herring - NASB

THURSDAY BREAKOUT SESSIONS

B - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 21 | 11:15AM TO 12:15PM



B1 IT'S A SMALL WORLD AFTER ALL!

It is not unusual for board members to know or connect with a wide range of community members either as a friend, colleague, relative, or acquaintance. The small world we live in can potentially create unique and challenging times for board members. How do you handle it when you cannot make it to the popcorn stand because your status as board member makes you the most popular person at the school event? Attendees will hear from a panel of board members and superintendents who face the challenges of small-town politics.

PRESENTER: Marcia Herring - NASB



B2 IF NOT US, THEN WHO? YEAR TWO: WELLNESS FOR ALL



This session will focus on the mental health program developed by Educational Service Unit #5 (ESU5) that provides mental health services to students in the school setting, that began during the 2017-2018 school year. With the overwhelming success of the first year school districts added additional days, and additional school districts came on board for the 2018-2019 school year. The positive impact this program has had for students, families, community patrons, and school personnel has been invaluable. The presentation will focus on how the program has expanded year two; and its positive impacts it has had for ESU 5's school districts and beyond.

PRESENTERS: Brenda McNiff & Jen McNally - ESU 5



B3 IT'S FOR THE KIDS! LEGAL AND PRACTICAL ANSWERS TO SHOW THAT EVERY COMMUNITY CAN SUPPORT HIGH QUALITY EARLY CHILDHOOD PROGRAMS

We've heard all the excuses: "There's no one who will do it in town." "Parents ask for it, but it seems like a headache." "What we have is good enough." We don't buy it! Schools have a vested interest in supporting early childhood programs and environments that support kindergarten readiness. This session will cover the many ways schools can be involved in early childhood education, from beginning your own program to innovative approaches to partner with private early childhood providers – including family child care home providers - already in existence. It will also help attendees understand the legal components of being involved in early childhood. When do you need to follow Rule 11 and when must you adhere to child care licensing standards from DHHS? What types of support can legally be offered to early childhood programs? Our hope is that school board members will have a better understanding of how their schools can be involved in the early childhood world, and can use solid ECPs as a staff recruitment and retention tool.

PRESENTERS: Bobby Truhe - KSB School Law; Adam Feser - First Five Nebraska



B4 NSAA UPDATE

Attendees will learn about significant changes at NSAA for the 2019-2020 school year. Information regarding potential issues for future years will also be shared.

PRESENTER: Jay Bellar - NSAA



B5 CAN THEY SAY THAT? PUBLIC COMMENT AT OPEN MEETINGS - INCLUDE PARLIAMENTARY PROCEDURE

This session will review various laws, attorney general rulings, and practice suggestions when dealing with public comments at open meetings to include some relevant parliamentary procedures and Roberts Rules of Order.

PRESENTER: Jim Gessford - Perry Law Firm



TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

THURSDAY BREAKOUT SESSIONS



B6 A RIVER FLOWED THROUGH IT

During the spring of 2019, the Twin River School District was severed in half by the ravages of spring floods. The administrative team will recount the events that led up to re-opening the district, utilizing a satellite facility after the Loup and other streams reared their ugly heads.

PRESENTERS: John Weidner, Kyle Metzger, Tod Heier & Spencer Zysset - Twin River School District



B7 STUDENT BOARD REPRESENTATIVE - BUILDING THE FUTURE THROUGH STUDENT LEADERSHIP

Shelby-Rising City Schools will share policy and implementation practices to add a Student Representative on the School Board. The presentation will also include feedback from School Board Members and the Student Representatives on the positive impact of adding this voice and student engagement practice.

PRESENTERS: Clare Kohl, Jeff Kuhnel & Chip Kay - Shelby-Rising City Public Schools



B8 STRANGER THINGS OF SCHOOL FINANCE

School finance is an ever-changing landscape. During this session, you will learn about a few strange things as they relate to school finance. Some of these will include: ESSA coding, budget authority, and cash reserve. We will also address tax receipts and what happens if the county does not forward your taxes - another reason to track all receipts and expenditures.

PRESENTERS: Carl Dietz & Matt Fisher - Retired Superintendents



B9 "IF YOU BUILD IT"...OPTION ENRICHMENT FRIDAYS

Facing the lowest enrollment in 21 years, the loss of varsity sports, and growing concerns for the survival of the district, Banner County School Board made the bold move to a 4-day school week – with a twist. The concept of Option Enrichment Fridays offered an innovative approach to grow student access to STEAM learning opportunities, meet the needs of families, and tackle dwindling enrollment. This session chronicles the process of implementing a radical change through the lenses of current research, community consultation, student engagement, and district leadership. Early successes and challenges and an action research approach to analyzing the effectiveness of this "outside-of-the-box" solution for a rural PK-12 school district will be discussed.

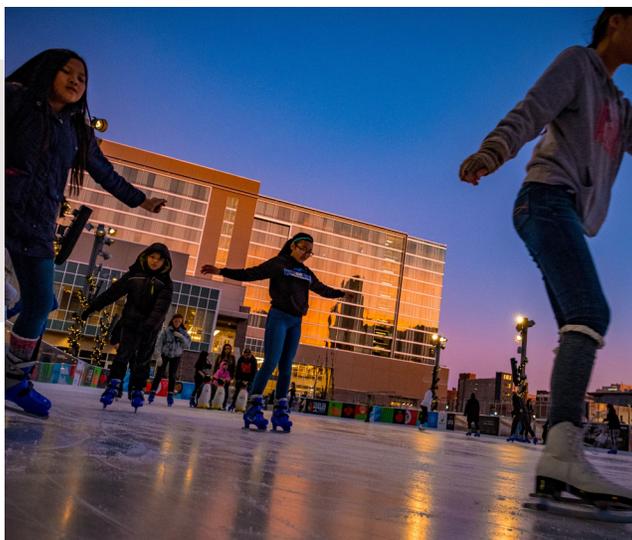
PRESENTERS: Evelyn Browne & Charles Jones - Banner County Schools



B10 LET'S TALK CYBER SECURITY!

You do not need to be an expert, but here's what you 'need to know' in the world of school cyber security! NASB's John Spatz and ALICAP's Megan Boldt, will be sharing some recent Cyber Security incidents that have occurred in our Nebraska schools, while also communicating how your school can obtain FREE resources, to strengthen your school's cyber security efforts. Come to this session! "Cyber-safe than sorry!"

PRESENTERS: Megan Boldt - ALICAP; John Spatz - NASB



ANN MACTIER - SCHOOL BOARD
MEMBER OF THE YEAR AWARD WILL BE
PRESENTED AT THE THURSDAY LUNCHEON
THURSDAY, NOVEMBER 21 | 12:30 TO 2:00PM

TAKING IT TO THE STREETS OF DOWNTOWN OMAHA

THURSDAY BREAKOUT SESSIONS

C - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 21 | 2:15 TO 3:15PM



C1 A CONVERSATION WITH THE STATE BOARD OF EDUCATION

Join Members of the State Board of Education to hear brief updates on the statewide vision and priorities for Nebraska education. Much of this session will be devoted to question and answer opportunities, as well as a forum for participants to share ideas and input with State Board Members.

PRESENTERS: State Board of Education Members & Ryan Foor - NDE



C2 THE ROLE OF THE SCHOOL SOCIAL WORKER/LICENSED MENTAL HEALTH PRACTITIONER

PCS is a socio-economically diverse Class B district with a 43.6% poverty rate highly committed to providing mental health support for children, families, and employees. Our district is unique, because we have 4.0 FTE school social workers/licensed mental health practitioners (SSW/LMHP), with one at each of the following buildings: an early childhood/Head Start program (serving children birth to 5), a K-4 elementary school, a 5-8 middle school, and a 9-12 high school. Our SSW/LMHP have a broad scope of work. They are active participants on our multi-tiered systems of support behavior/mental health team, the district safety team, and the crisis response team. They also work with individual students and facilitate small groups on various topics related to the needs of the students including, but not limited to, divorce, grief, suicide prevention, and other adverse childhood experiences (ACES). They also provide training for staff members. Join us to learn more about how our district has prioritized mental health support for children, families, and employees.

PRESENTERS: Sara Barada, Keryl Mines, Amy Petricek & Richard Hasty - Plattsmouth Community Schools



C3 YOU HAVE THE RIGHT TO REMAIN .. INFORMED (ABOUT SRO'S)

The safety and security of students within our buildings is the most important priority of every board of education and administrator. One of the recommendations made by the President's Commission on School Safety was to increase the use of school resource officers in schools. While the partnership between your school and local law enforcement is crucial, significant legal issues arise in setting up that partnership. What information can the school share with the police? Who is liable if a police officer uses excessive force on a special education student? How should the agreement between the board and the local law enforcement agency be structured to protect both entities? Answers to these and other important questions about the relationship between school resource officers and your school district will be addressed.

PRESENTER: Karen Haase - KSB School Law



C4 360 SUPERINTENDENT EVALUATION (SESSION ALSO OFFERED F4)

Each year the Raymond Central Board of Education and Superintendent create four mutually agreed upon goals for the upcoming school year. Clearly defined performance goals increase the probability that the superintendent is evaluated on what he or she was hired to do. Raymond Central partnered with NASB to create a 360 Evaluation (fall 2017) to seek feedback from board members, administrators, staff, students, parents and community members based on the annual mutual goals and superintendent standards using surveys. After each evaluation cycle, NASB shares the results with the board and superintendent. The results are used to create future goals for the district along with providing feedback to the superintendent. This session will discuss how the process has transformed superintendent evaluation for Raymond Central, and describe the step by step process used to create the tool, evaluate the tool, and develop the process used.

PRESENTERS: Harriet Gould & Derrick Joel - Raymond Central Public Schools; Marcia Herring - NASB



C5 WHAT BOARD MEMBERS NEED TO KNOW ABOUT EVALUATION OF TENURED (GRIZZLED VETERANS) & PROBATIONARY (ROOKIE) EMPLOYEES

This session will walk through statutes, caselaw and practical advice regarding both probationary and tenured certificated personnel. Legal issues that may arise in personnel situations and practical suggestions and guidance on handling personnel matters will be shared. This session will be targeted to both school administrators and board members.

PRESENTERS: Justin Knight - Perry Law Firm; John Skretta - ESU 6



TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

THURSDAY BREAKOUT SESSIONS



C6 NEBRASKA CENTER FOR ADVANCED PROFESSIONAL STUDIES - NCAPS

NCAPS, located in the South Central Unified District, has revolutionized secondary education during the past three years. With the addition of an \$11 million facility, NCAPS offers a personalized learning experience catering to student interests through numerous Career Pathways. The program specializes in a project-based curriculum which incorporates collaborative, interdisciplinary learning. Each junior and senior in the district is paired with a career mentor from their field of choice as students earn college credit and credentialing through their chosen pathway. The NCAPS Advisory Council consists of regional business and industry experts and ensures efforts are consistent with current and future economic needs. See how we can provide rural students the opportunities typically found in larger, more urban settings.

PRESENTERS: Stan Essink, Ashley Borer, Julie Otero & Ashley Witt - South Central Unified #5



C7 BOARD MEMBER ADVOCACY

State senators and school board members have a lot in common. They were both elected by the citizens of their districts. This shared constituency makes school board members the best advocates for their districts and communities. Learn how school board members have been sharing their story and influencing policy. Engaging in policy at the Legislature is not as intimidating as you think. If you know your role and have a plan, you can be an influential voice in state policy. Learn the different strategies for effective school board advocacy.

PANELISTS: Kim Burry - Bayard Public Schools; Stacie Higgins - Nebraska City Public Schools; Stephanie Summers - David City Public Schools; Lisa Wagner - Central City Public Schools; Facilitated by Colby Coash & Matt Belka - NASB



C8 BOARD POLICIES: THE GOOD, THE BAD AND THE UGLY

A school board is required to formulate policy. The administration is then required to implement those policies. Although this process seems straightforward, having "bad" board policies can easily hamstring your administration. "Bad" policies can also place your district in legal jeopardy. This session will walk through common policy mistakes and how to avoid them, and offer practical guidance on what "good" policies should include.

PRESENTERS: Perry Law Firm



C9 STUDENT VOICES

Students from Nebraska high schools share their perspectives on of issues that are important to the leaders of tomorrow.

D - BREAKOUT SESSIONS THURSDAY, NOVEMBER 21 | 3:30 TO 4:30PM



D1 DYNAMIC BOARD RETREATS

Why are Board of Education retreats needed? A board retreat enables the board to work collaboratively with administration to discuss mission, vision, and goals. It stresses the importance of a strategic plan to support the mission, vision, and goals, but especially the discussion and action of the board. Academic accountability is a result of goals focused on the growth of instruction and learning, and retreat allows the board ample time to understand and evaluate the districts academics achievements. Allows the board time to assess the governance role of the board through self-assessment, utilizing a board retreat to identify areas of growth of the board. We'll share information on how to structure an efficient and successful board retreat, including who to invite, how to plan the agenda, and possible agenda topics to cover.

PRESENTERS: Tawana Grover & Bonnie Hinkle - Grand Island Public Schools; Marcia Herring - NASB



D2 NEBRASKA'S SCHOOL LANDS: A MAGNIFICENT ENDOWMENT

Since the birth of Nebraska's statehood, School Trust lands were intended to - and continue to - enhance educational quality in the State of Nebraska. School Trust lands are premised on the idea that every community should have quality public schools, that education benefits the student and community, and that prudence dictates there should be sustained support for those schools and students. This session will discuss the past, present and future of the Board of Educational Lands and Funds of the State of Nebraska, and will detail the benefits currently being provided to the local school districts.

PRESENTER: Kelly Sudbeck - Board of Educational Lands & Funds of the State of Nebraska

TAKING IT TO THE STREETS OF DOWNTOWN OMAHA

THURSDAY BREAKOUT SESSIONS



D3 SPECIAL ED: WHAT EVERY BOARD MEMBER NEEDS TO KNOW (AND WHY WE CAN'T ALWAYS TELL YOU!)
"What do you mean you can't tell me? I'm on the board!" That is perhaps the most fair yet most legally complex question an administrator may get from his or her board members. Especially in the context of students with disabilities, board members get to know less but have to pay more for education and services to assist those students. This presentation will be a whirlwind tour of the basics of special education and other disability laws, focusing on the things board members need to know and understand about their role: including when they can and can't know, and why. Bring your questions, and at least WE can answer them!

PRESENTERS: Karen Haase & Bobby Truhe - KSB School Law



D4 NEW CLASSES, NEW PROJECTS AND NEW EQUIPMENT THROUGH COMMUNITY PARTNERSHIPS
Learn about the process we took to fundraise for our new video/ scoreboards through community partnerships. These partnerships have allowed for us to offer new courses for students that will prepare them for 21st Century careers, and are not only funding the project in its entirety, but will generate a continued revenue for the school to use in other areas. We are excited for the opportunity it is bringing to our school and we hope to help you bring it to your school!

PRESENTERS: Jessica Breitreutz & Jenny Wagner - Centennial Public Schools



D5 LEGISLATURE RECAP & WHAT IT MEANS FOR 2020

The Legislature was busy this year and passed over 250 bills. Many of these bills impact school district operations. Learn about the bills that will affect school districts. Board meetings, curriculum, vaping, and school safety are just a few of the statutory changes made by Senators. Policy revisions, meeting agendas, and MOUs are among the changes districts will be asked to make in the coming year. Participants will learn how these changes affect your district.

PRESENTERS: Colby Coash - NASB; Mike Dulaney - NCSA



D6 LEADING QUALITY PROGRAMS FOR STUDENTS WITH INTENSIVE NEEDS

LPS has prioritized programming for students who have intensive needs. LPS currently has 6 specialized programs that provide support for students with behavioral needs, mental health concerns, and academic needs. This presentation will examine the history and features of the programs, student effectiveness data, and parent testimonials.

PRESENTERS: Connie Duncan, Kathy Danek & Matt Larson - Lincoln Public Schools



D7 STUDENT JOURNALISM, PUBLIC FORUMS, AND THE FIRST AMENDMENT

The issue of increasing students' free speech protections is likely here to stay. Courts, in recent years, have generally looked favorably on restricting the speech of students. Legislatures may well look to reverse that trend. Attorneys will evaluate and analyze recent First Amendment cases and legislation that impacts public schools. This will include everything from social media to school publications. This session will address both legal and practical aspects of handling free speech claims, of both students and employees including the forum analysis that courts generally utilize.

PRESENTERS: Justin Knight & Josh Schauer - Perry Law Firm



D8 BOARD TO BOARD: HOW CAN THE BOARD OF EDUCATION AND THE FOUNDATION BOARD LEVERAGE THEIR MISSIONS FOR STUDENT SUCCESS

The community connections and collaborative work between the board of education and the school district's foundation board is vital to Nebraska public schools. This session will explore the critical initiatives, strategies, and planning efforts involved in advancing the mission-critical work of the board of education and the district's foundation board to ensure district-wide student success now and into the future.

PRESENTER: Wendy Van - Lincoln Public Schools Foundation; Kori Stanosheck - NASB



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FRIDAY BREAKOUT SESSIONS



NASB DELEGATE ASSEMBLY
FRIDAY, NOVEMBER 22 | 8:00 TO 9:30AM

CLASSROOM SHOWCASE
FRIDAY, NOVEMBER 22 | 8:00 TO 11:30AM

E - BREAKOUT SESSIONS
FRIDAY, NOVEMBER 22 | 9:15 TO 10:15AM



E1 EARLY LEARNING IN NEBRASKA: OPPORTUNITIES FOR COORDINATION AND COLLABORATION

The early childhood system in Nebraska is made up of various programs and services administered by a number of agencies and organizations. Through the Federal Preschool Development Grant, Nebraska is in the process of conducting a comprehensive needs assessment and strategic plan to create opportunities for collaboration and coordination among existing programs for early childhood care across the state. An integral piece of the strategic plan is to improve transitions into kindergarten and elementary school, especially for low income and disadvantaged children. This session will describe the current structure of the our early childhood system and explore some of the exciting improvements that are currently underway and planned for the future to best prepare children for success.

PRESENTER: Elizabeth Everett - First Five Nebraska



E2 RELATIONSHIPS MATTER: MAKING A CONNECTION BETWEEN HOME AND SCHOOL

Over the past 10 years, Ralston Public Schools has been bridging the home-school connection through a Home Visit Programming Approach. This session will share how the school community is integrating the use of summer home visits to build connections between students, families and the school. This session will explain the journey and lessons learned about how to effectively implement home visits. We'll discuss initial and sustained implementation, common questions, and the advantages and challenges we've experienced along the way.

PRESENTERS: Linda Richards, Cecilia Wilken, Melissa Stolley, Melissa Yost & Mark Adler - Ralston Public Schools

TAKING IT TO THE STREETS OF DOWNTOWN OMAHA

FRIDAY BREAKOUT SESSIONS



E3 HOT TOPICS IN SCHOOL LAW (SESSION ALSO OFFERED A3)

They're baaaaack! This session will cover the most important, fun, and/or frustrating legal issues facing school boards and administrators. It will be a mix of cases, legal changes, and hot button issues facing all conference attendees. Bring your questions and sense of humor!

PRESENTERS: Steve Williams & Bobby Truhe - KSB School Law



E4 SCHOOL PSYCHOLOGISTS: COMPREHENSIVE MENTAL AND BEHAVIORAL HEALTH SERVICE PROVIDERS



This presentation will summarize the research regarding the effectiveness of behavioral and mental health service provision in schools, and the unique role school psychologists play in implementing these systems of prevention and intervention. Additionally, examples will be shared of school psychologists currently doing this important work in Nebraska schools. Participants will explore action steps for partnering with school psychologists in this area.

PRESENTERS: Brian McKeivitt - University of Nebraska-Omaha; Jamie Mapp - ESU 5; Katie Bevins - Lincoln Public Schools; Tessa Petereit - Crete Public Schools; Meghan Smith - Fremont Public Schools; Susan Lindblad - Hastings Public Schools



E5 BOARD MEETINGS & MEETING TECHNOLOGY - COMMON QUESTIONS & PITFALLS FOR BOARD MEMBERS

Every School Board must follow the Open Meetings Act. This session will address recent case law along with common meeting questions and pitfalls, including: regular v. special meetings, advance notice, public hearings, the use of board committees, closed sessions, proper wording of agenda items, the use of technology and more.

PRESENTERS: Justin Knight & Jim Gessford - Perry Law Firm



E6 2020/2021 EHA PLAN UPDATES

This session will review any plan or rate changes to the EHA Medical and Dental plans for the 2020/2021 plan year.

PRESENTERS: Courtney Ray & Greg Long - EHA



E7 A LINE IN THE SAND - TEACHER/COACH - STUDENT BOUNDARY ISSUES

This session will explore the intended and unintended issues that arise in the school setting, in the classroom or in school activities involving school employees (administrators, teachers, para-educators, etc.) and students that cross the boundary line between a professional relationship and one that invaded the personal space, privacy or physical and mental well being of students, and programs, policies and strategies to convey to staff the expectations of the school district and provide guidance and training to protect both students and staff.

PRESENTER: Rex Schultze - Perry Law Firm



TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

FRIDAY BREAKOUT SESSIONS

F - BREAKOUT SESSIONS

FRIDAY, NOVEMBER 22 | 10:30 TO 11:30AM

 **F1 RULE 10: WHAT BOARD MEMBERS NEED TO KNOW**
 Rule 10 provides the regulations and procedures for accreditation used by the Nebraska Department of Education to establish quality education for all public school students in our state. This session will unpack the imperative components of Rule 10, including the AQUESTT connection, that board members need to know in order to effectively govern their school district in a manner that is compliant with the law.

PRESENTERS: Kori Stanosheck & Melissa Lusk - NASB

 **F2 TEAMMATES: BUILDING SCHOOL TO COMMUNITY CONNECTIONS**
 In an ever-changing society that separates schools from communities, TeamMates Mentoring Program seeks to connect safe adult friends to students in local schools. TeamMates mentors and volunteers often appreciate being able to return to their hometown schools to mentor to see how the climate has changed and grown. Mentors new to communities feel an instant connection to school staff and community members when they are matched within TeamMates. Learn how TeamMates continues to bring together communities through inclusive school-based mentoring.

PRESENTERS: Beth Roberts & Allyson Horne - TeamMates

 **F3 PAIN IN THE APP, V. 5.0**
 It's hard to believe the first version of this presentation took place 5 years ago! Each year, this session covers the latest developments in law and educational practices related to social media use and schools. From sexting and cyberbullying to truly frightening predatory behavior perpetuated against school-age kids, the presentation this year will bring all attendees up to speed on the most recent issues schools, administrators, and board members are facing related in the inseparable worlds of public education and technology.

PRESENTERS: Coady Pruett & Karen Haase - KSB School Law

 **F4 360 SUPERINTENDENT EVALUATION (SESSION ALSO OFFERED C4)**
 Each year the Raymond Central Board and Superintendent create four mutually agreed upon goals for the upcoming school year. Clearly defined performance goals increase the probability that the superintendent is evaluated on what he or she was hired to do. Raymond Central partnered with NASB to create a 360 Evaluation ... (Read the full description at C4)

PRESENTERS: Harriet Gould & Derrick Joel - Raymond Central Public Schools; Marcia Herring - NASB

 **F5 #WHATDOIDO? NAVIGATING SOCIAL MEDIA PROBLEMS FACED BY SCHOOLS**
 The days are long gone when the only notification you had to worry about was "You've got mail!" As we all know, today social media places student and staff lives in the public sphere. "Liking" controversial posts, racy images, and even copyright issues are now the concerns of public schools. What's worse, social websites do not come equipped with a handbook to guide schools through the potential pitfalls of discipline and prevention. In this session the attorneys at the Perry Law Firm will discuss the legal and boundaries and obligations of schools regarding social media.

PRESENTER: Haleigh Carlson - Perry Law Firm

 **F6 BUILDING A MODEL OF PUBLIC-PRIVATE PARTNERSHIPS TO DEVELOP STEM CAREER PATHWAYS**
 By its general nature, STEM Ecosystems comprise of a diverse mix of community or state-wide partnerships. Leveraging those partnerships is key in developing a seamless pathway for students to career and beyond, as life-long learners. The Omaha STEM Ecosystem (OSE), established in spring of 2016, addresses the recognized need for improved STEM programming and collaboration in the Omaha community. The goal is to develop a talent pipeline to assure that Omaha remains a robust STEM community.

 **PRESENTERS: Tracie Reding, Chris Schaben, Victoria Novak, Elizabeth Mulkerrin, Julie Sigmon & Jim Dennell - Omaha STEM Ecosystem**

TAKING IT TO THE STREETS OF DOWNTOWN OMAHA

FRIDAY BREAKOUT SESSIONS



F7 NEGOTIATIONS FOR BOARD MEMBERS

School districts spend the majority of their budget on their employees. As such, it is critical that board members be familiar with the law and strategies during negotiations. With budgets tightening and attacks on school spending, school districts need to be familiar with the negotiations process.

PRESENTERS: Perry Law Firm



F8 STAKEHOLDER ENGAGEMENT - LESSONS LEARNED - UNDERSTAND- INVOLVE ENGAGE

Stakeholder engagement -- as the old saying goes, if you want someone to hear what you have to say, you have to say it ten times, ten different ways. Grand Island Public Schools will share what we do and what we've learned. We will share the various methods we utilize: Board & Supt. Newsletter, Live with Grover, Board coffees, Campus highlights at meetings, student recognition, townhall meetings, annual report & strategic plan, Select finance committee, K-12 insight survey, PR/PD committee, adding parent voice, Superintendent stakeholder groups.

PRESENTERS: Tawana Grover, Jennifer Worthington & Bonnie Hinkle - Grand Island Public Schools

SUPERINTENDENT OF THE YEAR
WILL BE RECOGNIZED AT THE FRIDAY LUNCHEON
FRIDAY, NOVEMBER 22 | 11:45AM TO 1:15PM

REGISTERING FOR THE CONFERENCE

REGISTRATION FOR THE 2019 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 11, 2019

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

AS YOU REGISTER, BE SURE TO MAKE PLANS TO ATTEND THE EXHIBITOR RECEPTION
FROM 4:00 TO 6:00PM ON WEDNESDAY, NOVEMBER 20

IF YOU HAVE SPECIAL DIETARY NEEDS DUE TO A MEDICAL CONDITION,
CONTACT MAKENZIE BROOKHOUSER AT 800-422-4572 TO ARRANGE ALTERNATIVE MENUS.



TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG



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

RETURN SERVICE REQUESTED

2019 STATE EDUCATION CONFERENCE
NOVEMBER 20-22
CHI HEALTH CENTER - DOWNTOWN OMAHA

TAKING IT TO THE STREETS

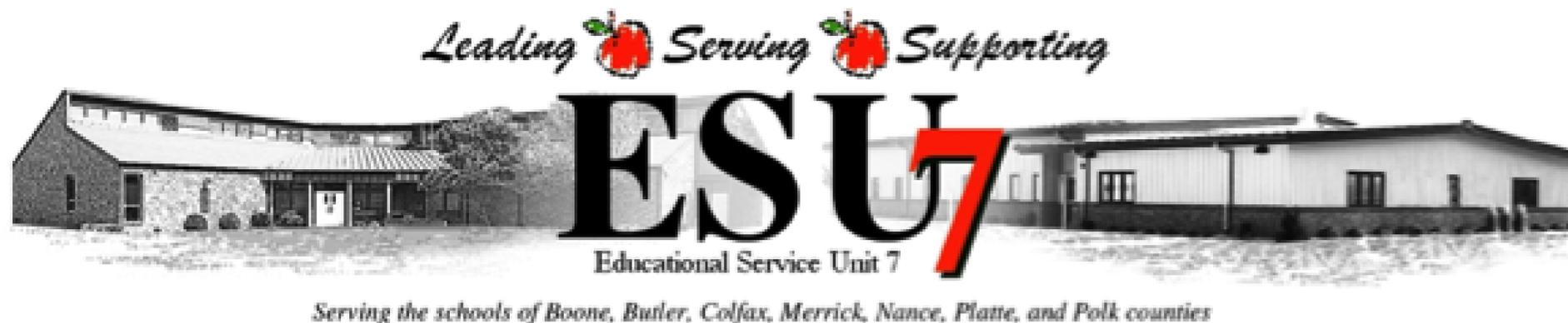


O M A H A

CHI HEALTH CENTER - DOWNTOWN OMAHA

CO-SPONSORED BY THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS AND
THE NEBRASKA ASSOCIATION OF SCHOOL ADMINISTRATORS





You're Invited

November 12, 2019

ESU 7 Area Board Member Visit Day

4pm-5:30pm

OR

6:30pm-8pm

**Tour our campus
Meet our staff
Learn about our services
Network with other ESU 7-Area Board Members
hors d'oeuvres provided**

ESU 7 North Building: 2657 44th Avenue, Columbus NE 68601

RSVP to kmcneil@esu7.org



ESU 7 Goals

Board of Directors

Goal 1: Use of Data for Quality and Efficiency: The Board will use data to ensure quality and efficiency of current and future services to its stakeholders (students, educators, parents and community).

Goal 2: Behavioral Health Programming: The Board will explore the potential expansion of educational behavioral health programming.

Goal 3: Financial Projections: The Board will examine short and long term financial projections to ensure long term financial stability.

Goal 4: Updates Policy Manual: The Board will work to update and streamlining their policy manual.

Administrator

Goal 1: Communication and Marketing: The Administrator will communicate and market our work being done to the board, staff and school districts.

Goal 2: Budget Stability: The Administrator will ensure budget stability by maintaining cash on hand at 30%.

Goal 3: Policy Revision Timeline: The Administrator will create a timeline for policy revision completion by 2019-2020.

Agency Team

Goal 1: Agency Team will provide their staff with specific feedback to encourage professional growth.

Goal 2: Agency Team will enrich our safe, supportive, collaborative and positive culture.

Goal 3: Agency Team will provide progress monitoring on the annual service plan and promote those services as necessary.

Goal 4: Agency Team will increase knowledge of department projects agency wide.

Departments

Administration: Efficiency will be increased by users being involved in the decisions of products/procedures. A satisfaction survey will be filled out monthly.

Cen7ter: All Cen7ter staff will be fully informed about each current student and his or her needs in a timely manner.

Early Childhood: By August 2020, caseload analysis will demonstrate staff are working within the designated FTE and all kids are receiving the services needed.

Grants: By May 2020, the Grant Department will increase collaboration between Transition, ASD and Resource Coach from 0 collaborative teaming opportunities (co-present, co-plan) to 4 teaming opportunities.

Learning Academy: Our team will focus our growth on doing what is best for students to meet their individual needs.

Migrant: Promote healthy migrant families both physically and mentally.

Production: Provide communication to schools for summer printing.

Professional Development: Refine and improve our District Consultation process in order to better meet the needs of our School Districts.

Psychology: Effectively collaborate and communicate in order to provide high-quality services (effective and efficient) to districts with less FTE for 2019-2020 school year.

Speech: By the end of the 2019-2020 school year, the SLP department will optimize competency in language therapy by being proficient or distinguished in 4/4 indicators on the rubric.

Technology: Time Management

Vision: By May 2020, the Vision Team will develop a checklist to be used by educational teams with each vision referral/evaluation.

ESUCC Organizational Chart

As of 7/1/19

ESU Coordinating Council Board
17 ESU Administrators

Executive Director
Kraig Lofquist - 7/1/19

Cooperative Purchasing
Craig Peterson – 4/1/15
Priscilla Quintana (.5) -
11/11/92
Colleen Lentz - 5/26/15

BlendED
Distance Education
Beth Kabes - 9/1/15

BlendED
Instructional Materials (I-Mat)
Rhonda Eis (.06) - 1995

BlendED
Technology Director
Scott Isaacson - 5/15/13

Executive Assistant
Deb Hericks
Business Manager
Priscilla Quintana (.5)

Special Education Projects (SRS)
Wade Fruhling - 2005
Dawn Litt - 10/2006

Program System Analyst
Mike Danahy 7/1/15

ESU Professional Dev. Org. (ESUPDO)
Deb Hericks - 8/1/10

BlendEd/NROC Imp.
Nancy Movall - 7/15/17-6/30/19

Executive Committee
(Exec/Finance)

Education Resources
Committee
(PDO, Student
Services)

Legal Committee
(Legislative/Policies)

Information Services
Committee
(Technology/Coop)



You're Invited

December 17, 2019

ESU 7 Senator's Panel on Education

**10:30am-Noon
Lunch Provided**

Tour our new ESU 7 Learning Academy

Learn about hot topics
in education and
issues facing our
public schools

Network with
Superintendents
and Principals

19
School
Districts
Represented

ESU 7: 2657 44th Avenue, Columbus NE 68601

RSVP to kmcneil@esu7.org

2019 ESU 7 Classifications and Designations



October 9th release from the Nebraska Department of Education

AQuESTT Classifications

- Excellent
- Great
- Good
- Needs Improvement
- Both Buildings & Districts

Student Group Designations

- ESSA
- (TSI & ATSI)
- Buildings

3rd-8th Grade and 11th Grade

October 9th release from the Nebraska Department of Education

AQuESTT Classifications

- Excellent
- Great
- Good
- Needs Improvement
- Both Buildings & Districts

Student Group Designations

- ESSA
- (TSI & ATSI)
- Buildings

3rd-8th Grade and 11th Grade

October 9th release from the Nebraska Department of Education

AQuESTT Classifications

- Created from LB 438 (April 2014)
- Annual Classification
- Excellent, Great, Good, Needs Improvement
- Buildings & Districts

3rd-8th Grade and 11th Grade

How a district/school is classified via AQuESTT

In the Spring...

- 3-8th grade students take NSCAS state test based on the state standards
 - English/Language Arts, Math
 - 5th & 8th also take Science
- 11th grade students take ACT

3 Performance Levels

Developing (Not Proficient)

On Track (Proficient)

College and Career Ready (CCR) Benchmark (Proficient)

How a district/school is classified via AQuESTT

In the Summer...

Schools complete a self-evaluation of the 6 AQuESTT Tenets via the Evidence-Based Analysis

- 1) Positive Partnerships
- 2) Transitions
- 3) Educational Opportunities and Access
- 4) College and Career Readiness
- 5) Assessment
- 6) Educator Effectiveness

Status: Math & English/Language Arts

Students meeting the top two levels of NSCAS are considered 'proficient'. The combined proficiency in math and ELA indicate the initial performance of Excellent, Great, Good, or Needs Improvement

+

AQuESTT

Assessment (+1, 0, -1)

Growth

Improvement

Reduction in Non-Proficiency
Science Status/Improvement

Educational Opportunities (+1, 0)

Chronic Absenteeism

Progress Toward EL Proficiency

Transitions (+1, 0)

4 Year Graduation

Extended Graduation



Evidence Based Analysis (EBA)

School's eligible for upward adjustment must submit evidence validating the school's responses to the EBA survey

2019 AQuESTT Classifications in ESU 7



Districts

Schools

1

9

12

31

6

25

0

7

*5 schools are upward adjustment eligible from EBA evidence submission

October 9th release from the Nebraska Department of Education

Student Group Designations

- ESSA
- (CSI)- **27 were designated in 2018**
 - Lowest 5% Title 1
 - **Public high schools with 4 year adjusted cohort grad rate of 67% or below**
 - Designated every 3 years beginning 2018
- (TSI & ATSI)
 - **TSI is compared to the lowest 25% of Title I schools**
 - ATSI is compared to the **lowest 5% of Title I schools**
 - **Designated every year beginning 2019**
- **Buildings only (not districts)**

ESU 7 has 72 Buildings in 19 Districts

Boone Central - 3

Clarkson - 3

Cross County - 3

East Butler - 4

High Plains - 4

Humphrey - 4

Leigh - 3

Palmer - 3

Shelby-Rising City - 3

St. Edward - 3

Central City - 3

Columbus - 7

David City - 4

Fullerton - 3

Howells- Dodge - 4

Lakeview - 4

Osceola - 3

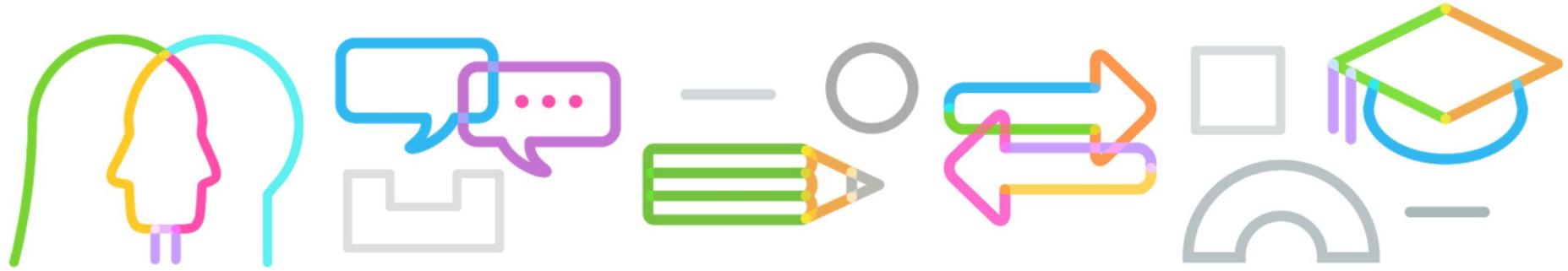
Schuyler - 7

Twin River - 4



Student Groups for Targeted Support and Improvement

- Black/African American
- Latinx/Hispanic
- Asian
- Native Hawaiian/Pacific Islander
- American Indian/Alaska Native
- Two or More Races
- White
- Economically Disadvantaged
- English Learners
- Students with Disabilities



How is a SCHOOL is designated TSI/ATSI

- 1) For all Public Schools: Does a school building serve at least 10 students in a given student group?

Yes: Moves to the next question

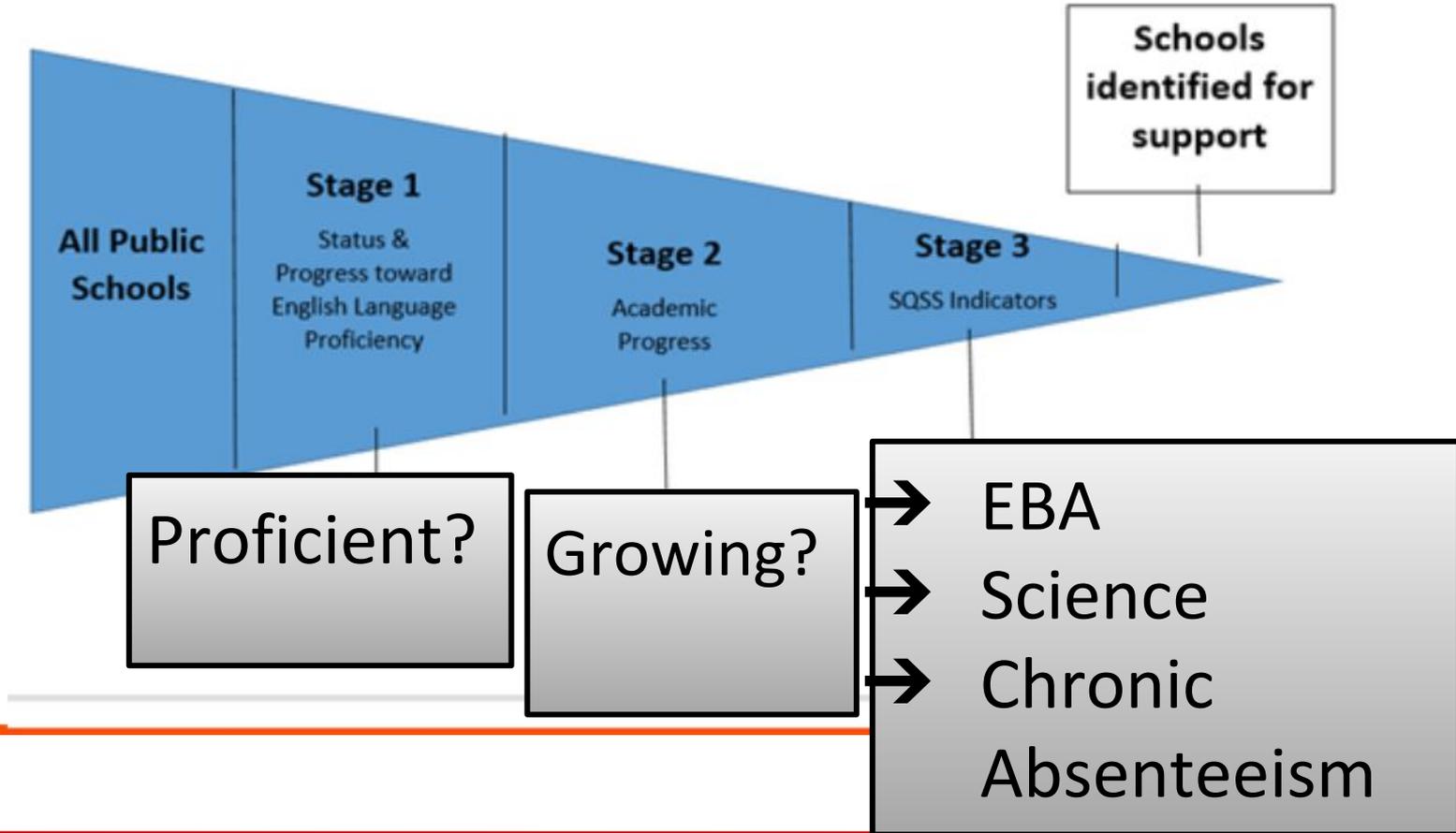
No: Does not receive TSI/ATSI Designation

The school will go through the filter for each student group

Targeted Support and Improvement - Elementary and Middle Schools with Consistently Underperforming Student Groups

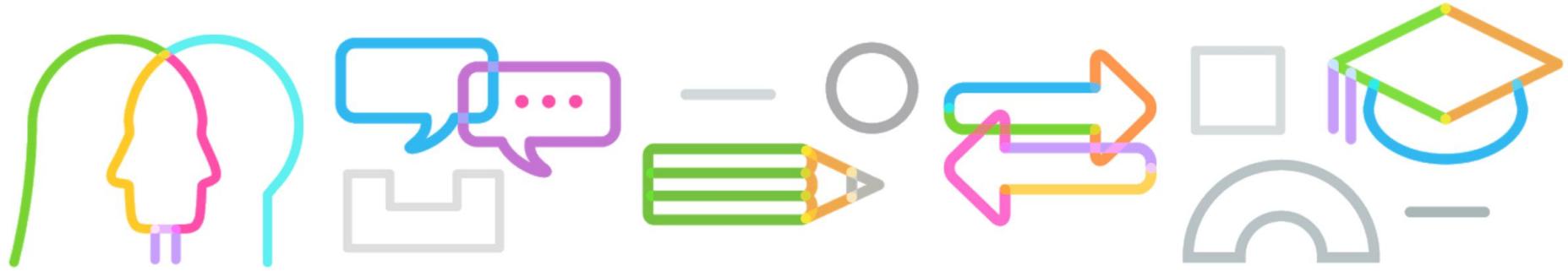
Schools with consistently underperforming subgroups are those whose groups of students are comparable to the performance of the bottom quarter of Title I schools. Every public school with at least 10 students in each subgroup will be considered for this type of support and improvement. A school may be designated TSI for more than one student group.

TSI



Student Groups for Targeted Support and Improvement

- Black/African American
- Latinx/Hispanic
- Asian
- Native Hawaiian/Pacific Islander
- American Indian/Alaska Native
- Two or More Races
- White
- Economically Disadvantaged
- English Learners
- Students with Disabilities



No Designations of TSI or ATSI in ESU 7 for the following Groups:

- Black/African American
- Asian
- Native Hawaiian/Pacific Islander
- American Indian/Alaska Native
- Two or More Races

TSI/ATSI: Compared to NNNC ESU 1, 2, 8, 17

Designations for the following Groups:

ESU 1	ESU 2	ESU 8	ESU 17	
0/68	0/59	0/73	0/26	Black/African American
0/68	0/59	0/73	0/26	Asian
0/68	0/59	0/73	0/26	Native Hawaiian
1/68	0/59	0/73	0/26	American Indian/ Alaska Native
0/68	0/59	0/73	0/26	Two or More Races

21 Designations in ESU 7 for TSI

In 17 of 72 Buildings

- Hispanic
- White
- Economically Disadvantaged
- English Learners
- Students with Disabilities

Designations in ESU 7 for TSI

- 3/72- Hispanic
- 1/72- White
- 5/72- Economically Disadvantaged
- 4/72- English Learners
- 8/72 - Students with Disabilities

TSI Compared to NNNC ESU 1, 2, 8, 17

Designations for the following Groups:

ESU 1	ESU 2	ESU 8	ESU 17	ESU 7	
2/68	2/59	1/73	0/26	3/72	Hispanic
0/68	0/59	1/73	1/26	1/72	White
5/68	6/59	5/73	1/26	5/72	Economically Disadvantaged
2/68	1/59	1/73	0/26	4/72	English Learners
7/68	18/59	10/73	1/26	8/72	Students With Disabilities

3 Designations in ESU 7 for ATSI

- Hispanic
- White
- Economically Disadvantaged
- English Learners
- Students with Disabilities

3 Designations in ESU 7 for **ATSI**

In 3 of 72 buildings

- 0/72- Hispanic
- 0/72- White
- 1/72- Economically Disadvantaged
- 0/72- English Learners
- 2/72 - Students with Disabilities

ATSI Compared to NNNC ESU 1, 2, 8, 17

Designations for the following Groups:

ESU 1	ESU 2	ESU 8	ESU 17	ESU 7	
0/68	0/59	1/73	0/26	0/72	Hispanic
0/68	0/59	0/73	0/26	0/72	White
9/68	0/59	1/73	0/26	1/72	Economically Disadvantaged
3/68	3/59	3/73	0/26	0/72	English Learners
7/68	0/59	0/73	1/26	2/72	Students With Disabilities

Classification/Designation

AQuESTT Classification - Annually

TSI/ATSI Designation- Annually

CSI Designation- Once every 3 years

nep.education.ne.gov



Nebraska Education Profile

Your one-stop location for Nebraska education data.





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SUMMARY

Skilled Community Organizer seeking opportunity of growth. Versatile professional with good record keeping, relationship-building and teamwork abilities. Expertise in leadership development.

SKILLS

- Technologically savvy
- Confident public speaker
- Team leader
- Front desk operations
- Volunteer
- Fast learner
- Compassionate and active listener
- Volunteer organizations

EXPERIENCE

Community Organizer

Omaha, NE

Heartland Workers Center/ Aug 2018 to Current

- Planned and managed different community meetings, public forums and outreach events
- Performed canvassing activities to drum up support
- Recruited, trained and oversaw organizational volunteers
- Conducted interviews with people from target populations to listen to concerns and amplify the voice of the group
- Gathered and analyzed data on community needs and interests

Dental Assistant

Columbus, NE

Family First Dental / Jul 2017 to Jul 2018

- Stocked and prepared exam and treatment rooms by setting up required instruments, tools, supplies and equipment
- Created bitewing, panoramic and periodical X-ray images for dentist to review
- Scheduled cleanings and dental appointments for patients using Eagle Soft
- Gathered and reviewed patient records, data and health history to share with dentists for quick and accurate patient assessments, diagnoses and treatment
- Entered patient data into dental records system using Eagle Soft and observed all confidentiality rules to maintain patient privacy
- Educated patients on postoperative and general oral health care by suggesting warm saltwater rinsing, pain medication dosage, flossing methods, brushing techniques
- Sterilized tools, exam chair, trays and surfaces for clean and safe dental office

Medical Front Desk

Columbus, NE

East Central District Health Department/ Jun 2015 to Jul 2017

- Compiled physical and digital paperwork to meet business and patient needs, including charts, reports and correspondence
- Interviewed patients to collect medical information and insurance details
- Prepared and sent financial statements to support bookkeeping functions
- Pleasantly greeted each patient and offered the desk sheet for easy sign-in
- Entered patient information including insurance, demographic and health history into the system to ensure that all records were up-to-date

- Scheduled and followed up on patient appointments, collected and processed patient payments and maintained patient files
- Informed patients of financial responsibilities prior to rendering services

EDUCATION AND TRAINING

High School Diploma

Columbus High School May 2012

Columbus, NE

Some College (No Degree): General Studies, Biology

Central Community College

Columbus, NE

CERTIFICATIONS

- CPR certified by The American Heart Association
- Certified Dental Assistant

ROSA WALDROP

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EXPERIENCE

01/28/16 - PRESENT

RAMP, DELTA GLOBAL SYSTEMS

I have been trained in Ramp, Ticket counter and Gate positions. Ramp includes assisting in marshalling aircraft on the ramp, towing aircraft, assisting in unloading as well loading bags/cargo and performing visual inspections. For the ticket counter position I assist passengers in checking in for their flight, tagging their luggage to the right destination, assisting passengers who have lost their luggage, setting up bags that have been rushed due to delays and answering any questions or concerns passengers may have regarding their flight or otherwise. For the gate position I assign seats, assist with passenger unloading and loading. As well as making sure the flight takes off on time.

02/20/12 - 06/26/15

PROCESSOR II, NATIONWIDE

I reviewed and processed changes, renewals, reinstatements and cancellations for auto and home policies for both new business as well as older policies. I was able to work from home and learned to manage my time to make sure I was meeting my daily quota while maintaining a high-quality score.

05/05/2008 - 02/17/2012

CUSTOMER SERVICE SR. ASSOCIATE, FIDELITY AND GUARANTY

I worked in the call center assisting agents as well as policy holders with questions in life insurance products, pending requirements in new business, running illustrations for agents, answering questions regarding life insurance policies and how they work. I also assisted policy holders in making changes to their policies, I was able to help in the Spanish phone line as well as translating any paperwork or written requests received from Spanish speakers. I was able to assist for a time in working only with new business agents in reviewing applications received, contacting them by phone or email and letting them know of any information or additional paperwork needed.

EDUCATION

05/2000

HIGH SCHOOL DIPLOMA, NORFOLK SENIOR HIGH

SKILLS

- I am proficient in Microsoft Word and Excel
- I speak, read and write Spanish

ACTIVITIES

I have worked in Customer Service in the last 10 years. I participate in offering bible studies as well as volunteering in my congregation in my personal time with my husband.