



Regular Board of Education Meeting

Monday, September 18, 2023 at Directly following the Tax Asking/Final Levy

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

1. Call the Meeting to Order
Speaker(s): Board President or Designee
Rationale:

LEADERSHIP • SERVICE • SUPPORT

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

- 1.1. Notification of Open Meetings Law
Speaker(s): Board President or Designee
Rationale:

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

- 1.2. Roll Call

Speaker(s): Board President or Designee

1.3. Absent Board Members

Speaker(s): Board President or Designee

Rationale:

Board member Donald Ellison will be absent; he notified the Administrator prior to the meeting.

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

Recommended Motion(s):

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

1.4. Pledge of Allegiance

Speaker(s): Board President or Designee

2. Approval of Agenda

Speaker(s): Board President 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. Virtual Conferencing Option

Speaker(s): Board President or designee

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

Recommendation: Discuss, consider and take any necessary action to approve the virtual conferencing option for the October board meeting.

Recommended Motion(s):

Discuss, consider and take any necessary action to approve the virtual conferencing option for the October board meeting Passed with a motion by Board Member #1 and a second by Board Member #2.

4. Welcome Visitors

Speaker(s): Board President or Designee

5. 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

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

6. 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)
- Presentation of the bills
- Policy review with no recommended changes
- 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.

6.1. Minutes

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6.2. Presentation of Bills #76686 through #76864 totaling \$1,149,479.38

Speaker(s): Board President or Designee

Rationale:

The summary of bills for the current month total:\$1,149,479.38 - Bills #76686 through #76864

Inservice bills total: \$0

	Amount	Vendor	Description
7668 6	\$54,606.0 5	MECA	NDE CCLC venue flow through
7671 7	\$25,784.0 0	Ernst Auto Center	2023 Corolla Hybrid
7671 8	\$5,390.00	ESU 1	Title III Contracted Service
7671 9	\$5,000.00	ESU 2	Title III Contracted Service
7674 0	\$33,514.7 8	JourneyEd	VEEAM Data Platform
7674 2	\$8,165.00	Julie Burney	ELC Contracted Service

7674 5	\$6,290.31	Imagine Learning	Title II Contracted Service
7674 8	\$8,208.00	LastPass	LastPass Licenses
7677 8	\$11,348.64	Powerschool	Maintenance renewal for Records and Perform
7678 9	\$5,352.60	State of NE	Network service charges
7686 3	\$70,163.00	ALICAP	Workers Compensation, Property and Liability

This is a consent item.

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

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6.4. Reading of Article III, Section 5, F Services

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6.5. Reading of Article III, Section 5, G Lease - Purchase

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6.6. Reading of Article III, Section 5, H Rebates to Employees or Board Members

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6.7. Reading of Article III, Section 5, I Credit Card Purchasing Program

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6.8. Reading of Article III, Section 5, J Payment of Bills Prior to Board Authorization

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6.9. Reading of Article III, Section 5, K Procurement Plan - School Food Authorities

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6.10. Reading of Article III, Section 6, A Use of Public Resources by Board Members and Employees

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

7. Contracts for Amy Slama, Grant Coordinator and Transition Coach
Speaker(s): Administrator or Designee
Rationale: Amy Slama has two contracts, one for Transition Coach and one for Grant Coordinator.

Recommendation: Discuss, consider, and take any necessary action to approve the two contracts for Amy Slama as presented.
Recommended Motion(s):
Discuss, consider, and take any necessary action to approve the two contracts for Amy Slama as presented Passed with a motion by Board Member #1 and a second by Board Member #2.
8. Treasurer's Report
Speaker(s): Board President or Designee
Rationale: Review the breakdown of the Treasurer's Report
Recommended Motion(s):
Discuss, consider and take any action necessary to approve the Treasurer's Report as presented. Passed with a motion by Board Member #1 and a second by Board Member #2.
9. 2023-2024 Resolution for Tax Asking and Final Levy
Speaker(s): Board President or Designee
Rationale: Now be it therefore resolved that the Board of ESU 7 has a tax request of \$2,975,174.95 for the 2023-2024 fiscal year and the final levy of the Board of ESU 7 should be, and hereby is set at .015 for the 2023-2024 fiscal year.

Recommendation: Discuss, consider and take any necessary action to approve the 2023-2024 Tax Asking and Final Levy Resolution as presented.
Recommended Motion(s):
Discuss, consider and take any necessary action to approve the 2023-2024 Tax Asking and Final Levy Resolution as presented Passed with a motion by Board Member #1 and a second by Board Member #2.
10. Approval of the 2023-2024 Budget
Speaker(s): Board President or Designee
Rationale: Recommendation: Discuss, consider and take any action necessary to approve the 2023-2024 Budget as presented.
Recommended Motion(s):
Recommendation: Discuss, consider and take any action necessary to approve the 2023-2024 Budget as presented Passed with a motion by Board Member #1 and a second by Board Member #2.
11. Representation at the State Education Conference Delegate Assembly
Speaker(s): Board President or Designee
Rationale: Selection of one Board Member to represent ESU 7 at the Delegate Assembly on Friday, November 17, 2023 from 8:00am-9:30am.

Recommendation: Discuss, consider and take any action necessary to approve the Board Member to represent ESU 7 at the Delegate Assembly as presented.

Recommended Motion(s):

Discuss, consider and take any action necessary to approve the Board Member to represent ESU 7 at the Delegate Assembly as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

12. Administrator's Report General

Speaker(s): Administrator or Designee

Rationale:

- ESUCC Update
- Boardsmanship Info Request
- Nebraska Cybersecurity Network Update
- Professional Development and Production/Print Shop Report - Director Ostmeyer
 - Spotlight - Production
- Special Education Report - Director Clay
 - New Program Discussion
- Upcoming Events
 - NASB 2023 Area Membership Meetings: September 20, 2023 in Fremont
 - Registered:
 - Larianne Polk
 - Doug Pauley
 - Jack Young
 - Jennifer Miller
 - Dawn Lindsley
 - Gary Wieseler
 - Joyce Baumert
 - Bob Arp
 - Richard Stephens
 - Richard Luebbe
 - NASB Labor Relations Conference: October 4-5 in Lincoln
 - Registered:
 - Tami Clay
 - Linda Shefcyk
 - Jennifer Miller
 - Richard Stephens
 - State Education Conference: November 15-17 in Omaha
 - To be registered:
 - Larianne Polk
 - Doug Pauley
 - Jennifer Miller
 - Bob Arp
 - Dawn Lindsley

- Gary Wieseler
- Joyce Baumert
- Marni Danhauer
- AESA Annual Conference: November 29-December 1 in Anaheim, CA
(No agenda available as of now)
 - Registered:
 - Larianne Polk
 - Doug Pauley
 - Jack Young
 - Jennifer Miller
 - Bob Arp
 - Marni Danhauer

12.1. Goal Update

Speaker(s): Administrator or Designee

Rationale: Goals - Attached for your Review

- Goal 1: 100% Complete
- Goal 2: Starting over for the 23-24 academic year.
- Goal 3:
 - School District Board Meetings Completed:
 - David City - 10/10/2022
 - Osceola - 10/10/2022
 - East Butler - 10/12/2022
 - Boone Central - 11/14/2022
 - High Plains - 1/9/2023
 - Fullerton - 2/13/2023
 - Clarkson - 3/15/2023
 - Central City - 3/15/2023
 - Cross County - 5/8/2023
 - Palmer - 9/11/2023
 - Pending for October:
 - Howells-Dodge - 10/11/2023 at 7:00pm in Dodge
 - Will need a Director, Administrator Polk will not be available. Board Member Gary Wieseler.
- Goal 4: 100% Complete

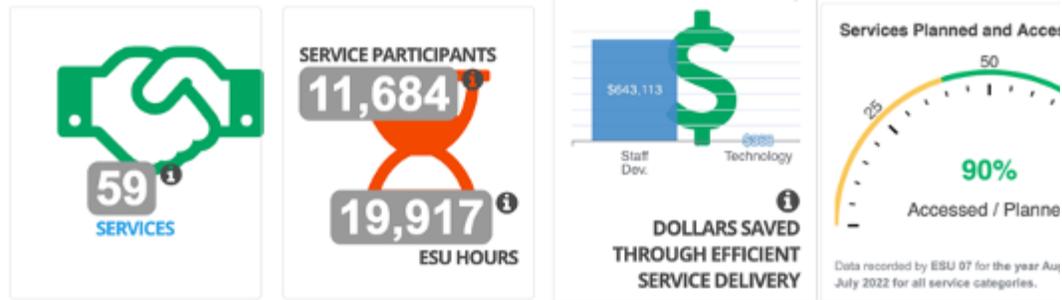
12.2. Services Update

Speaker(s): Administrator or Designee

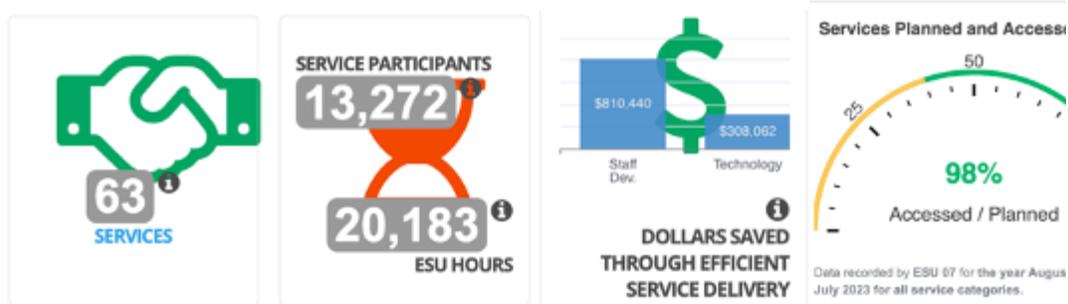
Rationale:

- SIMPL Update

2021-2022



2022-2023



- Quarterly Update
 - 12.3. Facilities Update
 - Speaker(s):** Administrator or Designee
 - Rationale:**
 - Parking lot tarring and stripping
 - 12.4. Personnel
 - Speaker(s):** Administrator or designee
 - Rationale:** New Hire:
 - Tiffany Hackett - Paraprofessional
- 13. Committee Reports
 - Speaker(s):** Committee Chair
 - 13.1. Budget Committee Report
 - Speaker(s):** Budget Committee Chair
 - Rationale:** Reports of Budget Committee activities and discussion will take place during this item.
 - 13.2. Buildings and Grounds Committee Report
 - Speaker(s):** Administrator or designee
 - Rationale:**
 - North Building heating, ventilation, and air-conditioning project.
 - 13.3. Negotiations Committee Report
 - Speaker(s):** Negotiations Committee Chair
 - Rationale:**
Joint Negotiations Meeting is scheduled for October 16, 2023 from 4:15pm-5:00pm. ESUEA will join the meeting at 4:45pm-5:00pm.

Understanding Negotiations Work Session is scheduled for October 16, 2023 from 5:00pm-5:30pm.

13.3.1. Request to recognize ESUEA as exclusive bargaining agent for 2025-2026

Speaker(s): Administrator or designee

Rationale: The ESU 7 Education Association requests that the Board representing the Educational Service Unit 7 take action to recognize ESU 7 Education Association as the exclusive bargaining agent for the non-supervisory certificated staff for the 2025-2026 contract year.

Recommendation: Discuss, consider, and take any necessary action to recognize ESU 7 Education Association as exclusive bargaining agent for the non-supervisory certificated staff for the 2025-2026 contract year.

Recommended Motion(s):

Discuss, consider, and take any necessary action to recognize ESU 7 Education Association as exclusive bargaining agent for the non-supervisory certificated staff for the 2025-2026 contract year Passed with a motion by Board Member #1 and a second by Board Member #2.

13.4. Administrator Evaluation Committee Report

Speaker(s): Administrator Evaluation Committee Chair

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

- UBPD - Administrator
- Evaluation Timeline:
 - **August:** Evaluation Committee Chair and Administrator review Evaluation Tool and Evaluation Policy/Procedures.
 - **September:** Full Board is provided a paper copy of the evaluation questions.
 - **October:** Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to full Board for completion by October Board Meeting. Board will send their completed evaluation tool to the Evaluation Committee prior to the October Board Meeting. Administrator completes Evaluation Tool as self-assessment and sends it to Evaluation Committee Chair on or before October 31.
 - **November:** Committee Chair will send the completed Administrator self-assessment to the full Board after November 1. Evaluation Committee compiles results of full Board completed evaluations prior to the November Board Meeting.
 - **December:** Evaluation Committee meets prior to December Board Meeting to review with Administrator the results of evaluation. Report to full Board in December Board Meeting following Closed Session requirements with Administrator present.

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

14. Adjournment

Speaker(s): Board President or Designee

Created by: Mindy Reed, Secretary to the ESU 7 Board of Directors

NEBRASKA OPEN MEETINGS ACT

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

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

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

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

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

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

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

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

(1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as: (a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; (b) Discussion regarding deployment of security personnel or devices; (c) Investigative proceedings regarding allegations of criminal misconduct; (d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; (e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or (f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length. Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

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

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

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

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

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

(1)(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public. (b) (i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committee, such notice shall be published in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website. (ii) In the case of the governing body of a city of the second class or village or such body's advisory committee, such notice shall be published by: (A) Publication in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website; or (B) Posting written notice in three conspicuous public places in such city or village. Such notice shall be posted in the same three places for each meeting. (iii) In the case of a public body not described in subdivision (1)(b)(i) or (ii) of this section, such notice shall be given by a method designated by the public

body.(c) In addition to a method of notice required by subdivision (1)(b)(i) or (ii) of this section, such notice may also be provided by any other appropriate method designated by such public body or such advisory committee. (d) Each public body shall record the methods and dates of such notice in its minutes. (e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(b) of this section are met: (i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity; (ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act; (iii) The governing body of a public power district having a chartered territory of more than one county in this state; (iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state; (v) An educational service unit; (vi) The Educational Service Unit Coordinating Council; (vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act; (viii) A community college board of governors; (ix) The Nebraska Brand Committee; (x) A local public health department; (xi) A metropolitan utilities district; (xii) A regional metropolitan transit authority; and (xiii) A natural resources district. (b) The requirements for holding a meeting by means of virtual conferencing are as follows: (i) Reasonable advance publicized notice is given as provided in subsection (1) of this section, including providing access to a dial-in number or link to the virtual conference; (ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used; (iii) At least one copy of all documents being considered at the meeting is available at any physical site open to the public where individuals may attend the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act; and (iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act, the organization may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing. The governing body of a risk management pool that meets at least quarterly and the advisory committees of the governing body may each hold more than one-half of its meetings by virtual conferencing if the governing body's quarterly meetings are not held by virtual conferencing.

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

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

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

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

(7)(a) Notwithstanding subsections (2) and (5) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsection (1) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body. (b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (4) of this section shall be complied with in conducting such meetings. (c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsection (5) of section 84-1413. (8) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (2)(a) of this section may hold a meeting by virtual conferencing if: (a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body; (b) No action is taken by the public body at the virtual meeting; and (c) The public body complies with subdivisions (2)(b)(i) and (2)(b)(ii) of this section.

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

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

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings, including meetings held by virtual conferencing. A body may not be required to allow citizens to speak at each

meeting, but it may not forbid public participation at all meetings.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

84-1415. Open Meetings Act; requirements; waiver; validity of action. No motion, resolution, rule, regulation, ordinance, or formal action made, adopted, passed, or taken at a meeting as defined in section 84-1409 of a public body as defined in such section shall be invalidated because such motion, resolution, rule, regulation, ordinance, or formal action was made, adopted, passed, or taken at a meeting or meetings on or after March 17, 2020, and on or before April 30, 2021, pursuant to a Governor's Executive Order which waived certain requirements of the Open Meetings Act.

Revised
4-2022



PERRY, GUTHERY, HAASE & GESSFORD, P.C., L.L.O.
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of School Administrators
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ncsa.org



Regular Board of Education Meeting

Educational Service Unit 7, Oak Room

2657 44th Ave

Columbus, NE 68601-8537

Monday, August 21, 2023 at 5:30 PM

Posted Locations:

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

Posted Date: 08/14/2023

Attendance Taken at 5:30 PM.

Bob Arp: Present

Joyce Baumert: Present

Marni Danhauer: Present

Donald Ellison: Absent

Dan Hoesly: Present

Dawn Lindsley: Present

Richard Luebbe: Present

Jennifer Miller: Present

Doug Pauley: Present

Richard Stephens: Present

Gary Wieseler: Absent

Jack Young: Absent

Present: 9, Absent: 3.

1 Call the Meeting to Order

LEADERSHIP • SERVICE • SUPPORT

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

Roll call was taken at 5:30 PM
Board President conducted the meeting.

Staff present:

Larianne Polk, Administrator
Linda Shefcyk, Business Manager
Mindy Reed, Secretary to the Board of Directors
Marc Ostmeyer, Professional Development Director
Tami Clay, Special Education Director
Dan Ellsworth, Network Operations Director

1 Notification of Open Meetings Law

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

1

2 Roll Call

1 Absent Board Members

3 Board Vice President Jack Young and board members Donald Ellison and Gary Wieseler will be absent; they notified the administrator prior to the meeting.

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

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

Donald Ellison: Absent

Gary Wieseler: Absent
Jack Young: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Yea: 9, Nay: 0, Absent: 3

Administrator Polk provided an update on board member Donald Ellison to the rest of the board.

1

. Pledge of Allegiance

4 All members present participated in the Pledge of Allegiance.

.

2 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 Bob Arp and a second by Marni Danhauer.

Donald Ellison: Absent
Gary Wieseler: Absent
Jack Young: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Yea: 9, Nay: 0, Absent: 3

3 Virtual Conferencing Option

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

Recommendation: Discuss, consider and take any necessary action to approve the virtual conferencing option for the September board meeting.

There will not be a virtual conferencing option for the September 2023 board meeting.

4 Welcome Visitors

- No visitors present.

5 Public Comment

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

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

No public comments provided.

6 Consent Agenda

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

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

Consent Agenda Includes:

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

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

Consent agenda as presented Passed with a motion by Joyce Baumert and a second by Doug Pauley.

Donald Ellison: Absent

Gary Wieseler: Absent

Jack Young: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Marni Danhauer: Yea

Dan Hoesly: Yea
 Dawn Lindsley: Yea
 Richard Luebbe: Yea
 Jennifer Miller: Yea
 Doug Pauley: Yea
 Richard Stephens: Yea
 Yea: 9, Nay: 0, Absent: 3

6. Minutes
 1. **This is a consent item.**

6. Presentation of Bills #76432 through #76561 totaling \$993,948.43
 2. The summary of bills for the current month total: \$993,948.43 - Bills #76432 through #76561
 Inservice bills total: Combined with August

	Amount	Vendor	Description
76452	\$150,000.00	Columbus Public School	South building settlement agreement
76453	\$7,500.00	CoolSpeak	Latino summit keynote speaker
76483	\$9,728.00	Kiddie Cab	Migrant student transportation

This is a consent item.

6. Presentation of Bills #76562 through #76685 totaling \$993,169.40
 3. The summary of bills for the current month total: \$993,169.40 - Bills #76562 through #76685
 Inservice bills total: \$ 215.00

	Transaction/Explanation	Receipt	Expenditures	Balance
12/28/22	Deposit	\$255.00		\$7,747.58
7/12/23	Transfer Station - Misc. junk		\$15.00	\$7,732.58
7/18/23	Mollie Morrow - memorial		\$75.00	\$7,657.58
8/1/23	VRLY - clean up fee - Agency Team mtg.		\$50.00	\$7,607.58
8/15/23	Ernie Valentine - memorial		\$75.00	\$7,532.58
			Expenditures	\$215.00

	Amount	Vendor	Description
765 62	\$4,250. 00	Howard & Sons Asphalt Maintenance	Parking lot tarring - half down payment
765 84	\$29,691 .40	Eakes Office Solutions	Copier maintenance agreements/document management
765 85	\$31,546 .66	Eakes Office Solutions	New production copier
765 91	\$10,603 .10	ESU 2	NNNC 4th Quarter
765 97	\$31,709 .70	Gale/Cengage Learning	Subscription renewal
766 05	\$4,250. 00	Howard & Sons Asphalt Maintenance	Parking lot tarring - 2nd half
766 10	\$18,150 .00	Imagine Learning	Title III Licenses
766 16	\$14,658 .00	Kagan Professional Development	Title II contract services
766 18	\$5,952. 00	Kiddie Cab	Migrant student transportation
766 20	\$6,763. 28	Lakeview Community Schools	T3 contracted service/T2 stipend & registration/Perkins stipend
766 25	\$6,400. 00	Marzano Resources	Title II contract services
766 27	\$7,700. 00	MNJ Technologies	New poster printer
766 50	\$7,112. 50	Unanimous	Web site development
766 85	\$7,000. 00	EMS Linq, Inc.	Accounting system software maintenance agreement

This is a consent item.

6. Reading of Article III, Section 5, A Authority

4.

This is a consent item.

6. Reading of Article III, Section 5, B General Guidelines

5.

This is a consent item.

6. Reading of Article III, Section 5, C Involvement of Staff

6. **This is a consent item.**

6. Reading of Article III, Section 5, D Construction Projects

7. **This is a consent item.**

6. Reading of Article III, Section 5, E Equipment, Materials and Supplies

8. **This is a consent item.**

6. Disposal of Inventory

9. **This is a consent item.**

6. Excess Lodging and Meals

1 Excess Lodging and Meals: The Professional Development Department had excess travel
0 expenses:

Excess for lodging and meals:

- 2023 NAESP (National Harbor, MD: July 9 - July 13, 2023)
 - Brooke Kavan - \$360.83

This is a consent item.

6. 2023-2024 Nebraska Rural Community Schools Association (NRCSA) Dues

1
1. The Nebraska Rural Community Schools Association is a non-profit organization dedicated to serving the needs of rural schools and communities. Since 1981, NRCSA has been committed to protecting the well-being of public education and implementing its mission of providing quality education for all children.

NRCSA is an Association consisting of 195 school districts and ESU's in Nebraska working together to support and promote quality educational programs for students in rural Nebraska. Through its members NRCSA serves the interests of over 75,000 children in 88 counties and 24 legislative districts.

This is a consent item.

6. 2023-2024 Contract for Abby Pfister, Grant Coordinator

1
2. **This is a consent item.**

6.
1
3. 2023-2024 Contract for Brooke Kavan, Professional Development Coordinator
This is a consent item.
6.
1
4. 2023-2024 Contract for Brooke Koliha, Professional Development Coordinator
This is a consent item.
6.
1
5. 2023-2024 Contract for Cynthia Alarcon, Grant Coordinator
This is a consent item.
6.
1
6. 2023-2024 Contract for Dan Ellsworth, Network Operations Director
This is a consent item.
6.
1
7. 2023-2024 Contract for Kendra Gustafson, Professional Development Coordinator
This is a consent item.
6.
1
8. 2023-2024 Contract for Marci Ostmeyer, Professional Development Director
This is a consent item.
6.
1
9. 2023-2024 Contract for Mark Brady, Professional Development Coordinator
This is a consent item.
6.
2
0. 2023-2024 Contract for Martha (Vanessa) Gascon-Guarcas, MEP Education Liaison
This is a consent item.
6.
2
1. 2023-2024 Contract for Melinda Velencela, MEP Education Liaison
This is a consent item.
6.
2
2. 2023-2024 Contract for Otis Pierce, Professional Development Coordinator
This is a consent item.
6.
2
3. 2023-2024 Contract for Richard Stuart, Information Technology Specialist
This is a consent item.
6.
2
4. 2023-2024 Contract for Stephanie Johnson, ASD Behavior Specialist
This is a consent item.
6.
2
5. 2023-2024 Contract for Travis Kassing, Network & Computer Systems Engineer
This is a consent item.

7 August Spotlight - Vision

- . Judy Zadina, Vision Coordinator, will be presenting the August Spotlight to the Board. Vision Coordinator and Teacher of the Visually Impaired, Judy Zadina and Brailist, Kris Johnson presented the Vision Spotlight to the Board. Judy and Kris reviewed the attached

Vision Board document. There are schools outside of the ESU 7 area that receive vision services. Those services are primarily contracted directly with the school. ESU 7 is the only ESU in Nebraska that offers braille service. Kris Johnson is currently working on her National Certification.

8 June and July 2023 Treasurer's Reports

Review the breakdown of the Treasurer's Report

Discuss, consider and take any action necessary to approve the June and July 2023 Treasurer's Report as presented. Passed with a motion by Dawn Lindsley and a second by Doug Pauley.

Donald Ellison: Absent

Gary Wieseler: Absent

Jack Young: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Marni Danhauer: Yea

Dan Hoesly: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Yea: 9, Nay: 0, Absent: 3

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

Remove:

~~The request by any contracted employee for release from his/her contract will not be granted unless one or more of the following conditions are met:~~

~~1. A suitable and qualified replacement has been employed to fill the position.~~

~~2. The release is effective after the completion of current contract obligations but on or before June 15.~~

~~3. The conditions of the resignation are in the best interests of Educational Service Unit 7.~~

Recommendation: Discuss, consider and take all necessary action to approve Article IV, Section 11, C Hiring, Assignment and Dismissal as presented.

Discuss, consider and take all necessary action to approve Article IV, Section 11, C Hiring, Assignment and Dismissal as presented Passed with a motion by Jennifer Miller and a second by Joyce Baumert.

Donald Ellison: Absent
Gary Wieseler: Absent
Jack Young: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Yea: 9, Nay: 0, Absent: 3

1 Reading of Article IV, Section 10, J Request for Release

0

. New policy added.

Recommendation: Discuss, consider and take all necessary action to approve Article IV, Section 10, J Request for Release as presented.

Discuss, consider and take all necessary action to approve Article IV, Section 10, J Request for Release as presented Passed with a motion by Bob Arp and a second by Joyce Baumert.

Donald Ellison: Absent
Gary Wieseler: Absent
Jack Young: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Yea: 9, Nay: 0, Absent: 3

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

1

. **Change in Title IX Coordinator:**

Students, Employees, and Others: **Marci Ostmeyer, Special Education Director, 2657 44th Avenue, Columbus, NE 68601 (402) 564-5753 (mostmeyer@esu7.org).** ~~Tami Clay, Special Education Director, 2563 44th Avenue, Columbus, NE 68601 (402) 564-0815 (telay@esu7.org).~~

TITLE IX COORDINATOR CONTACT INFORMATION

**Marci Ostmeyer, Professional Development Director
2657 44th Avenue, Columbus, NE 68601
402-564-5753
mostmeyer@esu7.org**

~~Tami Clay, Special Education Director
2653 44th Avenue, Columbus, NE 68601
402-564-0815
telay@esu7.org~~

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

Discuss, consider and take all necessary action to approve Article V, Section 1, A Policy of Non-Discrimination as presented Passed with a motion by Jennifer Miller and a second by Dawn Lindsley.

Donald Ellison:	Absent
Gary Wieseler:	Absent
Jack Young:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Marni Danhauer:	Yea
Dan Hoesly:	Yea
Dawn Lindsley:	Yea
Richard Luebbe:	Yea
Jennifer Miller:	Yea
Doug Pauley:	Yea
Richard Stephens:	Yea

Yea: 9, Nay: 0, Absent: 3

1 Reading of Article V, Section 5, E Animals at ESU 7

2

. New policy added.

Recommendation: Discuss, consider and take all necessary action to approve Article V, Section 5, E Animals at ESU 7 as presented.

Discuss, consider and take all necessary action to approve Article V, Section 5, E Animals at ESU 7 as presented Passed with a motion by Jennifer Miller and a second by Doug Pauley.

Donald Ellison: Absent
Gary Wieseler: Absent
Jack Young: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Yea: 9, Nay: 0, Absent: 3

1 Reading of Article V, Section 7, F Wellness

3

. **Added:**

According to 7 CFR 210.31(e)(2), all schools are required to complete an assessment of their school's compliance with their local school wellness policy (SWP) at least once every three years (triennial) and make this assessment available to the public by posting assessment responses to the school's website. ESU 7 participates in the school lunch program by contracting with a local public school system. We post information collected and partnered with this specific school district.

Recommendation: Discuss, consider and take all necessary action to approve Article V, Section 7, F Wellness as presented.

Discuss, consider and take all necessary action to approve Article V, Section 7, F Wellness as presented Passed with a motion by Jennifer Miller and a second by Doug Pauley.

Donald Ellison: Absent
Gary Wieseler: Absent
Jack Young: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea

Dan Hoesly: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Yea: 9, Nay: 0, Absent: 3

1 Reading of Article V, Section 8, A Required Trainings

4

. New policy added.

Recommendation: Discuss, consider and take all necessary action to approve Article V, Section 8, A Required Trainings as presented.

Discuss, consider and take all necessary action to approve Article V, Section 8, A Required Trainings as presented Passed with a motion by Marni Danhauer and a second by Joyce Baumert.

Donald Ellison: Absent
Gary Wieseler: Absent
Jack Young: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Yea: 9, Nay: 0, Absent: 3

1 20% Gratuity

5 ESU 7 Board currently allows a 15% gratuity on approved expenses, allowing gratuities.

.

Recommendation: Discuss, consider and take all necessary action to approve up to the 20% gratuity.

Discuss, consider and take all necessary action to approve the 20% gratuity Passed with a motion by Bob Arp and a second by Jennifer Miller.

Donald Ellison: Absent
Gary Wieseler: Absent
Jack Young: Absent

Richard Stephens: **Nay**
Bob Arp: **Yea**
Joyce Baumert: **Yea**
Marni Danhauer: **Yea**
Dan Hoesly: **Yea**
Dawn Lindsley: **Yea**
Richard Luebbe: **Yea**
Jennifer Miller: **Yea**
Doug Pauley: **Yea**

Yea: 8, Nay: 1, Absent: 3

- 1 2023-2024 Contract for Elyse Belina, Early Childhood Special Education Teacher
- 6 Elyse Belina, Early Childhood Special Education Teacher contract for 2023-2024 effective August 10, 2023.

Recommendation: Discuss, consider and take all necessary action to approve the 2023-2024 Contract for Elyse Belina, Early Childhood Special Education Teacher as presented. Discuss, consider and take all necessary action to approve the 2023-2024 Contract for Elyse Belina, Early Childhood Special Education Teacher as presented Passed with a motion by Jennifer Miller and a second by Dawn Lindsley.

Donald Ellison: **Absent**
Gary Wieseler: **Absent**
Jack Young: **Absent**
Bob Arp: **Yea**
Joyce Baumert: **Yea**
Marni Danhauer: **Yea**
Dan Hoesly: **Yea**
Dawn Lindsley: **Yea**
Richard Luebbe: **Yea**
Jennifer Miller: **Yea**
Doug Pauley: **Yea**
Richard Stephens: **Yea**

Yea: 9, Nay: 0, Absent: 3

- 1 Romans, Wiemer & Associates Audit Bid
- 7 **Recommendation:** Approve Romans, Wiemer & Associates Audit Bid
- . Discuss, consider, and take any necessary action to approve the Romans, Wiemer & Associates Audit Bid Passed with a motion by Doug Pauley and a second by Dawn Lindsley.

Donald Ellison: **Absent**
Gary Wieseler: **Absent**
Jack Young: **Absent**
Bob Arp: **Yea**

Joyce Baumert: Yea
Marni Danhauer: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Yea: 9, Nay: 0, Absent: 3

Bids are sent out to multiple auditing companies every three years. Romans, Wiemer & Associates won the bid.

- 1 Educational Service Unit 7 Safe Return to Services/Instruction Plan
- 8 Review and approve the Educational Service Unit 7 Safe Return to Services/Instruction Plan
- . Discuss, consider and take action to approve the Educational Service Unit 7 Safe Return to Services/Instruction Plan as presented. Passed with a motion by Jennifer Miller and a second by Joyce Baumert.

Donald Ellison: Absent
Gary Wieseler: Absent
Jack Young: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Yea: 9, Nay: 0, Absent: 3

The August 2023 meeting is the last time the Safe Return to Services Instruction Plan needs to be considered.

1 **Administrator's Report General**

9

- .
 - ESUCC Update
 - LR240
 - Appointment to serve as a member of the Regional Advisory Committee (RAC): Central
 - Non-Public Safety and Security Grants
 - EHA Open Enrollment for Board Members

- ESU 7 currently participates in the Educators Health Alliance (EHA), health and dental plan. You have the option to enroll in the plans during the month of August. Open enrollment information is available at the ESU 7 office and monthly premiums can be paid to the school district or ESU directly.

If you enrolled in the health and dental coverage and you served at least 5 consecutive years and are over the age of 50, you can continue your health and dental coverage through your district or ESU on the direct bill plan.

- Professional Development Report - Director Ostmeyer
- Special Education Report - Director Clay
- Technology Report - Director Ellsworth
 - Nebraska Cybersecurity Network Update
- Upcoming Events
 - NASB 2023 Area Membership Meetings: September 20, 2023 in Fremont
 - Registered:
 - Larianne Polk
 - Dawn Lindsley
 - Gary Wieseler
 - Jennifer Miller
 - Jack Young
 - Doug Pauley
 - NASB Labor Relations Conference: October 4-5 in Lincoln (No agenda available as of now)
 - NASB State Education Conference: November 15-17 in Omaha - Registration opens September 13, 2023.
 - AESA Annual Conference: November 29-December 1 in Anaheim, CA (No agenda available as of now)
 - Determine date to return
 - Submit Google Form Response by Noon on August 25, 2023.
 - Need a checked bag?
 - Registered Yes:
 - Jack Yong
 - Jennifer Miller
 - Bob Arp

Administrator Polk provided an update on the Non-Public Safety and Security Grants. The dollars will be used strictly for safety and security measures. In statute, the funds will have to flow through the ESU. There will be public hearings and the guidelines will be rolled out in Spring 2024.

Director Marci Ostmeyer provided an update on the Professional Development Department and the Production/Print Shop Department. Three new Professional Development Coordinators started in the Professional Development Department since the June 2023 board meeting. All three of the Coordinators are former Principals. The Professional Development

Department participated in a teambuilding activity prior to the board meeting. The Production/Print Shop Department is nearing the end of the busy summertime orders. The Production/Print Shop staff have been incredible.

Director Tami Clay provided an update for the Special Education Department. Special Education has been focusing on onboarding new employees; focusing on mentors and mentees. There are two new Coordinators in the Special Education Department and Director Clay is spending time mentoring them.

Director Dan Ellsworth provided an update for the Technology Department. The Nebraska Cybersecurity Network is contingent on a grant that has not yet come through. Director Ellsworth and the Technology Department worked with the ESU 7 area schools on a backup server group purchasing option. Schools are billed per server. There are two schools in the ESU 7 area which are not part of the group purchasing option. Group purchasing and discount data gathering is something ESU 7 is going to do more of this year.

Administrator Polk reviewed the upcoming events.

1 Goal Update

9.

1. Goals - Attached for your Review

- Goal 1:
- Goal 2:
 - Final 2022-2023 Chart attached.
- Goal 3:
 - School District Board Meetings Completed:
 - David City - 10/10/2022
 - Osceola - 10/10/2022
 - East Butler - 10/12/2022
 - Boone Central - 11/14/2022
 - High Plains - 1/9/2023
 - Fullerton - 2/13/2023
 - Clarkson - 3/15/2023
 - Central City - 3/15/2023
 - Cross County - 5/8/2023
 - Confirmed for September:
 - Palmer - 9/11/2023 at 7:00pm
 - Director Ostmeyer and Jennifer Miller and/or Marni Danhauer

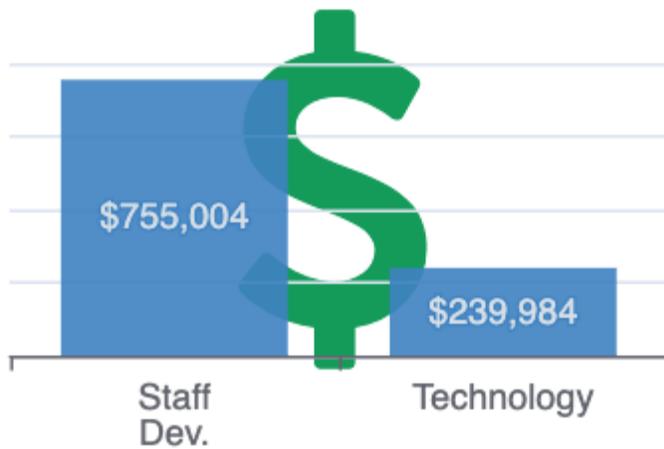
Administrator Polk reviewed the attached Goals document.

Director Marci Ostmeyer and board member Marni Danhauer will attend the Palmer Board Meeting in September.

- 1 Services Update
- 9. SIMPL Update
- 2.

As of 2022-2023 year end:





**DOLLARS SAVED THROUGH
EFFICIENT SERVICE DELIVERY**

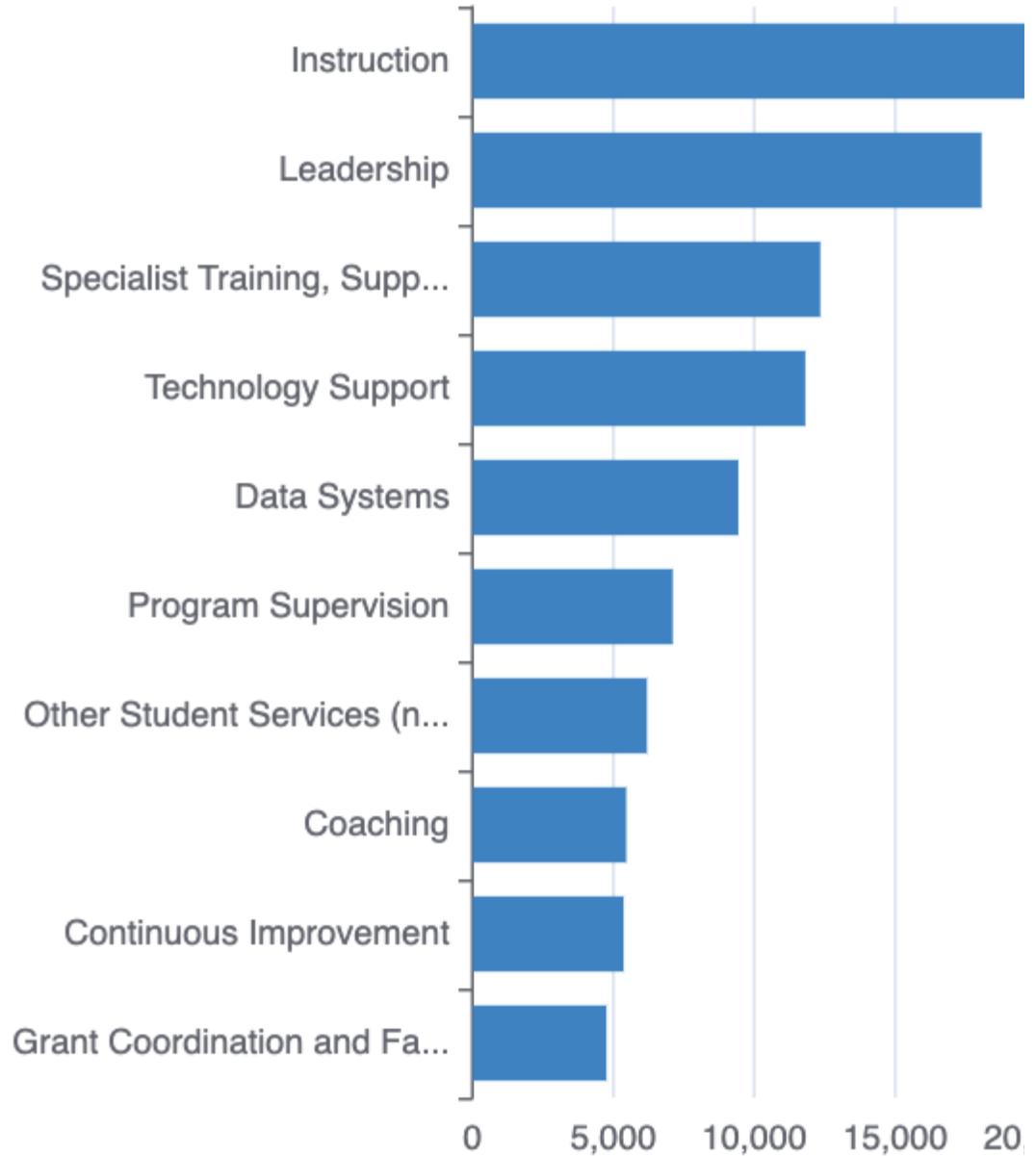


CONTRACTED STAFF PLACED IN SCHOOLS

28.83 FTE

SERVICE SUPPORT BY SERVICE

Top 10



Administrator Polk reviewed the included images.

1 Facilities Update

9. The Administrator will provide a facilities update during this item.

3.

- Feasibility study from RVW has been received. A Buildings and Grounds Committee meeting has been scheduled.
- Parking lot tarring and striping to occur August 26th and 27th.

1 **Personnel**

9.

4. New Hires:

- Cooper Coons, Paraprofessional Intern

Re-Hire:

- Christine Barber, Learning Academy Paraprofessional
- Jeri Glenn, Paraprofessional
- Brenda Hake, Paraprofessional
- Jennifer Olson (Cartledge), Learning Academy Paraprofessional

Resignation:

- Jessica Olnes, Paraprofessional effective July 6, 2023.

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

19. Additional Migrant Education Program Summer Work Agreements

4.1 Additional Migrant Education Program Summer Work Agreements

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- Paulette Fahrenholz
- Abigael Gascon

19. Personnel - 2023-2024 Contracts

4.2 2023-2024 Contracts offered and authorized by Chief Administrator Polk for the following staff:

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- Abel (Josh) Arias, Migrant Education Program Service Provider
- Abigail Focht, Migrant Education Program Service Provider
- Adilene Perez, Migrant Education Program Recruiter
- Alexis Hitz, District Technology Coordinator
- Ana Garcia, Migrant Education Program Service Provider
- Angie Arndt, Department Secretary
- Angie Olson, Production Personnel
- Carolyn Koch, Bookkeeper
- Chris Chvala, Computer Support Specialist
- Cindy Wieser, Department Secretary
- Darlene Rodriguez, Migrant Education Program Recruiter

- David Vanderheiden, District Technology Coordinator
- Devon Gronenthal, District Technology Coordinator
- Dylan Southard, District Technology Coordinator
- Elizabeth Lawrence, Department Secretary
- Emma Moore, Technology Intern
- Isaura Barreto, Migrant Education Program Recruiter
- Janet Ciboron, Production Personnel
- Jason Trotter, District Technology Coordinator
- Jeremiah Salyard, District Technology Coordinator
- Kim Ruger, Production Personnel
- Larry Shefcyk, Custodian/Maintenance
- Linda Shefcyk, Business Manager
- Maria del Socorro Rodriguez-Borquez, Migrant Education Program Service Provider
- Mayra Vargas, Department Secretary
- Mindy Reed, Executive Secretary
- Morgan Morsett, Receptionist/Secretary
- Nathalie Vargas, Migrant Education Program Service Provider
- Susan Olmer, Bookkeeper
- Yaribey Rodriguez, Migrant Education Program Service Provider

- The Migrant Department will hire school tutors throughout the year as necessary as classified following the Migrant Education Grant regulations

Administrator Polk updated the board about the funding cut the Migrant Education Program (MEP) received. The MEP is going to be cut by 38%. Cynthia Alarcon, Migrant Education Coordinator, met with the MEP team on Friday, August 18, 2023 to discuss the funding cut. The Migrant Department is going to keep the current staff for the time being. Administrator Polk and Coordinator Cynthia Alarcon will meet again in two months to determine the next steps. The State of Nebraska received a 30% cut in their allocation. Nebraska is one of the last states to receive this kind of cut. There will be significant changes in the Migrant Education Program in the next couple of years. There are currently 512 students in the MEP program, which we will continue to provide services. There are other ESU 7 departments who are trying to help provide opportunities for the MEP staff.

2 Committee Reports

0 2 Budget Committee Report

- 0. Reports of Budget Committee activities and discussion will take place during this item.
 1. Board member Dawn Lindsley provided the Budget Committee update to the board. The Budget Committee went through the grants. A majority of the title grants went down. Valuations came close to what was estimated. The Budget Hearing and Tax Asking are scheduled to occur before the September board meeting.

2 Buildings and Grounds Committee Report

0. Buildings and Grounds Committee Meeting is scheduled for August 30, 2023 at 1:30pm
2. in the Walnut Conference Room.

- 2 Administrator Evaluation Committee Report
0. Administrator Polk will be meeting with the Evaluation Committee Chairperson, Marni
3. Danhauer, on August 22, 2023 at 1:00pm.

Evaluation Timeline:

- **August:** Evaluation Committee to meet in September to go through comments and create a summary. Larianne will meet with the Evaluation Committee chair.
- **September:** Full Board is provided a copy of the Administrator Evaluation
- **October:** Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to full Board for completion by October Board Meeting. Administrator completes Evaluation Tool as self-assessment and sends to Evaluation Committee on or before October 31.
- **November:** Committee Chair will send the completed Administrator self-assessment to full Board after November 1. Evaluation Committee compiles results of full Board completed evaluations prior to the November Board Meeting.
- **December:** Evaluation Committee meets prior to December Board Meeting to review with Administrator the results of evaluation. Report to full Board in December Board Meeting following Closed Session requirements with Administrator present.
- **January:** Confirm Evaluation Committee members. Administrator provides Evaluation Committee with goals and shares with Board at January Board Meeting.

2 Conference Report

1

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- ESU 7/NASB Boardsmanship Event - June 20, 2023
 - Summary of Blues & Greens:
 - Blues:
 - Good food
 - Great topics, specifically Marcia and Dan's sessions
 - Liked the location
 - Greens:
 - Presenter introductions
 - Would like longer sessions
 - Would like a desert
 - Introduce Board Members
 - Save the date options for next year - June 17th or first week in June?
- AESA Summer Leadership Conference in Cincinnati, OH - July 18-20, 2023
- Admin Days - July 26-28, 2023

The Boardsmanship event had a good turnout. Administrator Polk asked the board if ESU 7 should have another Boardsmanship event in 2024. The board decided to try to schedule another Boardsmanship event before the board meeting on June 17, 2024. Administrator Polk will work on proposed times and provide the information to the board at a later date.

Administrator Polk and Director Marci Ostmeier attended the AESA Summer Leadership Conference. There was a lot of information about data and collecting and using data. The

conference started by discussing artificial intelligence and how it is impacting schools.

Administrator Polk received the Distinguished Service award at the NCSA Administrator Days.

Board member Dawn Lindsley is on the NASB Legislative Committee. The committee will meet weekly via zoom during the upcoming legislative session.

2 Adjournment

2 Meeting adjourned at 7:25pm.

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Minutes respectfully submitted by Mindy Reed, Recording Secretary to the ESU 7 Board.

Check Register Summary

Batch Year: 24 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00076686	A	09/15/2023	10081	MECA	54,606.05
10	00076687	C	09/20/2023	9466	4ALL PROMOS	1,812.06
10	00076688	C	09/20/2023	10013	ACE HARDWARE	26.36
10	00076689	C	09/20/2023	10025	ACTE	895.00
10	00076690	C	09/20/2023	10060	ADMINISTRATORS IN-SERVICE	75.00
10	00076691	C	09/20/2023	10080	AESA REGISTRATION	5,935.00
10	00076692	C	09/20/2023	10715	AINSWORTH COMMUNITY SCHOOLS	544.00
10	00076693	C	09/20/2023	190428	ALMQUIST, MALTZAHN, GALLOWAY & LUTH PC	184.00
10	00076694	C	09/20/2023	10391	AMAZON CAPITAL SERVICES *	1,258.87
10	00076695	C	09/20/2023	130180	AMY MAZANKOWSKI	378.59
10	00076696	C	09/20/2023	10681	APPLE COMPUTER, INC.	4,657.00
10	00076697	C	09/20/2023	388	APPLIED CONNECTIVE TECHNOLOGIES	320.00
10	00076698	C	09/20/2023	20428	BOONE CENTRAL SCHOOLS	3,884.13
10	00076699	C	09/20/2023	14818	BRANDY PRICE	600.00
10	00076700	C	09/20/2023	9032	BRENDA SAXE	400.00
10	00076701	C	09/20/2023	6700	BROOKE KAVAN	8.52
10	00076702	C	09/20/2023	30039	CAPITAL ONE-POLK	19,128.41
10	00076703	C	09/20/2023	1996	CASEY'S MAIL SERVICE LLC	307.34
10	00076704	C	09/20/2023	30260	CENTRAL COMMUNITY COLLEGE	2,147.10
10	00076705	C	09/20/2023	30550	CITY OF COLUMBUS WATER & SANIT	410.79
10	00076706	C	09/20/2023	60054	CLARIS (FILEMAKER)	4,845.45
10	00076707	C	09/20/2023	31035	COLUMBUS PUBLIC SCHOOLS GENERAL FUNDS	1,547.60
10	00076708	C	09/20/2023	31029	COLUMBUS PUBLIC SCHOOLS LUNCH FUND	1,555.95
10	00076709	C	09/20/2023	31425	COURTYARD BY MARRIOTT	120.75
10	00076710	C	09/20/2023	4812	CUBBY'S, INC.	460.11
10	00076711	C	09/20/2023	160615	DEANA POLICKY	209.57
10	00076712	C	09/20/2023	14770	DELL TECHNOLOGIES, INC.	3,637.77
10	00076713	C	09/20/2023	4456	DOUG PAULEY	346.40
10	00076714	C	09/20/2023	40725	EAKES OFFICE SOLUTIONS	1,487.22
10	00076715	C	09/20/2023	50825	ED SERVICE UNIT 7-PAYROLL	752,693.38
10	00076716	C	09/20/2023	14583	EDUCATIONAL PRODUCTS, INC.	7,155.30
10	00076717	C	09/20/2023	50630	ERNST AUTO CENTER	25,784.00
10	00076718	C	09/20/2023	50640	ESU 1	5,390.00
10	00076719	C	09/20/2023	50645	ESU 2	5,000.00
10	00076720	C	09/20/2023	50652	ESUCC	3,707.21
10	00076721	C	09/20/2023	60056	FNBO	82.70
10	00076722	C	09/20/2023	13560	FLAGLER TECHNOLOGIES, LLC	4,200.00
10	00076723	C	09/20/2023	14460	FREMONT CHILDREN'S DENTISTRY	1,000.00
10	00076724	C	09/20/2023	60800	FULLERTON PUBLIC SCHOOL	750.00
10	00076725	C	09/20/2023	70060	GENE STEFFY FORD	91.14
10	00076726	C	09/20/2023	7013	GREAT PLAINS COMMUNICATIONS	333.90
10	00076727	C	09/20/2023	2623	HALEY SCHRAGE	82.50
10	00076728	C	09/20/2023	80147	HAMPTON INN	119.00
10	00076729	C	09/20/2023	12440	HAMPTON INN BY HILTON COLUMBUS	294.00
10	00076730	C	09/20/2023	11460	HAYLEY MURPHY	895.39
10	00076731	C	09/20/2023	80511	HOLIDAY INN EXPRESS	1,499.50
10	00076732	C	09/20/2023	80543	HOMETOWN LEASING	499.04
10	00076733	C	09/20/2023	80880	HY-VEE	2,964.57
10	00076734	C	09/20/2023	90088	INDOFF INCORPORATED	311.88
10	00076735	C	09/20/2023	14842	INGRY RIVERA DE BARROSO	685.71
10	00076736	C	09/20/2023	4618	JENNIFER L. MILLER	346.40
10	00076737	C	09/20/2023	190486	JENNIFER SNYDER	400.00
10	00076738	C	09/20/2023	14869	JESSICA BRUGMAN	224.34
10	00076739	C	09/20/2023	14311	JESSIE JAMES	300.00
10	00076740	C	09/20/2023	6319	JOURNEYED.COM, INC.	33,514.78
10	00076741	C	09/20/2023	260092	JUDY A ZADINA	75.33
10	00076742	C	09/20/2023	14800	JULIE BURNEY	8,165.00
10	00076743	C	09/20/2023	20184	KAREN BAUMERT	82.50
10	00076744	C	09/20/2023	12424	KASEYA US, LLC	1,830.00
10	00076745	C	09/20/2023	14850	KIM CAMPBELL	6,290.31
10	00076746	C	09/20/2023	4839	KSB SCHOOL LAW	1,200.00
10	00076747	C	09/20/2023	120129	LAKEVIEW COMMUNITY SCHOOLS	750.00

Check Register Summary

Batch Year: 24 Bank: 10 Date Range:

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10	00076748	C	09/20/2023	12327	LASTPASS US LP	8,208.00
10	00076749	C	09/20/2023	12408	LAURIE SCHLAUTMAN	82.50
10	00076750	C	09/20/2023	120223	LEIGH COMMUNITY SCHOOLS	450.00
10	00076751	C	09/20/2023	120314	LINCOLN JOURNAL STAR	14.10
10	00076752	C	09/20/2023	40545	LISA DURANSKI	433.61
10	00076753	C	09/20/2023	14796	LITTLE ANGEL PLAYSCHOOL	400.00
10	00076754	C	09/20/2023	120550	LOUP POWER DISTRICT	3,635.54
10	00076755	C	09/20/2023	220090	LYNN VOLLBRACHT	400.00
10	00076756	C	09/20/2023	5410	MARK BRADY	199.51
10	00076757	C	09/20/2023	5410	MARK BRADY	51.75
10	00076758	C	09/20/2023	5770	MELISSA BRAUN	194.37
10	00076759	C	09/20/2023	130378	MENARDS	187.62
10	00076760	C	09/20/2023	14834	MICHELLE LEE WARREN	685.71
10	00076761	C	09/20/2023	10499	MICHELLE RUPIPER	1,260.00
10	00076762	C	09/20/2023	130547	MNJ TECHNOLOGIES	169.75
10	00076763	C	09/20/2023	9199	NACIA	500.00
10	00076764	C	09/20/2023	140066	NE ASSOC OF SCHOOL BOARDS	930.00
10	00076765	C	09/20/2023	140063	NASB ALICAP	92,464.98
10	00076765	CV	09/12/2023	140063	NASB ALICAP	-92,464.98
10	00076766	C	09/20/2023	140351	NCSA	250.00
10	00076767	C	09/20/2023	140460	NEBRASKA DEPT OF EDUCATION	45.00
10	00076768	C	09/20/2023	140570	NEBRASKA TECHNOLOGY & TELECOM.	140.98
10	00076769	C	09/20/2023	14788	NIXEL ORTIZ	38.78
10	00076770	C	09/20/2023	140705	NORTHEAST COMMUNITY COLLEGE	110.00
10	00076771	C	09/20/2023	150290	O'NEILL PUBLIC SCHOOLS	3,853.40
10	00076772	C	09/20/2023	14826	OLGA BERNAL de SONA	685.71
10	00076773	C	09/20/2023	12122	One Source The Background Check Company	44.00
10	00076774	C	09/20/2023	150330	OSCEOLA PUBLIC SCHOOLS	600.00
10	00076775	C	09/20/2023	418	OTIS PIERCE	465.96
10	00076776	C	09/20/2023	160095	PERRY,GUTHERY, HAASE& GESSFORD P.C.,L.L.	1,123.20
10	00076777	C	09/20/2023	160450	PIZZA RANCH	196.46
10	00076778	C	09/20/2023	10197	POWERSCHOOL	11,348.64
10	00076779	C	09/20/2023	160672	PRESTO-X	230.66
10	00076780	C	09/20/2023	170029	QUALITY SOUND	49.00
10	00076781	C	09/20/2023	21001	RACHEL BURGESS	70.04
10	00076782	C	09/20/2023	14303	RACHEL JENKINSON	213.57
10	00076783	C	09/20/2023	14052	SAMANTHA TOMERLIN	106.20
10	00076784	C	09/20/2023	10421	SEI SECURITY	306.00
10	00076785	C	09/20/2023	8524	SHAYNA CEPPEL	415.27
10	00076786	C	09/20/2023	190396	SHERWIN WILLIAMS	186.38
10	00076787	C	09/20/2023	190557	SOUTHWEST BINDING & LAMINATING	2,968.20
10	00076788	C	09/20/2023	190007	ST EDWARD PUBLIC SCHOOL	3,926.96
10	00076789	C	09/20/2023	190850	STATE OF NEBRASKA - DEPARTMENT OF ADMIN	5,352.60
10	00076790	C	09/20/2023	12742	STORMWIND, LLC	1,000.00
10	00076791	C	09/20/2023	191085	SUPER SAVER	1,172.01
10	00076792	C	09/20/2023	140691	THE HOME DEPOT PRO	513.36
10	00076793	C	09/20/2023	8710	TIME MANAGEMENT SYSTEMS	2,520.00
10	00076794	C	09/20/2023	190152	TINA SCHUMACHER	82.50
10	00076795	C	09/20/2023	2674	TIRE OUTLET INC	15.00
10	00076796	C	09/20/2023	200493	TWIN RIVER PUBLIC SCHOOL	2,736.43
10	00076797	C	09/20/2023	200606	U & I SANITATION	112.25
10	00076798	C	09/20/2023	14389	UNANIMOUS	3,100.00
10	00076799	C	09/20/2023	8826	UNL EXTENSION HOLT COUNTY	400.00
10	00076800	C	09/20/2023	210143	UNIVERSITY OF NEBRASKA - LINCOLN	600.00
10	00076801	C	09/20/2023	10320	VERIZON WIRELESS	1,163.02
10	00076802	C	09/20/2023	230049	CAPITAL ONE-WALMART (SPED)	45.74
10	00076803	C	09/20/2023	230048	WALMART CAPITAL ONE - BUS	28.50
10	00076804	C	09/20/2023	13420	WOODRIVER ENERGY LLC	201.20
10	00076805	A	09/20/2023	10510	ABBY PFISTER	754.13
10	00076806	A	09/20/2023	12629	ABIGAIL FOCHT	441.47
10	00076807	A	09/20/2023	13897	ADILENE PEREZ	1,249.09
10	00076808	A	09/20/2023	14494	ALEXUS HITZ	522.69

Check Register Summary

Batch Year: 24 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
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10	00076811	A	09/20/2023	120155	AMY J SLAMA	78.60
10	00076812	A	09/20/2023	14710	AMY RICHARDS	564.61
10	00076813	A	09/20/2023	10030	ANA KAREN GARCIA MEDINA	653.04
10	00076814	A	09/20/2023	1082	ANGEL MAYBERRY	320.95
10	00076815	A	09/20/2023	40709	ANN DUBAS	275.10
10	00076816	A	09/20/2023	13315	BROOKE HEMMER	33.75
10	00076817	A	09/20/2023	14621	CALVIN FREY	851.83
10	00076818	A	09/20/2023	13528	CARA NEESEN	104.80
10	00076819	A	09/20/2023	5967	CASSANDRA RUTH	778.14
10	00076820	A	09/20/2023	9512	CASSIE KRINGS	810.89
10	00076821	A	09/20/2023	13510	CHRISTINA HANCOCK	322.00
10	00076822	A	09/20/2023	14648	CRYSTAL VAN WINKLE	903.90
10	00076823	A	09/20/2023	180474	DARLENE RODRIGUEZ	1,437.07
10	00076824	A	09/20/2023	10529	DAVID VANDERHEIDEN	965.47
10	00076825	A	09/20/2023	14001	DEVON GRONENTHAL	1,296.00
10	00076826	A	09/20/2023	14060	DYLAN SOUTHARD	424.44
10	00076827	A	09/20/2023	14613	ELYSE BELINA	832.51
10	00076828	A	09/20/2023	7560	ESI TECH SYSTEMS INC.	181.63
10	00076829	A	09/20/2023	7099	HALEY KUNZE	529.24
10	00076830	A	09/20/2023	20135	ISAURA BARRETO	1,568.73
10	00076831	A	09/20/2023	4294	JACK YOUNG	346.40
10	00076832	A	09/20/2023	8559	JACLYN TERNUS	360.91
10	00076833	A	09/20/2023	14745	JAEDYN MORRIS	828.58
10	00076834	A	09/20/2023	11223	JILL WIELGUS	366.80
10	00076835	A	09/20/2023	8540	JOLYNN KAHLANDT	679.89
10	00076836	A	09/20/2023	11932	JOSH ARIAS	863.95
10	00076837	A	09/20/2023	6459	KAISE RECEK	13.10
10	00076838	A	09/20/2023	14478	KASSANDRA CORNWELL	839.06
10	00076839	A	09/20/2023	160636	LARIANNE POLK	46.31
10	00076840	A	09/20/2023	13480	LETISHIA KLEINSCHMIT	941.89
10	00076841	A	09/20/2023	190434	LORI SIMANEK	500.00
10	00076842	A	09/20/2023	13986	LYNNE WEBSTER	1,166.56
10	00076843	A	09/20/2023	2267	MARCIA OSTMEYER	30.52
10	00076844	A	09/20/2023	11797	MARIA RODRIGUEZ	1,297.56
10	00076845	A	09/20/2023	14699	MARIAH HUNKE	986.43
10	00076846	A	09/20/2023	11479	MEGAN WELCH	958.92
10	00076847	A	09/20/2023	4650	MELINDA VELECELA	243.01
10	00076848	A	09/20/2023	14656	MERIDITH RIHA	132.31
10	00076849	A	09/20/2023	12246	MERRIDIE KAUP	700.46
10	00076850	A	09/20/2023	12254	MOLLIE MORROW	379.91
10	00076851	A	09/20/2023	8788	NATHALIE VARGAS	547.58
10	00076852	A	09/20/2023	13498	RACHEL BECK	404.79
10	00076853	A	09/20/2023	10375	RONELLE JACKSON	255.45
10	00076854	A	09/20/2023	30268	SANDY CERNY	398.24
10	00076855	A	09/20/2023	130708	SHARON M BROWN	755.22
10	00076856	A	09/20/2023	10740	SHELLI EICKMEIER	577.71
10	00076857	A	09/20/2023	12165	STEPHANIE FOREMAN	351.82
10	00076858	A	09/20/2023	11436	TAMRA CLAY	174.38
10	00076859	A	09/20/2023	13536	TERI OPFER	780.76
10	00076860	A	09/20/2023	70018	VANESSA GASCON-GUARCAS	36.03
10	00076861	A	09/20/2023	230361	WENDY WOLFE	573.78
10	00076862	A	09/20/2023	10545	YARIBEY RODRIGUEZ	758.49
10	00076863	C	09/20/2023	140063	NASB ALICAP	70,163.00
10	00076864	C	09/20/2023	8893	NEBRASKA DEPARTMENT OF REVENUE	209.69
Total Bank: 10						\$1,149,479.38

Check Register Summary

Batch Year: 24 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
Total Computer Checks:						\$1,150,958.02
Total Manual Checks:						\$0.00
Total ACH Checks:						\$90,986.34
Total Other Checks:						\$0.00
Total Electronic Checks:						\$0.00
Total Computer Voids:						-\$92,464.98
Total Manual Voids:						\$0.00
Total ACH Voids:						\$0.00
Total Other Voids:						\$0.00
Total Electronic Voids:						\$0.00
Grand Total:						\$1,149,479.38
Number of Checks:						180

Batch Year	Batch	Amount
24	000002	752,693.38
24	000012	85,929.03
24	000013	150,311.16
24	000014	35,567.07
24	000019	54,606.05
24	000040	3,557.22
24	000041	55,352.25
24	000042	11,463.22

Article I, Section 5, E Negotiations

Negotiations shall be conducted in accordance with the applicable negotiated agreement and state and federal statutes.

1. Associations seeking official Educational Service Unit 7 recognition for the purpose of negotiations shall submit such request in writing to the Educational Service Unit 7 Board.
2. The Educational Service Unit 7 Board agrees to enter into the negotiation process with each recognized employee group in a good faith effort to reach an agreement concerning employees' salaries, terms and conditions of employment.
3. The Educational Service Unit 7 Board delegates the authority to its representatives to make and consider proposals and concessions in the course of negotiating, subject to ratification by the Educational Service Unit 7 Board.
4. Negotiations will be conducted in closed sessions.

Legal Reference:	§
Date(s) of Review:	May 18, 2020 September 15, 2022 September 18, 2023

Article III, Section 5, F Services

Contractual services which by their nature are not adapted to award by competitive bidding, such as contracts for the services of individuals possessing a high degree of professional skill, where the ability or fitness of the individual plays an important part, are not subject to the competitive bidding process.

Every contract for services to be provided to the ESU shall require that the contractor use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska. Such requirements shall be deemed to be included and a part of the terms of every contract for services with ESU 7, including but not limited to oral contracts.

Contractual services which are determined to be suitable for competitive bidding, quotations, or proposals, will be awarded using the same procedures and criteria as established for the purchase of equipment, materials and supplies.

Legal Reference:	Neb. Rev. Stat. § 4-114
Date of Adoption:	November 19, 2018
Date(s) of Review:	September 18, 2023

Article III, Section 5, G Lease - Purchase

The Administrator may enter into lease-purchase agreements on behalf of the ESU when the total commitment is below \$40,000. Lease-purchase agreements in excess of such amounts require Board approval.

Legal Reference:	
Date of Adoption:	November 19, 2018
Date(s) of Review:	September 18, 2023

Article III, Section 5, H Rebates to Employees or Board Members

No employee or Board member shall receive a rebate, commission, expense-paid trip, hotel reward points, frequent flyer miles or anything of value from individuals or companies from which the ESU makes purchases without administrative approval. In cases that directly involve the Administrator, the Board shall be notified for approval.

Legal Reference:	
Date of Adoption:	December 17, 2018
Date(s) of Review:	September 18, 2023

Article III, Section 5, I Credit Card Purchasing Program

1. The Board authorizes the Administrator or designee to contract with one or more financial institutions, card-issuing banks, credit card companies, charge card companies, debit card companies, or third-party merchant banks capable of operating a purchasing card program on behalf of the ESU.
2. The Board of Education delegates to the Administrator or designee: (a) the determination of the type of purchasing card or cards to be utilized in the ESU's purchasing card program; and (b) the determination of which employees shall be approved or disapproved to be assigned a purchasing card in the ESU's purchasing card program. The Administrator shall submit the approved names to the Board, from time to time.
3. The ESU's purchasing card program may only be utilized for the purchase of goods and services for and on behalf of the ESU. No officer or employee of the ESU shall use a purchasing card for any unauthorized use.
4. An itemized receipt for purposes of tracking expenditures shall accompany all purchasing card purchases. In the event that a receipt does not accompany an authorized cardholder's purchase, the Administrator or designee may ask for reimbursement from the cardholder and may suspend said cardholder's purchasing card privileges.
5. Upon the termination or suspension of employment of an individual using a purchasing card, the Administrator or designee shall immediately close such individual's purchasing card account and said employee shall immediately return the purchasing card.

Legal Reference:	Neb. Rev. Stat. § 13-610
Date of Adoption:	November 19, 2018
Date(s) of Review:	September 13, 2021 September 18, 2023

Article III, Section 5, J Payment of Bills Prior to Board Authorization

Claims are subject to review by the Educational Service Unit 7 Board prior to the expenditure of funds. This review is not practical or desirable for certain categories of expenditures, including the following, but not limited to:

1. Rent, utilities, building services and equipment leases, which are recurring in nature and subject to contract;
2. Credit cards, including vendor credit cards where finance charges are avoided with prompt payment;
3. Expenses written from the Administrator Inservice account such as memorials, postage, etc.;
4. Employee benefits, payroll taxes and expense reimbursements;
5. Conference registrations;
6. Grant closeouts;
7. Payments under annual contracts approved by the Board and for which funds are budgeted by the Board on an annual basis where payments to vendors with respect to such contracts cannot be preapproved by the Board because of an immediate need for services;
8. Reissued checks to correct errors on checks previously written.

The Administrator, or designee, is authorized to approve such expenditures prior to Board review. All such expenditures shall be reported to the Board for review and approval at the next regularly scheduled board meeting.

Legal Reference:	§
Date of Adoption:	May 18, 2020
Date(s) of Review:	September 18, 2023

Article III, Section 5, K Procurement Plan – School Food Authorities

Duties of Food Service Supervisor:

1. Plan the goods or services needed for the ESU food service program for the academic year based on planned menus through needs assessment, forecasting and budgeting.
2. Develop written specifications for food/supplies needed. Include details such as descriptions and product requirements (e.g. packaging, weight, pack size, etc.) for needed goods or services.
3. Compare product specifications among all vendors/contractors. Information for prices obtained from grocery stores, farmer's markets, etc.
4. Make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service, and price.
5. Place and confirm orders with vendors or make plans to purchase the required items.
6. To make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service and price.
7. To work with vendors on a fair and equal basis.
8. To conduct an in-house procurement review once per year.

The Food Service Supervisor is designated by the Administrator.

Legal Reference:	§2 CFR 200, 7 CFR parts 210, 3016 and 3019
Date of Approval:	March 20, 2023
Date(s) of Review:	September 18, 2023

Section 6 - Conflicts of Interest

Article III, Section 6, A Use of Public Resources by Board Members and Employees Restrictions on Use

No Board Member or employee of ESU 7 shall use or authorize the use of his or her public office or any confidential information received through the holding of public office to obtain financial gain, other than compensation provided by law, for himself or herself, a member of his or her immediate family, or a business with which the individual is associated.

No Board member or employee shall use or authorize the use of ESU personnel, resources, property, or funds under his or her official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items, other than compensation provided by law, for personal financial gain.

No Board member or employee shall use or authorize the use of ESU resources for the purpose of campaigning for or against the nomination or election of a political candidate or the qualification, passage, or defeat of a ballot question. For purposes of this restriction, "ESU resources" means personnel, property, resources, or funds under the official care and control of the Board member or employee.

Authorized Uses

The uses described below are **not** authorized by employees, and violate this policy, where an employee's use: (1) interferes with the conduct of ESU business; (2) interferes with the performance of the employee's duties and responsibilities; (3) is contrary to another Board policy or a rule or directive set forth in an employee handbook or other employee communication device; (4) is contrary to a supervisor's directive; or (5) the use is for the employee's personal financial gain or potential for personal financial gain.

Incidental or De Minimis Use: Use of ESU resources by a Board member or employee which is incidental or de minimis does not constitute a violation of this policy.

Personal Use as Part of Compensation: Use of ESU resources for personal purposes is authorized by this policy if:

1. the use of the resource for personal purposes is part of the employee's compensation provided in an employment contract or is consistent with this policy; and
2. the personal use of the resource as compensation is reported in accordance with the Internal Revenue Code of 1986, as amended, and taxes, if any, are paid by the affected employee.

Employees who engage in such personal use shall, upon request of the Board or the administration, provide evidence to establish that the compensation has been reported and taxes paid as required by the Tax Code.

ESU Vehicles: Use of an ESU vehicle by a Board member or employee to travel to a designated location or the home of the Board member or employee is permissible when the primary purpose of the travel serves a Unit purpose. Such use is authorized by this policy.

Communication Devices: A Board member or employee may use a telecommunication system, a cellular telephone, an electronic handheld device, or a computer under the control of the ESU for email, text messaging, a local call, or a long-distance call, to a child at home, a teacher, a doctor, a day care center, a baby-sitter, a family member, or any other person to inform any such person of an unexpected schedule change or for other essential personal business. Any such communication shall be kept to a minimum and shall not interfere with the conduct of ESU business or the performance of an employee's duties.

A Board member or employee shall be responsible for payment or reimbursement of charges (e.g. long distance charges), if any, that directly results from any such communication. The Board member or employee shall promptly report any such communication that results in an expense to ESU 7 to the Administrator or the Administrator's designee. The Administrator or the Administrator's designee shall establish procedures for reimbursement of charges incurred as a result of such communications.

Use of the District's Internet system for such communications shall not be permitted to the extent such use violates the terms of the E-Rate program, which restricts the use of the Internet system to "educational purposes."

Election Issues: A Board member or the Administrator, in the normal course of his or her duties, may use ESU resources to research and prepare materials to assist the Board in determining the effect of a ballot question on the ESU.

Mass mailings, mass duplication, or other mass communications at ESU expense for the purpose of qualifying, supporting, or opposing a ballot question is not permitted. Mass communications do not include placing public records demonstrating the consequences of the passage or defeat of a ballot question affecting the ESU on its existing websites.

A Board member or employee may campaign for or against the qualification, passage, or defeat of a ballot question or the nomination or election of a candidate when no ESU resources are used. An employee shall not engage in campaign activity for or against the qualification, passage, or defeat of a ballot question or the nomination or election of a candidate while on duty time.

A Board member or authorized employee may make ESU facilities available for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions of use.

The ESU Board may discuss and vote upon a resolution supporting or opposing a ballot question.

A Board member may respond to specific inquiries by the press or the public as to his or her opinion regarding a ballot question or provide information in response to a request for information.

A Board member or employee may identify himself or herself by his or her official title when communicating about a ballot question. Employees who do so shall clearly communicate that their communication is their personal opinion and does not reflect the position or views of the Board or the ESU unless express authorization is given by the Board or the Administrator.

Legal Reference:	Neb. Rev. Stat. §§49-14,101.01 and 49-14,101.02
Date of Adoption:	November 19, 2018
Date(s) of Review:	September 18, 2023

**RESOLUTION SETTING THE FINAL LEVY OF
EDUCATIONAL SERVICE UNIT 7**

WHEREAS, public notice was given at least five days in advance of a special public hearing called for the purpose of determining final levy of Educational Service Unit 7 (ESU 7) for the 2023-2024 fiscal year; and whereas such special public hearing was held before the Board at the time, date and place announced in the notice published in a newspaper of general circulation, a copy of which notice and proof of publication of which is attached hereto as Exhibit A, all as required by law;

and WHEREAS, the Board provided an opportunity to receive comment, information and evidence from persons in attendance at such special hearing;

and WHEREAS, the Board, after having reviewed the preliminary tax rate certified by the County Clerk in each county in which taxable property is situated and which is subject to taxes levied by ESU 7;

and WHEREAS, the Board of Education of Educational Service Unit 7, after public consideration of the matter has determined that a final tax levy in an amount different from the preliminary property tax rate certified by each such County Clerk as is herein above referred to, is necessary in order to carry out the functions of ESU 7 as determined by its Board for the 2023-2024 school year;

Now be it therefore resolved that the Board of ESU 7 has a tax request of \$2,975,174.95 for the 2023-2024 fiscal year and the final levy of the Board of ESU 7 should be, and hereby is set at .015 for the 2023-2024 fiscal year.

It is so moved by _____ and seconded by _____ this 18 day of September, 2023.

Roll call vote as follows:

<u>Jack Young</u>	YES	NO	ABSENT
<u>Richard Luebbe</u>	YES	NO	ABSENT
<u>Marni Danhauer</u>	YES	NO	ABSENT
<u>Joyce Baumert</u>	YES	NO	ABSENT
<u>Jennifer Miller</u>	YES	NO	ABSENT
<u>Dan Hoesly</u>	YES	NO	ABSENT
<u>Richard Stephens</u>	YES	NO	ABSENT
<u>Doug Pauley</u>	YES	NO	ABSENT
<u>Gary Wieseler</u>	YES	NO	ABSENT
<u>Don Ellison</u>	YES	NO	ABSENT
<u>Dawn Lindsley</u>	YES	NO	ABSENT
<u>Bob Arp</u>	YES	NO	ABSENT

The undersigned herewith certifies as Secretary of the Board of ESU 7 that the above resolution was duly adopted by a majority of said Board at a duly constituted public meeting of said Board.

Secretary of the Board

Expenditures-Revenue Budget 2023-2024

Code	Program Function	2022-2023 2-Budgeted Expenditure	2023-2024 2-Budgeted Expenditure	1-Contract (Districts)	1-Current Year Property Taxes, General fund	Dollars pulled from Cash Reserve/On Hand	1-State Funds	1- Federal Funds	1-Flow Through	1-Actual Balance Carry Over	1-Sped C/O, 2327	Balance
1200	Administrative Outreach	155,000.00	181,944.14				181,944.14					0.00
1200.3000	Para Professional	105,000.00	106,958.00	106,958.00								0.00
1200.3400	Cen7ter	616,000.00	619,027.49	619,027.49								0.00
1200.4400	Learning Acadamy	792,000.00	826,431.00	826,431.00								0.00
1200.5500	Transition	92,000.00	96,700.00	96,700.00								0.00
1200.3700	Resource Coach	136,000.00	139,400.00	139,400.00								0.00
1200.3800	Behavior Analyst	43,000.00	59,600.00	59,600.00								0.00
1200.4000	Mandt	26,682.00	26,682.00	26,682.00								0.00
1200.46	Braille	52,000.00	36,800.54	36,800.54								0.00
1296	Early Childhood	746,000.00	1,122,448.49	1,122,448.49								0.00
2141	Psychology	600,000.00	743,866.25	743,866.25								0.00
2141.4200	LMHP	371,600.00	520,479.00	520,479.00								0.00
2151	Speech	1,222,500.00	928,924.98	928,424.98					500.00			0.00
2151.3600	Deaf Education	89,000.00	118,332.75	118,332.75								0.00
2181	Vision	158,000.00	168,970.00	168,970.00								0.00
2181.4100	O&M	100,000.00	112,471.00	112,471.00								0.00
2290.5000	Mental Health (NDE)	90,090.37	202,304.64				202,304.64					0.00
2213	Professional Development	1,128,371.51	1,088,533.07		975,703.16				112,829.91			0.00
2290	Regular Instruction - Media	132,833.03	151,980.16		51,123.40				100,856.76			0.00
2310	Board	51,011.67	46,445.25		46,445.25				0.00			0.00
2320	Administration	540,567.98	610,145.12		476,299.78	45,312.79			88,532.55			0.00
2330	Legal Services	6,600.00	6,950.00		6,950.00				0.00			0.00
2510	Business	215,729.10	249,594.76		181,409.52	19,278.00			48,907.24			0.00
2570	HR	44,449.96	50,063.30		46,563.30	500.00			3,000.00			0.00
2530	Printing/Art Media	521,222.37	483,974.70		188,524.70	68,000.00			227,450.00			0.00
2580	Technology	1,646,717.88	1,735,802.75		723,775.61	\$283,750.00			\$728,277.14			0.00
2580-0004	LanMan	497,226.95	542,381.53	542,381.53								0.00
2580-0005	NNNC	55,870.80	\$43,248.40		43,248.40							0.00
2580-0006/0007	Technology Consortium	75,356.97	84,546.67		9,695.44				74,851.23			0.00
2610	Operation of Buildings	403,167.00	97,881.00		97,881.00	0.00			0.00			0.00
2620	Maintenance of Buildings	38,818.94	84,147.99		84,147.99							0.00
2630	Grounds	12,300.00	8,200.00		8,200.00							0.00
2650	Vehicle Replacement	133,607.88	112,584.39		12,730.00	80,000.00			19,854.39			0.00
2660	Security	5,430.00	6,130.00		6,130.00				0.00			0.00
2670	Safety	6,104.39	21,347.39		9,347.39	12,000.00			0.00			0.00
4700	Building Improvement	433,000.00	1,094,000.00		7,000.00	\$1,087,000.00			0.00			0.00
3540	EDN (Early Development Network)	400,000.00	0.00				0.00					0.00
3599	Other State	10,000.00	10,000.00				10,000.00					0.00
4399	Other Federal	350,000.00	350,000.00					350,000.00				0.00
6418.21	PEak	97,212.67	94,506.54					94,506.54				0.00
6417.21.418	Regional Transition	68,700.00	120,640.00					\$120,640.00				0.00
6415.20.421	Autism Grant C.O.	24,033.68	0.00					0.00				0.00
6415.21.421	Autism Grant	240,399.00	240,399.00					234,399.00	6,000.00			0.00
6417.21.427	Job Expo	9,000.00	5,753.70					5,753.70				0.00
6415.21.430	Anticipated Grant	125,000.00	125,000.00					125,000.00				0.00
6417.21.432	Transition Summer Grant	49,000.00	49,999.00					49,999.00				0.00
6417.20.432	Regional Transition Carryover	0.00	13,460.90					13,460.90				0.00
6990	ELC ARPA Training Grant	0.00	31,840.82					31,840.82				0.00
6417.427	Transition Job Expo	6,900.00	0.00					0.00				0.00
6310	Title IIA Teacher Quality	242,152.45	211,322.83					211,322.83				0.00
6415.21.490	Early Learning Connections C.O	152,668.13	0.00					(6,000.00)	6,000.00			0.00
6415.22.490	Early Learning Connections	17,036.40	170,364.00					170,364.00				0.00
6416.20.416	Planning Region Grant C.O.	9,421.69	0.00					0.00				0.00

Cooperative Purchasing

In its 5th decade of operation, ESUCC Cooperative Purchasing represents 17 Educational Service Units statewide which in turn service Nebraska school districts with over 300,000 students. We are authorized to coordinate purchases for public school districts, nonpublic school systems, other ESUs, and other public agencies, including any county, city, village, school district, or agency of the state government, any drainage district, sanitary and improvement district, or other municipal corporation or political subdivision of the State of Nebraska.



Providing our members the opportunities to purchase quality products & services at the lowest price possible

Members saved over \$6.6M last year!

ESUCC Marketplace

Come Shop with Us!



The marketplace makes ordering, price comparisons, and supply requisitions from our partnered vendors simple.

NEBRASKA
esu
Coordinating Council

**Innovative People
Exceptional Service**



2022-23

Nebraska ESUCC Cooperative Purchasing Sales & Savings By Program

ESU # 07

<u>Program</u>	<u>Member Cost</u>	<u>Savings</u>
AEPA	\$270,421.76	\$44,472.41
Annual Buy	\$222,251.85	\$82,202.74
Annual Buy Punch Out	\$2,500.60	\$688.48
Custodial Buy	\$185,519.13	\$121,485.89
Food Buy	\$405,379.17	\$86,577.13
Paper Buy	\$158,646.65	\$17,627.41
Special Buy	\$221,356.55	\$110,911.25
<u>Grand Totals</u>	<u>\$1,466,075.71</u>	<u>\$463,965.30</u>

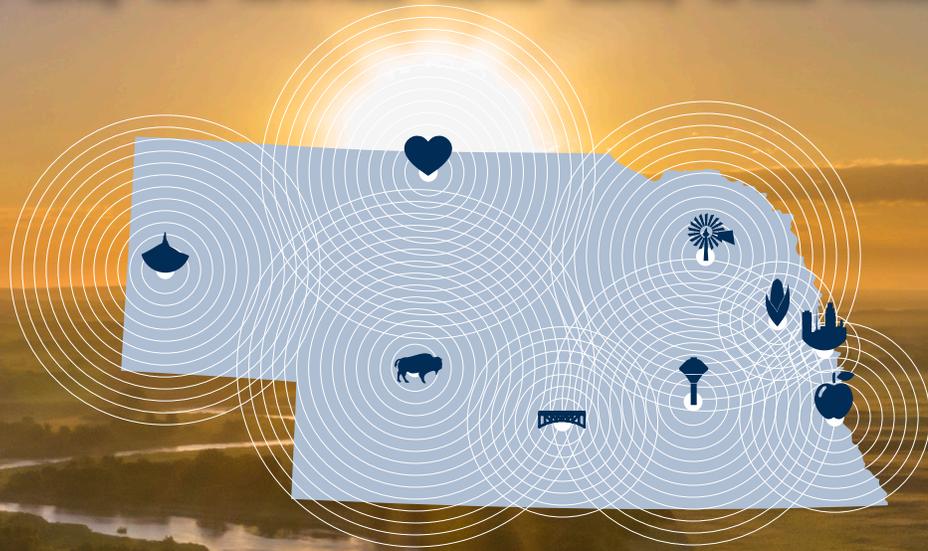


**Innovative People
Exceptional Service**

2023 AREA MEMBERSHIP MEETINGS

Training - Recognition - Networking - Engagement

Valentine - Gering - York - North Platte - Norfolk - Kearney - La Vista - Fremont - Nebraska City



VISION: ENGAGED



www.NASBonline.org

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[#weLIVEhere](https://twitter.com/weLIVEhere)

2023 REGISTRATION

REGISTER NOW FOR THE MEETING NEAREST YOU

Tuesday, August 22	Valentine	Register by August 16
Wednesday, August 23	Gering	Register by August 16
Thursday, August 24	York	Register by August 16
Tuesday, August 29	North Platte	Register by August 24
Wednesday, September 6	Norfolk	Register by August 31
Wednesday, September 13	Kearney	Register by September 7
Tuesday, September 19	La Vista	Register by September 14
Wednesday, September 20	Fremont	Register by September 14
Wednesday, September 27	Nebraska City	Register by September 21

TO REGISTER

Go to www.NASBonline.org, and log in using your email and password. If you do not have an email and password to log in or have forgotten it, please contact NASB at 800-422-4572 for assistance.

Registration fees for each meeting and dinner are as follows:

NASB Member Registration	\$89
Cancellation Fee	\$25

No refunds after the deadlines.

2023 AGENDA

4:30 PM - REGISTRATION, NETWORKING & EXHIBITORS

5:00 PM - OPENING SESSION

5:35 PM - BREAK & EXHIBITORS

5:50 PM - TRAINING SESSIONS #1

6:30 PM - BREAK & EXHIBITORS

6:40 PM - TRAINING SESSIONS #2

7:25 PM - NETWORKING DINNER & AWARDS/RECOGNITION

15 AWARDS OF ACHIEVEMENT POINTS WILL BE EARNED FOR ATTENDING



2023 VISION & TRAINING SESSIONS

5:00 PM - VISION: ENGAGED

A PREVIEW OF THE 2023 NASB DELEGATE ASSEMBLY, PROGRAM REVIEW, AND THE OPEN MEETINGS LAW

NEW!

*NAEP (NEBRASKA ADMINISTRATIVE EDUCATION PROFESSIONALS) MEMBERS WILL BE PROVIDED WITH TARGETED PEER DISCUSSION TIME, PORTAL REVIEW, AND NASB ASSISTANCE IN ADDITION TO ACCESS TO THE TRAINING SESSIONS.

5:50 PM - TRAINING SESSIONS 1



THIS YEAR, EVERYTHING BUT THE KITCHEN SINK ... Bringing all the policy news that fits on Option and Part Time Enrollments, Youth Organization Access, Superintendent Pay Limits, Public Comment, Limited Class Removals and Suspensions, Student Discipline Hearings, and "Dyslexia" Data. I may need AI for all this, too. - *Jim Luebke, Director of Policy Services*



EFFECTIVELY ENGAGING YOUR COMMUNITY ... A most challenging, yet vital role of the Board is to gather stakeholder/community direction on issues related to students, the learning environment, teacher retention, and academic success. To prepare board members to be the drivers of engagement, this session will cover public comment, and engagement of internal and external stakeholders to support the district's vision and goals. - *Kari Stephens & Caden Frank, Board Leadership Associates*



BOARD GOVERNANCE ESSENTIALS ... The Board's role and responsibilities stay the same, circumstances always change. Join us to discuss Board Member basics and questions & answers on a variety of topics. - *Marcia Herring, Director of Board Leadership & Shari Becker, Director of Education Leadership Search Service*

6:40 PM - TRAINING SESSIONS 2



CHRISTMAS CAME EARLY: A LOOK AT THE PRESENTS & COAL THE LEGISLATURE LEFT US THIS YEAR ... An unprecedented session led to the creation of large "Christmas Tree" bills which encompassed over 20 additional changes to the law, hung on as ornaments. From school discipline to teacher shortages, from Boy Scouts to Option Enrollment, come learn about the bills made up this tree and how they impact you. - *Colby Coash, Associate E.D./Director of Government Relations*



ALICAP'S SCHOOL SAFETY POOLING ... Who says insurance can't be fun?! In this session, Megan will cover (no pun intended) pooling basics, recent claims activity in Nebraska schools, and the importance of school safety in 2023. Insurance for the school is a necessity, but how can school leaders best position their district for success this year?! - *Megan Boldt, Associate E.D./Director of ALICAP/Insurance*



IT'S THAT TIME OF YEAR! ... It seems to always sneak up on us, that time of year for the annual superintendent evaluation. Or the board recently hired a new superintendent, is it time for a change? How can a new evaluation tool improve the experience, does the board encourage a superintendent self-assessment, do all board members participate, does the board's process include goals to support professional growth? Join us in this session to discuss the importance of superintendent evaluation and the value of a board self-assessment to support the effective leadership of the superintendent and board. - *Marcia Herring, Director of Board Leadership & Katie Corfield, Board Leadership Associate*





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

RETURN SERVICE REQUESTED

2023 AREA MEMBERSHIP MEETINGS

Training - Recognition - Networking - Engagement

Valentine - Gering - York - North Platte - Norfolk - Kearney - La Vista - Fremont - Nebraska City

VISION: ENGAGED





NCSA

Nebraska Council of School Administrators

- NCSA Executive Board
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Check out the latest edition of the *NCSA Today!*

Labor Relations

Wednesday, October 4, 2023 (All day) to Thursday, October 5, 2023 (All day)



NASA and NASB Labor Relations Conference



October 4-5, 2023

Embassy Suites - Lincoln, NE

This annual joint event brings together School Administrators and School Board Members to provide information on negotiations, legal updates, and best practices for labor relations. Look for additional details and registration to open in the fall.

Wednesday, October 4

12:30 Registration Opens



1:00-4:00 Preconference Workshop: The ABCs of Negotiations with Perry Law Firm



The single biggest part of a school district's budget is personnel costs. Salaries and benefits alone usually represent around 90% of a district's total expenses. Therefore, it is absolutely essential that a district understand the negotiation process and legal requirements in order to ensure that these expenses are a reasonable and good use of taxpayer dollars. In this session, we will walk through the negotiation process and offer practical suggestions, including specific items to consider heading into the 2024-2025 negotiations timeline.

Thursday, October 5

7:30 Registration, Continental Breakfast, and Exhibits Open

8:15 Welcome and Basically Incredible with Matt Booth

Our news feeds are full of "overnight successes," twenty-one-day fixes, diet pills, and sensational viral videos. We've feasted upon the false and fake for so long that we're empty on the inside. As much as Facebook ads and Instagram influencers want to convince us otherwise, it is the basics that lead to an incredible life! These basics, done consistently, will transform your life and career. Are you ready to live a basically incredible life?



9:30 Exhibit Break

9:45 Concurrent Session I

10:45 Exhibit Break

11:00 Concurrent Session II

12:00 Lunch

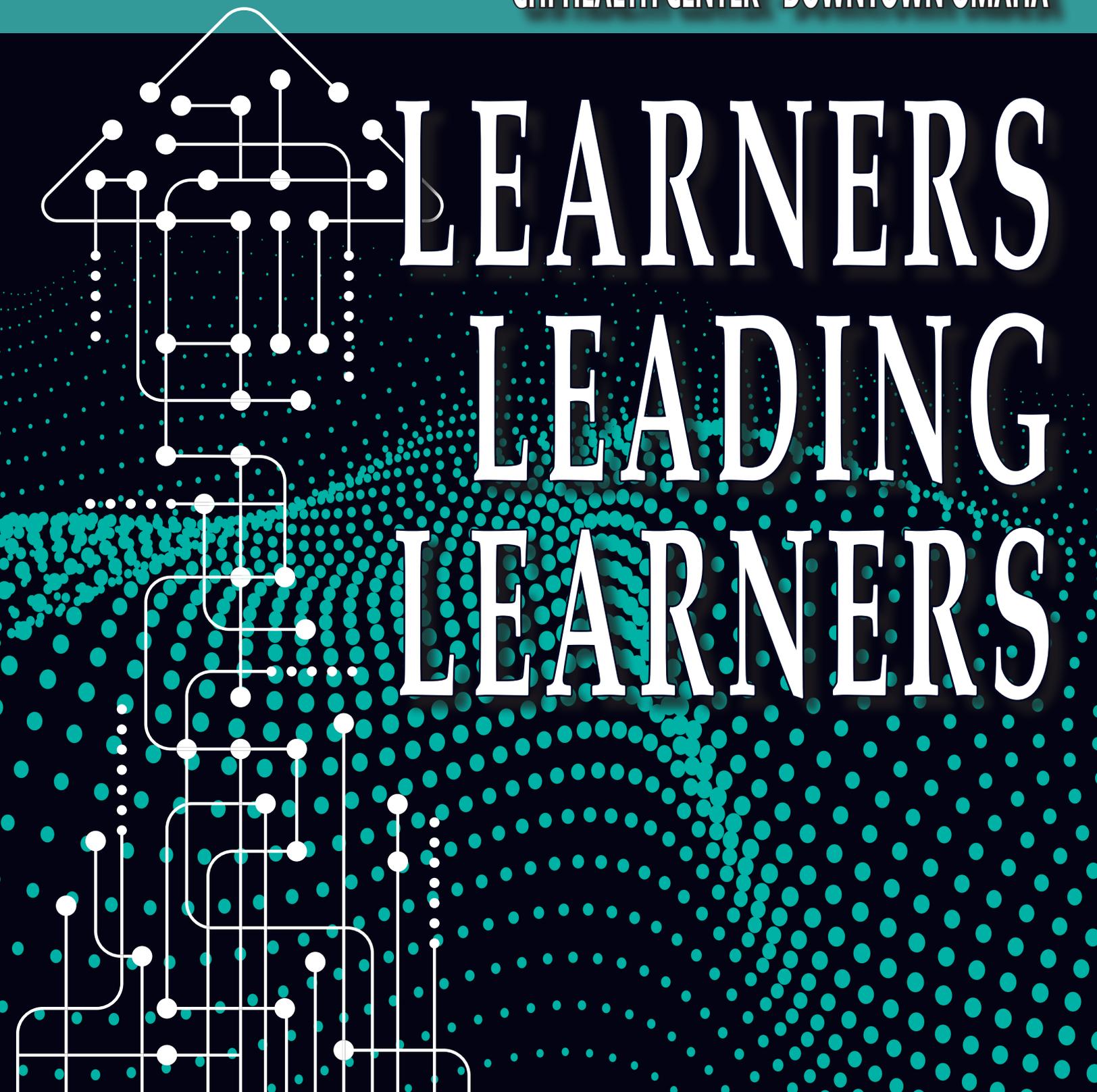
1:00 Concurrent Session III

2:00 Exhibit Break

2:15 Concurrent Session IV

3:15 Adjourn

2023 STATE EDUCATION CONFERENCE
NOVEMBER 15-17
CHI HEALTH CENTER - DOWNTOWN OMAHA



LEARNERS LEADING LEARNERS



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



REGISTRATION & RESERVATIONS

REGISTRATION FOR THE 2023 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 13, 2023

To register, go to www.NASBOnline.org

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



Registration fees for the conference are as follows:

REGISTER SEPTEMBER 13 THROUGH NOVEMBER 3	\$325	REGISTER NOVEMBER 4 THROUGH ON SITE	\$375
PRE-CONFERENCE REGISTRATION	\$100		
CANCELLATION FEE (PRIOR TO 11/4)	\$150	(No refunds after the registration deadline)	

HOTEL RESERVATIONS

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

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

Once your conference registration is complete, you will receive an email with your NASB Registration code and a Conference Hotel reservation link. The code will not be activated until 10:00 AM CT, Wednesday, September 27, 2023

SUBMIT YOUR CONFERENCE HOTEL ROOM REQUEST WEDNESDAY, SEPTEMBER 27, 2023.

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

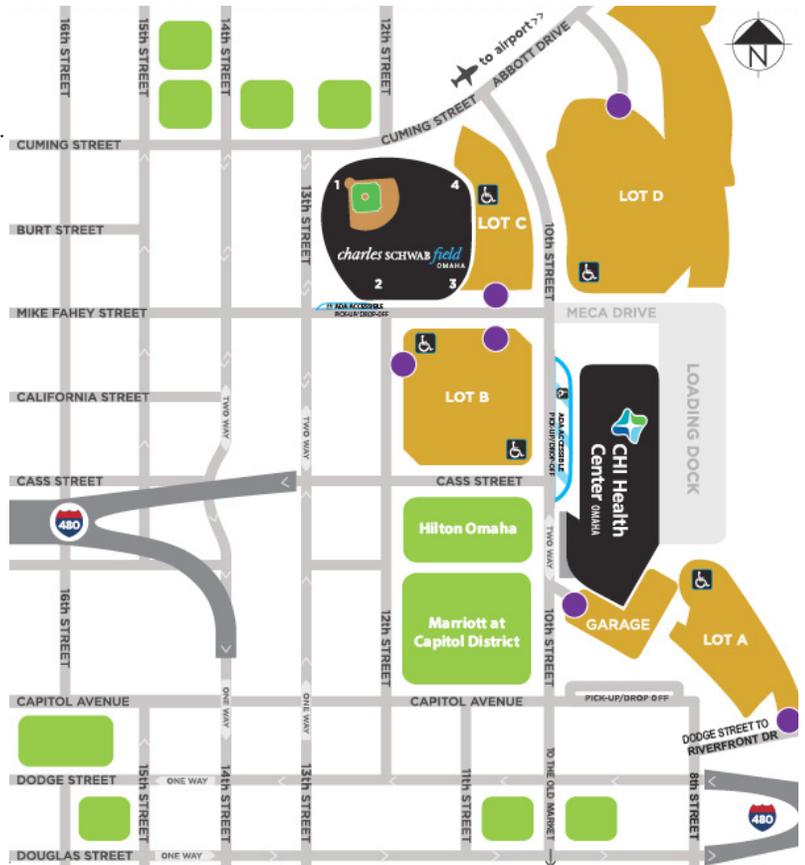
Hilton Omaha - 1001 Cass Street
\$151 per night

ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 15, OR UNTIL FULL

Omaha Marriott Downtown - 222 North 10th Street
\$169 per night

ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 24, OR UNTIL FULL

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



ADA ACCESSIBLE/PARKING
 GENERAL PARKING
 HOTELS
 LOT ENTRANCES

SCHEDULE AT A GLANCE / PRE-CONFERENCE SESSIONS

WEDNESDAY, NOVEMBER 15

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

Exhibitor Reception
4:00 to 5:30 PM

THURSDAY, NOVEMBER 16

Board Member/Mentor Collaboration
7:15 to 8:15 AM

Opening Keynote Speaker
8:15 to 9:30 AM

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

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

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

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

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

FRIDAY, NOVEMBER 17

Classroom Showcase
8:00 to 11:30 AM

NASB Delegate Assembly
8:00 to 9:30 AM

NASA Membership Meeting
8:00 to 9:30 AM

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

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

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

PRE-CONFERENCE SESSIONS WEDNESDAY, NOVEMBER 15 - 1:00 TO 4:00 PM

SPEAK OUT, REACH OUT!



Boards are facing a sense of urgency due to the ever increasing need to engage parents and community. Boards provide a platform for parents and patrons to speak out through public comment but how does a board reach out through appropriate measures to ensure parents and patrons feel heard? Beyond the board meeting how do boards reach out and maintain a continuous dialogue with parents and community? Join us for a robust session that will include current challenges related to public comment policy and procedures, purposeful parent-community engagement, and mock scenarios to provide practical strategies.

**PRESENTERS: Marcia Herring, Caden Frank & Kari Stephens - NASB
Dana Wiseman & James Jones - Sutton Public Schools
Mike Hart & Brandon Desh - District OR1 Public Schools
Justin Knight - Perry Law Firm**

EDUCATOR WORKFORCE STRATEGIES TO ATTRACT, DEVELOP, AND RETAIN A HIGH-QUALITY STAFF



National and state educator workforce data is important to solving issues that face Nebraska. You will hear Nebraska's story through data, be introduced to the national publication "5 Shifts to Address the National Educator Shortage", and share strategies that work to alleviate workforce challenges in our schools. Millard Public Schools representatives will share information about their homegrown programs that help them attract, develop, and retain teachers and administrators. A panel of administrators will share their journey toward implementing payment of student teachers including how they plan to fund the program in the future. Attendees will also learn about the NexGen Leadership Academy at UNK and how it provides a model for university and PK-12 school district partnerships to develop system-wide capacity and create a leadership and principal pipeline program.

**PRESENTERS: John Schwartz, Kevin Clark & Kim Saum-Mills - Millard Public Schools;
Dan Schnoes - ESU #3; Andy Rikli - Papillion LaVista Community Schools;
Jami Jo Thompson - Norfolk Public Schools; Jeff Rippe - Bellevue Public Schools;
Jason Brown - Bertrand Community School; Charles Wakefield - Omaha
Public Schools; Sara Skretta - UNL; Mike Teahon, Chelsea Feusner & Aprille
Phillips - UNK**

SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE THURSDAY LUNCHEON

NASB DELEGATE ASSEMBLY - FRIDAY, NOVEMBER 17 - 8:00 TO 9:30 AM

NASA MEMBERSHIP MEETING - FRIDAY, NOVEMBER 17 - 8:00 TO 9:30 AM

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

TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG



BETTER TOGETHER PRINCESS SARAH

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

Princess Sarah has an extraordinary journey that has been featured on CNN, GMA, and BBC, among numerous other media outlets. She shares the story of reuniting with her birth father in "A Princess Found: An American Family, an African Chiefdom, and the Daughter Who Connected Them All". "A Princess Found" is now being adapted into a major motion picture for Disney Studios. Princess Sarah is a real-life Princess of Sierra Leone. In addition, she is a humanitarian, author, and speaker on building a culture of belonging. She uses her personal story of being adopted and growing up in a bi-racial family to illustrate understanding cultural differences.



THE MASTERPIECE IN YOU RICHARD HIGHT

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

Internationally-known artist and keynote speaker Richard Hight hails from a military family with roots deep in the red dirt of Oklahoma. Overcoming challenges faced at a young age led to valuable lessons learned about focusing on strengths and recognizing possibilities, not limitations. His artistic gift allowed him to express his ideas, and his successes built his confidence. From this his mission emerged —Vision, Focus, Grit! Richard's impressionist approach to painting equips him to successfully communicate with his audience. When he performs for groups, he wants the audience to focus on the artistic process, not the finished canvas: he shows that trusting creative impulses can yield surprising and beautiful results. With his often humorous storytelling, he has entertained diverse audiences around the world. The vivid colors he selects, the broad flourishes that coalesce into a stunning image, and the passion Richard possesses: all of these harmonize into an imaginative encounter that inspires and compels those present. Richard is sure to ignite an artistic mindset in innovative leaders. Some events you attend - This one, you experience!



LEARNING FROM OUR NEW LEADERS GOVERNOR JIM PILLEN & COMMISSIONER BRIAN MAHER

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

We are happy to welcome our new 2023 Nebraska leadership! Governor Jim Pillen will reflect on his first year along with vision and priorities for K-12 education moving forward. You will also have an opportunity to hear Brian Maher, Commissioner of Education, share his thoughts on education in our state and bring you up to speed on things at the Nebraska Department of Education.



BREAKOUT SESSIONS & TRACKS



BOARDSMANSHIP



CAREER & COLLEGE READINESS



COMMUNITY ENGAGEMENT



CURRICULUM



ESU



FACILITIES



LEGAL & POLICY



LEGISLATIVE & ADVOCACY



MANAGEMENT/ADMINISTRATION



NEW BOARD MEMBER



SAFETY



STUDENTS/EARLY CHILDHOOD



TECHNOLOGY



WELLNESS

A

A - BREAKOUT SESSIONS THURSDAY, NOVEMBER 16 - 9:45 TO 10:45 AM



A1 A SESSION LIKE NO OTHER

Despite an unprecedented filibuster resulting in the creation of large omnibus packages, the legislature passed several bills impacting K-12 education. From student discipline in the classroom to budget considerations in the board room, learn about all the bills districts will navigate. With an eye to 2024, Colby and Mike will breakdown the issues that will dominate the upcoming session.

PRESENTERS: Colby Coash - NASB; Mike Dulaney - NCSA



A2 ACCREDITATION 101: UNDERSTANDING THE MANDATORY REQUIREMENTS AND FLEXIBILITIES OF RULE 10

Whether you are a veteran administrator or new to the role, a Rule 10 review from the Office of Accountability, Accreditation and Program Approval can increase your confidence when building schedules, hiring teachers, and completing the annual Assurance Statement. This session will cover both the non-negotiables and built-in flexibilities of Nebraska's Rule 10: Regulations and Procedures for the Accreditation of Schools. NDE staff will also provide time for questions on current trends and challenges when reporting for compliance.

PRESENTER: Brad Dirksen - NDE



A3 IS MY DISTRICT DOING SOMETHING WRONG WITH SPECIAL EDUCATION?

It starts off with an angry phone call from a parent and now your Superintendent received notice that the Nebraska Department of Education has placed your district under corrective action in response to a special education complaint. Is your District alone? NDE investigated 35 cases during the 2022-2023 school year. In this session, attorneys from the Perry Law Firm will discuss the state complaint process for special education, the implications of corrective action, and how to avoid corrective action by implementing appropriate policies and procedures. This presentation will cover discipline for students with disabilities, accommodations, service logs, behavior intervention plans, and more!

PRESENTERS: Haleigh Carlson & Greg Perry - Perry Law Firm



TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

THURSDAY BREAKOUT SESSIONS



A4 AT THE BOARD TABLE – BEFORE, DURING, AND AFTER THE MEETING



Learn how the board can maximize time to ensure the regular board meeting agenda, utilization of best practice protocols and procedures, and how a collaborative culture between board members communicates a positive message to staff, parents, and patrons. The importance of integrating these components determines the board's effectiveness and the quality of education the district is providing. Join us to learn how to purposefully prepare for a board meeting that reflects cohesive board-superintendent leadership.

PRESENTERS: Marcia Herring & Stacie Higgins - NASB



A5 HOT TOPICS IN SCHOOL LAW



The (questionably) dynamic duo is back again this year to tell you all about recent updates in school law, including important court cases, new laws and legislation, and the legal issues boards and administrators should know about! Bring your questions, concerns, and lawyer jokes.

PRESENTERS: Steve Williams & Bobby Truhe - KSB School Law



A6 EDUCATOR SHORTAGE: IT'S TIME FOR ACTION!



The educator workforce shortage crisis is affecting schools and students across Nebraska. In this interactive session we will use the Nebraska Educator Shortage Summit Action Plan and AASPA's "5 Shifts to Address the National Educator Shortage" to discuss innovative ideas and recommendations for change at the local and state levels. You will also develop an action plan framework to address educator workforce challenges specific to your district. Join us as we exchange ideas, discuss strategies and implementation processes to continue the work of making sure all Nebraska districts have high quality educational leaders, teachers, and staff.

PRESENTER: Sara Skretta - UNL



A7 PUBLIC COMMENT: LEGAL CONSIDERATIONS UNDER THE OPEN MEETINGS ACT



In this session, we will walk through public comment as prescribed by the Open Meetings Act. Then, we will discuss real-world examples and how boards should handle both simple and complicated scenarios under the Open Meetings Act including complaints about staff members, discussions about student discipline matters, and threats of litigation.

PRESENTER: Justin Knight - Perry Law Firm



A8 DEVELOPING AND DEMONSTRATING LEARNING WITH TECHNOLOGY



The Westside Community Schools has a long history of using technology in instruction. This session will highlight examples of learning-focused iPad use with and by students in our current K-12 1:1 environment.

PRESENTERS: Paul Lindgren & Matthew Lee - Westside Community Schools



A9 BOARD AND COMMUNITY CULTURE IN CHALLENGING TIMES



In this session a panel of board members from across Nebraska will discuss the importance of a positive culture on school boards and in communities in these polarized times. The panel will share what has worked, what has caused challenges to success and strategies that have been implemented to improve the culture in their school and community.

PRESENTERS: Keith Rohwer & Cinde Wendell - NCSA



A10 MASTERING CHALLENGES TO IMPROVE LEARNING FACILITIES

After an extremely close second-attempt bond election ("One Vote Wonder!"), it was time to really get creative with our building projects. In order to accommodate the build of our new High School, teachers transitioned to a modified, alternate block schedule and students spent the 2022-2023 school year learning in a variety of creative locations across our community. Once the HS project phase was complete, it was time to start on construction and renovations for the Elementary School. We will share what worked, what had to be modified, and how our strong project partnerships resulted in success. Attend this session to not only learn about our construction project, but also how we used this exciting time to continue building support from our communities!

PRESENTER: Jeremy Christiansen & Dustin Thompson - Laurel-Concord-Coleridge; Steve Thiele & Ashley Abramson - Hausmann Construction; Bob Soukup - CWP Architects; Cody Wickham - D.A. Davidson

THURSDAY BREAKOUT SESSIONS

B

B - BREAKOUT SESSIONS THURSDAY, NOVEMBER 16 - 11:15 AM TO 12:15 PM



B1 THE NSAA IN ACTION

The NSAA will discuss the legislative process and current initiatives that support and assist NSAA member schools in day-to-day operations.

PRESENTER: Jennifer Schwartz – NSAA



B2 ONE DISTRICT'S CUSTOMIZED TIERED APPROACH TO SUPPORTING STUDENT AND STAFF MENTAL WELLNESS



The Ord Public Schools has a unique custom developed approach to supporting student and staff mental wellness by offering tiered levels of support. This includes three Guidance Counselors for the K-12 district, a contracted Licensed Mental Health Practitioner in district part-time, and unlimited counseling and wellness sessions both online and in-person through a contracted prepaid partnership with Wholeness Healing. The unlimited counseling available to all students and staff has been highly impactful with helping to support both students and staff that find themselves in need of support. We would like to share with other districts how we were able to achieve this financially, and with scheduling. This system has been four years in the making, but knowing what we know now, other districts can learn from our template and follow some well-designed steps to make it happen in their districts.

PRESENTER: Heather Nebesniak - Ord Public Schools



B3 HOW MUCH CAN I REALLY KNOW? PERSONNEL MATTERS FOR SCHOOL BOARDS

This session will walk through the Nebraska Teacher Tenure Act and discuss the board's role in a personnel matter.

PRESENTER: Josh Schauer & Greg Perry - Perry Law Firm



B4 EFFECTIVE STAKEHOLDER ENGAGEMENT

A high-quality education does not stop after the last bell. The best education uses all of the contributions of a wide variety of stakeholders to support students. Yet, how do we communicate the many different efforts of education to our stakeholders? Moreover, how do we build commitment from our community for district initiatives? Join the Board Leadership Team as we explore the effective engagement of stakeholders and how to build meaningful relationships between the district and community.

PRESENTERS: Marcia Herring, Caden Frank & Kari Stephens - NASB



B5 KSB GOES TO HOLLYWOOD: PUBLIC COMMENT IN ACTION!

Public comment, our favorite topic! What, exactly, is permissible? What does a patron have to disclose before speaking? Is repetition permitted? What if they want to talk about students or staff members--we can stop that, right? This session will be interactive and display the horrible acting chops of the attorneys from KSB. We'll actually demonstrate and talk through how we recommend boards and administrators handle tricky situations dealing with public comment at board meetings (and a few bonus scenes board members deal with all the time).

PRESENTERS: Bobby Truhe, Karen Haase, Steve Williams, Coady Pruett, Jordan Johnson & Sara Hento - KSB School Law



B6 LEAD NEBRASKA: LEADERSHIP DEVELOPMENT TO ADDRESS ED PIPELINE SHORTAGES FOR ADMINISTRATOR CANDIDATES



ESU 6, in partnership with UNL Educational Administration and NCSA, have implemented an innovative program to address Ed leadership shortage challenges. The grant focuses on developing teacher leaders and fostering readiness for pursuing educational leadership through Ed Ad program pathways. Content was delivered through a series of seminars focusing on foundational skills of school leadership. Learn how ESU 6 and UNL are partnering to promote the next generation of Nebraska Ed Leaders!

PRESENTERS: Scott Sturgeon & Nick Pace - UNL; John Skretta - ESU 6

TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

THURSDAY BREAKOUT SESSIONS



B7 BOARD MEMBERS, SOCIAL MEDIA AND FREE SPEECH

Social media has become such a prevalent communication platform in today's society. Questions can and do arise with whether an elected public official's social media site is purely personal or has spilled over to the public domain. In this session, we will discuss some of these issues and how courts are addressing this. We will also discuss other communication media, including emails, text messages and the like.

PRESENTERS: Derek Aldridge & Josh Schauer - Perry Law Firm



B8 WOOD RIVER RURAL SCHOOLS RESPONDS TO HEALTH CARE WORKER DEMAND WITH CNA PROGRAM

To help meet demand for medical field workers, Wood River Rural Schools has established a Certified Nursing Assistant program. This was a collaboration with Central Community College, the Wood River community, and generous local donors. With this in-school opportunity, students are prepared for high demand, high pay, high skill careers in medical care. For those students who have a career interest in medicine, becoming a CNA gives them a valuable experience that opens many doors in their future. Join Shelby Allan, WRRSD School Nurse, plus past and current students as they discuss the ins and outs of this program.

PRESENTER: Shelby Allan & Terry Zessin - Wood River Rural Schools



B9 WHEN YOUR SCHOOL'S SAFETY IS UNDER ATTACK...WHAT I WISH I WOULD HAVE KNOWN PRIOR

We often say "it will never happen to us." We all have safety teams, crisis teams, and threat assessment teams...but things still happen. There is only so much the pieces of training and manuals can provide when a crisis strikes. This session will provide all the things I learned and wish I would have known prior to an incident that we all thought "would never happen to us."

PRESENTER: Stephanie Kaczor - Riverside Public Schools



B10 DIGITAL WISE PARENTING TO CREATE DIGITALLY FIT STUDENTS

What do adults need to be aware of when devices are a big part of children's lives? The core of many of the issues seen in schools originate from digital platforms, apps, and media. Exposure to digital nuances impact all of us on a behavioral, mental, and emotional level. Developing our digital wisdom will make us more mindful of the best practices to assist students with better digital: citizenship, literacy, privacy, and navigation within the virtual world to be safer and more secure in the real world. We will discuss: platform pressures, synthetic media, emotional exploitation, and digital fitness. Digital parent academies are needed to give them the tools to build a child's digital wisdom framework for safe platform participation.

PRESENTER: Jay Martin - NDE



LEARNERS LEADING LEARNERS

THURSDAY BREAKOUT SESSIONS

SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE THURSDAY LUNCHEON



Previous Winners Include:

2024 - ANDY RIKLI, PAPIILLION LA VISTA
2023 - MARK LENIHAN, WAYNE
2022 - TERRY HAACK, BENNINGTON
2021 - JIM SUTFIN, MILLARD
2020 - MARK ADLER, RALSTON
2019 - MIKE TEAHON, GOTHENBURG
2018 - JOHN SKRETTA, NORRIS
2017 - CAROLINE WINCHESTER, CHADRON
2016 - JAY BELLAR, BATTLE CREEK
2015 - BRIAN MAHER, KEARNEY
2014 - STEVE BAKER, ELKHORN
2013 - KEVIN RILEY, GRETNA

2012 - BILL MOWINKEL, GRAND ISLAND NW
2011 - MIKE CUNNING, HERSHEY
2010 - KEITH LUTZ, MILLARD
2009 - STEVE RECTOR, SOUTH SIOUX CITY
2008 - LARRY RAMAEKERS, AURORA
2007 - ROGER BREED, ELKHORN
2006 - RICHARD EISENHAUER, LEXINGTON
2005 - ROY BAKER, NORRIS
2004 - DAN ERNST, WAVERLY
2003 - RANDY NELSON, NORFOLK
2002 - PHILIP SCHOO, LINCOLN
2001 - KEITH ROHWER, NEBRASKA CITY

2000 - STEVE, JOEL, BEATRICE
1999 - KENNETH ANDERSON, HASTINGS
1998 - KEN BIRD, WESTSIDE
1997 - RICK BLACK, CONESTOGA
1996 - GARY HAMMACK, KEARNEY
1995 - MARTIN PETERSEN, ALLIANCE
1994 - VANDLE PHILLIPS, SOUTH SIOUX CITY
1993 - FRED BELLUM, COLUMBUS
1992 - GLENN LARSEN, ADAMS CENTRAL
1991 - NORBERT SCHUERMAN, OMAHA
1990 - DOUG CHRISTENSEN, NORTH PLATTE
1989 - DONALD STROH, MILLARD



C - BREAKOUT SESSIONS THURSDAY, NOVEMBER 16 - 2:15 TO 3:15 PM



C1 STUDENT VOICES

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



C2 ADDRESSING DIVERSE POPULATIONS IN RURAL DISTRICTS TO ENSURE QUALITY EDUCATION IN GRADES PK-12



Lexington Public Schools will share how it is addressing the needs of the whole child in a rural district with a diverse population and student needs. From programs that support EL/Migrant populations to students experiencing poverty and trauma, LPS representatives will share some of the programs and approaches they have implemented to ensure all students are prepared to learn and succeed.

PRESENTERS: John Hakonson, Angie Kovarik, Annette Fitzgerald - Lexington Public Schools



C3 ATHLETICS, ACTIVITIES, AND THE LAW

School athletics and activities present unique legal challenges. From name image and likeness (NIL) to transgender participation, these are hot button issues that impact all schools. In this session, we will discuss those matters along with important topics such as Title IX, booster club funds, and activities discipline. These are emerging areas of the law that are constantly impacted by court decisions and legislative activities, and it is important to stay ahead of the game (pun intended) on these topics.

PRESENTERS: Josh Schauer & Derek Aldridge - Perry Law Firm



C4 WALKING ALONGSIDE THE BOARD THROUGH SUPERINTENDENT EVALUATION AND BOARD SELF-ASSESSMENT

Evaluating the superintendent is one of the primary functions of the board. Eliminate the obstacles that distract the board from administering an efficient and effective evaluation process. Are you allowing the superintendent to complete a self-assessment and do all board members participate in the evaluation of the superintendent? Join us to discuss the importance of the evaluation tool, protocols, and procedures for administering a fair and professional evaluation, plus adoption of goals to support superintendent accountability for growth of the district and his/her professional leadership.

PRESENTERS: Marcia Herring & Katie Corfield - NASB

TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

THURSDAY BREAKOUT SESSIONS



C5 PERSONNEL MATTERS: FACT, FICTION, AND FUNCTION

Quality staff members make all the difference, and boards and administrators appropriately spend a lot of time, energy, and money ensuring students receive a top-notch education from excellent educators. It doesn't always work out that each educator is a fit for each school, and vice-versa. This presentation will make sure everyone understands their role and responsibilities during personnel cases, from the evaluation process through the school board hearing, focusing on key elements that prove difficult or frustrating every time. Whether you've been through it or not, there's always more to know!

PRESENTERS: Karen Haase, Steve Williams & Jordan Johnson - KSB School Law



C6 RETAINING & HIRING MUSIC TEACHERS IN SMALL SCHOOLS

Music education is an integral part of a student's physical, mental, and emotional health. There is a concern across the state that small schools (especially those in more rural areas) are not filling their music positions. NSBA (Nebraska State Bandmasters Association), along with some administrators from across the state are going to share the efforts that are being made to prevent their small schools from being a "stepping stone" job and instead make it a "forever" job where their music teacher(s) can build a program and have a desire to stay.

PRESENTERS: Emiley Bond - Nebraska State Bandmaster Association; Anna Sake - Palmer Public Schools



C7 WHAT HAPPENS IN CLOSED SESSION, STAYS IN CLOSED SESSION?

Closed session can be a very complicated area of the law. In this session, we will walk through the legal requirements and case studies involving entering into closed session, discussions during closed session, "leaks" from closed session, and other legal and practical issues that may arise during (or after) closed session. We will also discuss how to make the proper motion to enter into closed session, how to exit closed session, and how closed session entrance and exit should appear in minutes.

PRESENTER: Justin Knight - Perry Law Firm



C8 REFRAMING THE FOUR-DAY WEEK DEBATE: STUDENT ENRICHMENT AND SUPPORTING THE PROFESSION

The move to a four-day school week and implementation of Optional Enrichment Fridays has realized some positive outcomes for both students and teachers! Our district's innovative approach to providing enrichment opportunities for students, meeting the needs of families, and tackling dwindling enrollment is now in its fifth year. This session provides an overview of implementing a radical change through the lenses of current research, community consultation, student engagement, and district leadership. The lessons learned in the process and plans for the future will be presented.

PRESENTER: Evelyn Browne - Banner County School



C9 LIKE FREE, BUT STILL HIGH QUALITY?

The current reality in education is; tight budgets, staff shortages, unfunded mandates, and expensive materials. ESU 5 has looked at Open Education Resources (materials FREELY available online). We have vetted these units for quality and have put together a coherent K-12 science curriculum from these FREE units. Most of our units are already ranked "high quality." Interested in getting access to our FREE, vetted curriculum for your school? Come to this session and you will leave with FREE access to the units we have collected as well as our suggested scope and sequence for implementation.

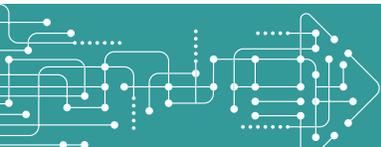
PRESENTER: Annette Weise - ESU 5



C10 ESU BOARD MEMBER UPDATE

Attend this session for a review of events from the past year and a preview of the programs of interest to ESUs across the state.

MODERATOR: Jim Luebbe - NASB



D

D - BREAKOUT SESSIONS THURSDAY, NOVEMBER 16 - 3:30 TO 4:30 PM



D1 WHO WILL BE YOUR DISTRICT'S NEXT SUPERINTENDENT?

Are you concerned about hiring a high-quality superintendent should your current superintendent resign? If so, then the Nebraska Association of Professors of School Leadership (NAPSL) would like to partner with you in developing solutions that will ensure future high-quality leaders for our Nebraska schools. During this session, NAPSL will facilitate conversations focused on Nebraska school leaders. The session will review Nebraska's history of superintendents along with examining how future Nebraska superintendents must be more diverse to keep up with demand. Board members and superintendents are encouraged to attend.

PRESENTERS: Michael Sieh - Wayne State College; Kevin Riley - UNO; Shavonna Holman - UNL



D2 EHA BENEFITS UPDATE

Overview of the health and dental plans available to EHA schools, member engagement programs, and an opportunity to address your benefit questions.

PRESENTERS: Brett Young - BCBS; Greg Long - EHA



D3 SCHOOL LAW JEOPARDY FOR BOARD PRESIDENTS

This session is targeted to current and aspiring school board presidents. From preparing agendas, managing public comment, and serving as the "chair" of the board, we will walk through a board president's legal "dos" and "donts."

PRESENTER: Justin Knight & Josh Schauer - Perry Law Firm



D4 DIGITIZING AND STREAMLINING YOUR BOARD MEETINGS AND STAFF NEGOTIATIONS

The days of using paper and manual calculations are slowly coming to an end. In this session, you will learn the features and benefits of the Sparq Meetings and Negotiations platforms; some of our tips and tricks for becoming more proficient and efficient; and what new changes have been added that make your life easier.

PRESENTERS: Nicole Kobus & Darion Miller - Sparq Data Solutions



D5 DUELING PIANOS, SCHOOL LAW STYLE

You've got the requests; they've got the keys. Jim and Karen will have some pre-planned topics to cover, and then they will open it up for requests! From personnel/student issues to the First Amendment, anything goes. Bring your questions and requests, and Karen and Jim will keep it 100 (or at least PG-13).

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



D6 WHY DO SCHOOL BOARDS NEED TO PAY ATTENTION TO BIRTH TO FIVE?

You can't care about children's reading proficiency, academic success, and high school graduation rates without caring about quality early childhood education. The foundation for all future learning is built during children's earliest years. Yet, Nebraska does not have enough programs. Get insights from a new survey that shows Nebraska voters want early education supported like K-12 and higher education. Hear from school leaders about how they are leveraging funding sources and partnerships to build a birth-through-third grade continuum. Also learn how We Care for Kids can help.

PRESENTER: Kara Ficke - We Care For Kids



D7 HELPING HANDS

The North Platte Public School district's Helping Hands program is designed to have one college-aged student come into the classroom to serve as a positive mentor/role model to students with behavior needs. The Helper will support the student in the classroom by helping to keep the student on task, assist the student with coping skills, follow and implement Behavior Improvement Plans, and help identify the good things the student does during their time with them. The college students have received training from local Licensed Mental Health Providers.

PRESENTERS: Todd Rhodes & Brandy Buscher - North Platte Public Schools

FRIDAY BREAKOUT SESSIONS



CLASSROOM SHOWCASE FRIDAY, NOVEMBER 17 - 8:00 TO 11:30 AM



NASB DELEGATE ASSEMBLY FRIDAY, NOVEMBER 17 - 8:00 TO 9:30 AM



NASA MEMBERSHIP MEETING FRIDAY, NOVEMBER 17 - 8:00 TO 9:30 AM



E - BREAKOUT SESSIONS FRIDAY, NOVEMBER 17 - 9:15 TO 10:15 AM



E1 LOCAL VETERANS' HISTORY PROJECT

The Congressional Veterans History Project 2000 was designed to record the memories of WWII Veterans across the Nation. Unfortunately, most schools are still unfamiliar with this project and these memories are lost. Using the interview questionnaire from the CVHP our High School has interviewed around 60 area veterans who served in WWII to the present day. What we have learned is our students and veterans develop a unique relationship and learning opportunity. Students develop these skills: organizing, greeting, interviewing, listening, recording, writing, summarizing, and thanking. Skills that reach across the curriculum. Veterans benefit by seeing our community's youth being attentive and appreciative of the sacrifices service requires.

PRESENTERS: Lance Swanson - South Sioux City Community Schools; Dwight Freiberg & Steve Shadle - Siouxland Freedom Park



E2 BOARD COMMITTEES - HOW TO EFFECTIVELY UTILIZE COMMITTEES



One Board's journey from near non-existent committee meetings to routine committee meeting utilization. Learn about the effect on board cohesiveness and communication, Board/Superintendent relations, community engagement and the evolution to more effective and efficient Board meetings.

PRESENTER: Alicia Beavers - Elm Creek Public Schools



E3 HOT TOPICS IN SCHOOL CONSTRUCTION AND FINANCING

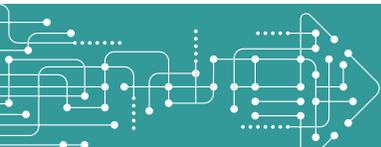


Administrator Polk & Buildings and
Grounds Committee



In this session, we will discuss some of the basics of the statutory requirements for school districts contemplating facility construction projects. We will also discuss considerations of financing, including bond issue elections, assistance in this approach for school districts and the dos and don'ts for school districts. Finally, we will discuss some pitfalls that can occur in school construction.

PRESENTER: Derek Aldridge - Perry Law Firm





E4 ACCESS TO OVERALL WELL-BEING



ESU 2 Team ACCESS (All Children Celebrated Educated Safe & Successful) is a program to support students, families, and districts by expanding services and programs that aim to address overall well-being. Team Access was created as a single entry point for our school districts to access our social support services. Our goal is to work together behind the scenes, to make it easier for schools to navigate our many social support programs. The presentation will review how ESU 2 Team ACCESS staff help coordinate services, provide educator training, and support through small group instruction or mental health counseling.

PRESENTERS: Taira Masek & Megan Reese - ESU 2



E5 PAIN IN THE APP, V. 9.0



It's hard to believe it, but this annual favorite is now a 3rd grader! We will take board members and administrators through the most relevant and recent cases with information related to the intersection of schools and student use of technology and social media.

PRESENTERS: Karen Haase & Sara Hento - KSB School Law



E6 RECOGNITION: IT'S MORE THAN JUST A THANK YOU

Workplace wellbeing is a hot topic in many school districts. Terms such as "self-care" are casually thrown around, but what is the right way to show meaningful appreciation to staff members? According to a recent Gallup survey, only 31% of U.S. teachers report feeling engaged at work. This means, almost 70% of teachers are going to work burned out or feeling depleted. In this session, attendees will learn the best practices in workplace recognition, strengths-based leadership, and engagement.

PRESENTER: Hannah Miller - TeamMates Mentoring



E7 ARTIFICIAL INTELLIGENCE (AI) & REMOTE LEARNING ISSUES - WHERE ARE WE HEADED?



Social media and Artificial Intelligence (AI) technology are changing the global framework of public education at a faster pace than ever before in history. From AI software programs designed to modify instructional delivery to meet each individual student's needs, to now, students using AI to complete their homework. Are we set for teacher email signature lines like "I'm teleworking on Mondays and Wednesdays," now common place in the private sector? We will explore the parameters of where public education is heading.

PRESENTERS: Jim Gessford & Justin Knight - Perry Law Firm



E8 MISSION: MENTAL HEALTH

Mission: Mental Health is an original mental health initiative that was implemented at Lakeview Community Schools during the school year. Administrators and school counselors worked together to create this initiative to help prevent staff burnout and boost staff morale throughout the district. The initiative provided quarterly incentivized challenges to help staff members focus on taking care of themselves, checking in on their coworkers, and bringing awareness to mental health. The initiative was supported by community businesses with donations as incentives for staff. Mission: Mental Health was positively viewed by staff members, improved culture, and promoted mental health wellness.

PRESENTERS: Aaron Plas - Bennington Public Schools; Mollie Rambour, Paige Rambour & Miranda Hellbusch - Lakeview Community Schools



F

F - BREAKOUT SESSIONS FRIDAY, NOVEMBER 17 - 10:30 TO 11:30 AM



F1 WELLNESS 4ALL MENTAL HEALTH PROGRAM

Attendees will learn about the impactful Wellness 4ALL mental health program that began in 2017 at Educational Service Unit 5 (ESU5). Fast forward six years, the program supports all 10 districts in ESU5, and an additional three districts outside of ESU5.

PRESENTERS: Jen McNally, Brenda McNiff & Jamie Mapp - ESU 5



F2 ADDRESSING THE SUBSTITUTE TEACHER SHORTAGE, SERVING DIVERSE LEARNERS

Since December 2020, Central Community College has helped metro and rural schools address the critical substitute teacher shortage. Come and learn how CCC quickly responded by creating an accessible, engaging, informative human relations course. More than just a training, the course's design helps students gain a basic understanding of cultures' contributions to our pluralistic society as well as provide beginning strategies to advocate for human dignity and individual rights. Presenters will share a course outline and student stories of growth. The course is offered most every month and has been delivered to over 1,500 students and substitute candidates.

PRESENTER: Abie Ott - Central Community College



F3 NEGOTIATIONS FOR BOARD MEMBERS

Negotiations is one of the most important functions of a school board. In fact, "personnel" is the largest item of a school district's budget. This session will walk through the statutory requirements for negotiations. We will also give boards an update on negotiations "hot topics" and ideas for the 2023-2024 negotiations season.

PRESENTER: Justin Knight - Perry Law Firm



F4 CHECKING THE PULSE OF YOUR DISTRICT

Over the past 3 years education has changed. Boards, administrators, teachers, and students have handled situations and issues no one thought possible. So how is your district doing? How are you: Board Member? Superintendent? How are your Administrators? Staff Members? Students? Research shows that engaging all stakeholders is one way to "check the pulse of the district," grow student success, keep teachers, and gauge well-being of the school district. This session will address the importance of stakeholder engagement to help districts continue to better their climate and culture and grow student success.

PRESENTERS: Kari Stephens & Marcia Herring - NASB



F5 PICKING YOUR OWN CONTRACTOR

Do you have a new construction project or a large renovation coming up? Do you need some construction management input before finalizing your design? Do you want the opportunity to select your construction manager based on experience and quality rather than just the lowest responsible bidder? Steve Williams and Coady Pruett will discuss the construction management at risk option for school districts, including when you can use a CM, the selection process, advantages, and how to avoid pitfalls. Any school board members or administrators who are thinking about an upcoming construction project or renovation should attend this session.

PRESENTERS: Steve Williams & Coady Pruett - KSB School Law



F6 ORIENTATION AND MENTORING...STARTING OFF ON THE RIGHT FOOT

As board members, new or old, are there expectations for you as a board member that have been shared by board leadership or by the superintendent/administrator? Do you know where to access policies, staff information, board meeting minutes/agendas? Is there training you need to attend? What are the goals of the board? This session will provide a practical template for Board Orientation and Mentoring for school district or ESU boards. Please join us for this practical learning session, to enhance your school board member onboarding process.

PRESENTER: Larianne Polk - ESU 7

FRIDAY BREAKOUT SESSIONS



F7 WE DON'T HAVE A POLICY ON TRANSGENDER STUDENTS, BUT SHOULD WE?

The law and guidance surrounding transgender students is changing faster than ever before. In this presentation, attorneys from the Perry Law Firm will address the current status of the law concerning transgender students and will address when, if ever, your board should consider adopting a policy regarding the rights and privileges of transgender students.

PRESENTERS: Greg Perry & Haleigh Carlson - Perry Law Firm



F8 A LISTENING SESSION WITH MEMBERS OF THE STATE BOARD OF EDUCATION

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

PRESENTERS: Ryan Foor - NDE; Patti Gubbels - State Board of Education



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

Previous Winners Include:

2022 - MARCIA MAHON, SOUTH SIOUX CITY
2021 - STEVE KOCH, HERSHEY
2020 - MARIAN HOLSTEIN, WINNEBAGO
2019 - VALERIE FISHER, PAPPILLON-LA VISTA
2018 - KATHY DANER, LINCOLN
2017 - BONNIE HINKLE, GRAND ISLAND
2016 - TERRI HAYNES, CHADRON

2015 - LINDA RICHARDS, RALSTON
2014 - BRAD KRIVOHLAVEK, NORFOLK
2013 - PATTY BENTZINGER, NORRIS
2012 - KATHY BARTEK, FALLS CITY
2011 - JULIE AGARD, KEARNEY
2010 - KIM FASSE, ELKHORN
2009 - RON PEARSON, ESU #3

2008 - SANDRA JENSEN, OMAHA
2007 - JOHN HANSEN, BELLEVUE
2006 - FRED TAFOYA, PAPPILLON-LA VISTA
2005 - WAYNE ERICKSON, WISNER-PILGER
2004 - ANN MACTIER, OMAHA

REGISTERING FOR THE CONFERENCE

REGISTRATION FOR THE 2023 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 13, 2023

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

AS YOU REGISTER, BE SURE TO MAKE PLANS TO ATTEND THE EXHIBITOR RECEPTION FROM 4:00 TO 5:30 PM ON WEDNESDAY, NOVEMBER 15. IF YOU HAVE SPECIAL DIETARY NEEDS DUE TO A MEDICAL CONDITION, CONTACT ABI CARLSON 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

2023 STATE EDUCATION CONFERENCE
NOVEMBER 15-17
CHI HEALTH CENTER - DOWNTOWN OMAHA

LEARNERS LEADING LEARNERS



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





ESU 7 Goals 2023-2024

Board of Directors

- Goal 1: By July 2024, the ESU 7 board will create, roll out, and operationalize a formalized process for board recruitment, onboarding, mentoring, and boardsmanship.
 - Pre-Post engagement survey
 - Pre-Post process survey
- Goal 2: By July 2024, the ESU 7 board will attend at least two professional/personal learning events annually.
 - Pre-Post data
- Goal 3: By July 2024, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
 - Pre-Post data
- Goal 4: By July 2024, the ESU 7 board will create, roll out, and operationalize communication materials detailing tailored services and outcomes.
 - Pre-Post data

Administrator

- Goal: By 2024, use a process to allocate human, fiscal and physical resources in order to maintain (optimize) and develop (innovate) quality services
 - Actions:
 - Operationalize a data rich system to determine services to sunset, modify, and add.
 - Leadership to attend and establish the AESA Business Strategy Framework to learn of alternative funding options
 - Implement system to measure impact of services delivered
 - Work with the board to create long term plan for physical resource allocation
 - Strengthen long term plan for human capital allocation.

Directors

- Goal 1: By 2026, ESU 7 will use an established process to measure implementation and impact of targeted services.
- Goal 2: By 2024, use a process to allocate human, fiscal and physical resources in order to maintain (optimize) and develop (innovate) quality services.

Agency Team

- Goal: By January 2025, ESU 7 will host a professional development regional conference for stakeholder schools and internal ESU 7 staff.



Departments

- Administration:
 - Goal 1: By July 2024, ESU 7 Administrative processes will be highly functional.
 - Goal 2: By July 2024, the Administration Department will explore accounting software programs.
- Cen7ter: Each semester at Cen7ter will prioritize job sites that we can navigate to and from in a timely manner.
- Early Childhood: By May 2025, All ESU 7 PAC members will confidently implement changes needed to IEP/IFSP/MDT processes based on Part B CAPs and new information from NDE and school lawyers.
- Grants:
 - Goal 1: By May 2023, the Grants Department will collect needs assessment data that will be compared to find areas of similarities. Similarities will lead to collaborative opportunities.
 - Goal 2: By May 2024, the Grants Department members will enhance the skills needed to train adult learners.
- Learning Academy: Given data through evidenced-based assessments, we will individualize academic and behavioral interventions as evidenced by implementation of intervention groups by October 23, 2023.
- Mental Health: By May 2024, the Mental Health Department will improve our data collection system to analyze trends and drive service delivery.
- Migrant: Create a framework identifying steps to plan for student services, enrichment programs, and educating communities about MEP.
- Network Operations: During the 23-24 school year, the Technology Department will enhance technology support by establishing subcategories, streamlining feedback processes for projects and tickets, and strengthening training and documentation resources.
- Production:
 - Goal 1: By May 2023, develop and implement a process to manage workflow with limited staff.
 - Goal 2: By May 2024, the Production Department will create a training process for our customers, which will be deployed by Spring, to enable them to fill out order forms properly.
- Professional Development:
 - Goal 1: By May 2023, we will design and implement methods for supporting districts amidst the current educational landscape.
 - Goal 2: By May of 2024, the PD Department will effectively leverage internal expertise to enhance the efficiency of internal and external communication.



- Psychology: By May 2024, the School Psychology Department will assist ESU 7 districts in improving pre-referral processes and data collection.
- Speech: By May 2024, the SLP Department will create a service delivery framework to aid in determining an appropriate service delivery plan (e.g., appropriate IEP minutes, service delivery model, etc.) based on current research, severity, and verification.
- Vision: By May 2024, the Vision Department will create a landing page that will introduce vision staff, services provided, resources and links to support students with visual impairments.

PALMER PUBLIC SCHOOLS

2022-2023

INFORMATION

AS OF:
09-07-2023



471
Staff Participation



962
Service Hours

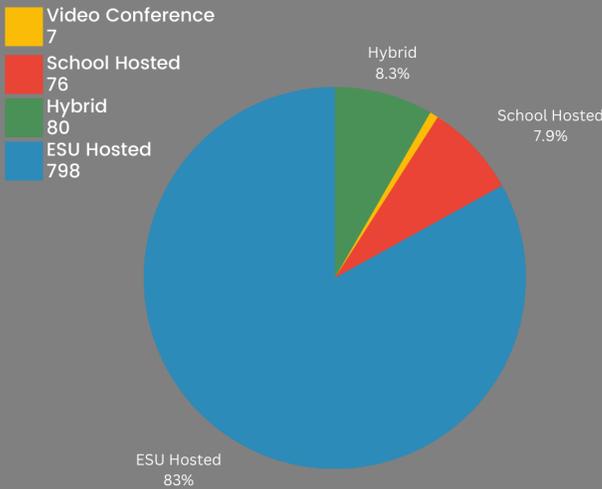


\$56,102
TOTAL
Dollars Saved



471
Supported Devices

Service Delivery Types

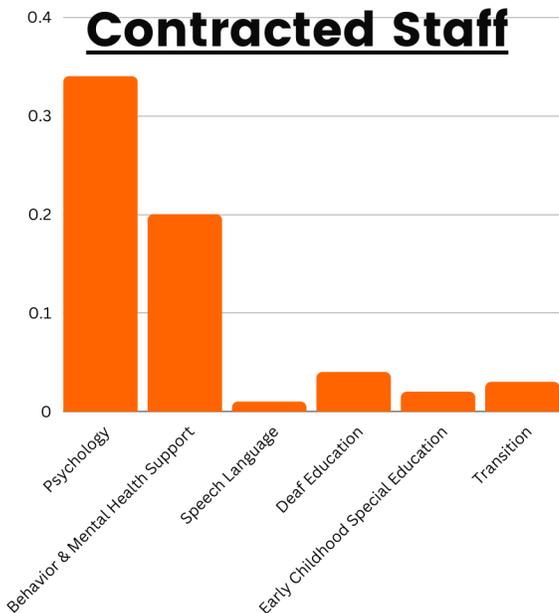


Services Planned and Accessed

Deaf Education

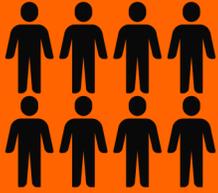
- Continuous Improvement Process
- Principal Development
- Superintendent Development
- Develop, Revise, and Access Curriculum...
- Instructional Models
- Other/Non-NSCAS Content Trainings
- NWEA Training/Support
- Classroom Coaching
- New Teacher Cohort
- Principal/Teacher Evaluation
- LAN Manager Program
- Special Education PD
- Before Age 5 Training
- Products and Subscriptions
- Technology Support
- Internet and WAN Support
- Electronic Recycling
- Information Security
- E-Rate
- Program Supervision
- Speech Language
- Early Childhood Special Education
- Psychology
- Cen7ter
- Learning Academy
- Resource Coach
- Transition
- Behavior & Mental Health Support
- Perkins Grant
- Title I Contract
- Title IC Migrant Ed Program
- Title III - English Learners
- Transition Grant
- Planning Region Team
- PEaK
- Production/Art Media
- Coop Purchasing

Contracted Staff



PALMER PUBLIC SCHOOLS

2023-2024
INFORMATION
AS OF:
09-07-2023



88

Staff Participation



29

Service Hours



\$888

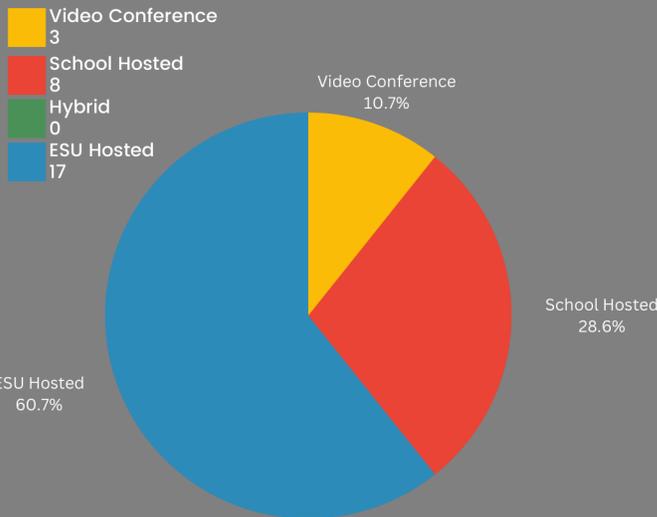
TOTAL
Dollars Saved



471

Supported Devices

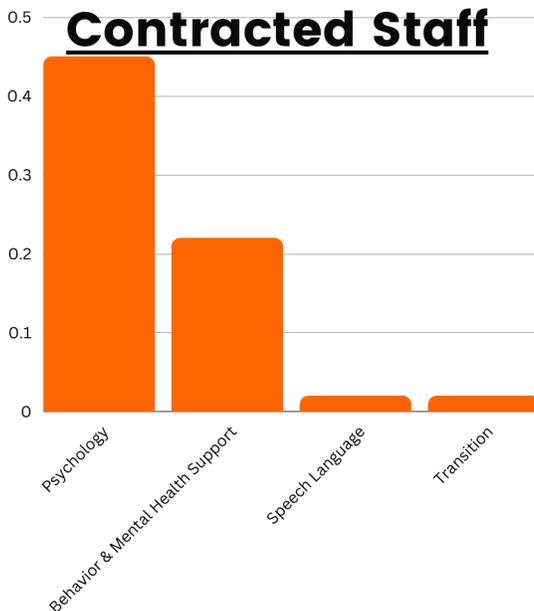
Service Delivery Types



Services Planned and Accessed

- Continuous Improvement Process
- Superintendent Development
- Instructional Models
- Principal/Teacher Evaluation
- Internet and WAN Support
- Hardware Repair
- Distance Learning & Videoconferencing Support
- Electronic Recycling
- Server Hosting
- Information Security
- E-Rate
- Early Childhood Special Education
- Deaf Education
- Autism Spectrum Disorders Grant
- Title IV
- Transition Grant
- Planning Region Team
- Production/Print Shop
- Coop Purchasing

Contracted Staff



- Principal Development
- Classroom Coaching
- Personalized PD
- Special Education PD
- EL Professional Learning
- Technology Support
- Planning & Consultation
- Program Supervision
- Speech Language
- Psychology
- Transition
- Behavior & Mental Health Support



Providing leadership and support by delivering customized and innovative services.

Agency Team

- Larriane Polk, Administrator - lpolk@esu7.org
- Tami Clay, Special Education Director - tclay@esu7.org
- Dan Ellsworth, Network Operations Director - ellsworth@esu7.org
- Marci Ostmeyer, Professional Development Director - mostmeyer@esu7.org
- Cynthia Alarcon, Migrant Education Program Coordinator - calarcon@esu7.org
- Lisa Duranski, Special Education Teacher - lduranski@esu7.org
- Christina Hamling, Speech Language Pathologist - chancock@esu7.org
- Ronelle Jackson, Licensed Mental Health Practitioner - rjackson@esu7.org
- Amy Mazankowski, Resource Coach/Transition Coordinator - amymaz@esu7.org
- Cara Neesen, Student Services Principal - cneesen@esu7.org
- Jackie Ternus, School Psychologist - jternus@esu7.org
- Wendy Wolfe, Special Education Teacher - wwolfe@esu7.org
- Judy Zadina, Vision Coordinator - jzadina@esu7.org

Board of Directors

- Doug Pauley, President, District 8
- Jack Young, Vice President, District 5
- Jennifer Miller, Secretary, District 3 (jemiller@esu7.org)
- Richard Stephens, District 1
- Gary Wieseler, District 2
- Richard Luebbe, District 4
- Bob Arp, District 6
- Dan Hoesly, District 7
- Joyce Baumert, District 9
- Marni Danhauer, District 10 (mdanhauer@esu7.org)
- Donald Ellison, District 11
- Dawn Lindsley, District 12

Leadership §79-1204(1)(a)

ESU 7 Leadership works to stay informed on current trends and training while promoting growth to foster an environment where service and support can take place. Through purposeful leadership and partnerships with school districts, we support schools in identifying their strengths, analyzing their priorities, setting and reaching their improvement goals.

Professional Development §79-1204(3)(b)

ESU 7 Professional Development provides services to support improvement of teaching and student learning by focusing on enhancing continuous improvement efforts, and support for achieving district goals.

Technology/Infrastructure §79-1204(2)(a)(ii)

ESU 7 provides technology support, consultation, assistance, training and skill development for hardware and software, in addition to cost savings for internet services and software purchases. ESU 7 coordinates distance learning courses for K-12 students and professional development for educators using an alternative method of delivery.

Instructional Materials §79-1204(2)(a)(iii)

ESU 7 provides instructional materials through tangible and online content to support curriculum and instruction.

Other §79-1204(5)

ESU 7 offers efficient and cost-effective print shop art media services including copying, collating, stapling, laminating, binding, folding, letters and symbols, full color poster printing, as well as lamination of materials to support instruction.

Grants §79-1204(2)(e)

ESU facilitates state and federal grants including: Title IA, Migrant Education (Title IC), Title IIA, Title III, Title IV, Carl Perkins, Autism Spectrum Disorders (ASD), Early Learning Connection (ELC), Planning Region Team (PRT), Transition, Regional 4 Behavioral Health System Prevention, and PEaK (Promoting Engagement and Knowledge).

Student Services §79-1204(5)

ESU 7 provides contracted special education services to districts including: Psychology, Speech and Language, Vision, Hearing, Early Childhood, Resource Coach, Mental Health, Transition, Behavior Analyst and Program Supervision.

The ESU 7 Learning Academy supports students in unlocking their potential by working collaboratively with stakeholders and meeting students where they are academically, behaviorally, and socially to build on their strengths in order to successfully transition back to their prior educational environment.

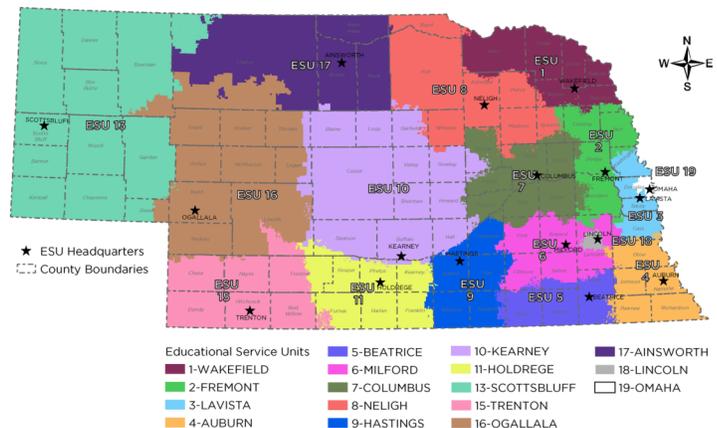
ESU 7 Cen7ter builds on student's strengths to prepare each for independence in school, their communities, employment, leisure and social environments.

Main Office
 2657 44th Avenue
 Columbus, NE 68601
 402-564-5753
 Fax: 402-563-1121
www.esu7.org

Student Services
 2563 44th Avenue
 Columbus, NE 68601
 402-564-0815
 Fax: 402-563-1121
www.esu7.org



ESU 7 Policy Manual



It is the policy of ESU 7 to not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, gender identity or sexual orientation, or other protected status in its educational programs, admission policies, employment policies or other administered programs. Persons requiring accommodations to apply and/or be considered for positions are asked to make their request to the Chief Administrator.



July 2023 - September 2023

**QUARTERLY
UPDATE**

COMPONENT 1: RELATIONS WITH THE BOARD

- Administrator Board Report: June and August
- Policies Reviewed:
 - Article III, Section 5, A Authority
 - Article III, Section 5, B General Guidelines
 - Article III, Section 5, C Involvement of Staff
 - Article III, Section 5, D Construction Projects
 - Article III, Section 5, E Equipment, Materials and Supplies
 - Article IV, Section 10, J Request for Release
 - Article IV, Section 11, C Hiring, Assignment and Dismissal
 - Article V, Section 1, A Policy of Non-Discrimination
 - Article V, Section 5, E Animals at ESU 7
 - Article V, Section 7, F Wellness
 - Article V, Section 8, A Required Trainings
- ESUCC Updates to Board: August
- Committee Meetings:
 - Budget - June
 - Buildings and Grounds - August
 - Evaluation Committee Chair - August
- Email Communication: Legislative updates, Board packets, NASB Board, and DYKs
- Monthly Meeting with Board President: June and August
- Monthly Meeting with Board Vice President: June
- Board Members Who Utilize Health Insurance: Dan Hoesly and Jack Young Utilize Dental
- ESU 7 and NASB Boardsmanship Event: June
- Visit Donald Ellison: July and August



COMPONENT 2: COMMUNITY RELATIONSHIPS

- Attend and Participate in ESUCC/NDE Collaborative Planning Meetings: Ongoing
- Partnership Opportunities Since January 1:
 - ESU Coordinating Council Leadership Meetings - 1x/month
 - Directors Meetings - 2x/month
 - Agency Team Meetings - 1x/month
 - Nebraska Cybersecurity Network Meetings - 1x/month
- Quarterly Lunch Meetings with Dr. Kathy Fuchser, Central Community College Vice President/Campus President: August
- NASA Region III President: 2023-2024
- ESU 7 and NASB Boardsmanship Event: June
- NCSA Distinguished Service Award: July
- ESUCC Legislative Retreat: July
- ESUCC/NDE Rule 84 Collaboration Meeting: July
- Executives in Residence (EIR) Organizational Management Presentation: September
- Participate in Leadership Columbus Education Day Tour: September
- Commissioner's Superintendent Advisory Committee Meeting: September

Board Goal 3: By July 2024, the ESU 7 Board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured. Goal Percentage: 66.667%

Board Goal 4: By July 2024, the ESU 7 Board will create, roll out, and operationalize communication materials detailing tailored services and outcomes. Goal Percentage: 100%

Migrant Goal: Create a framework identifying steps to plan for student services, enrichment programs, and educating communities about MEP. Goal Percentage:

Psychology Goal: By May 2024, the School Psychology Department will assist ESU 7 districts in improving pre-referral processes and data collection. Goal Percentage:



COMPONENT 3: STAFF AND PERSONNEL RELATIONSHIPS

- Agency Team Meetings: August and September
- Agency Team Retreat: August
- Committee Meetings: All-Staff Planning
- All-Staff Meeting: August
- Director Meetings: July and September
- Director Retreat: August
- Ongoing Staff Evaluation and Goal Setting
- Did You Knows (DYKs): August
- Migrant Education Program and NDE Meeting: August

Agency Team Goal: By January 2025, ESU 7 will host a professional development regional conference for stakeholder schools and internal ESU 7 staff. Goal Percentage:

Administration Goal 1: By July 2024, ESU 7 Administrative processes will be highly functional. Goal Percentage: 80.1%

Cen7ter Goal: Each semester at Cen7ter will prioritize job sites that we can navigate to and from in a timely manner. Goal Percentage:

Network Operations Goal: During the 23-24 school year, the Technology Department will enhance technology support by establishing subcategories, streamlining feedback processes for projects and tickets, and strengthening training and documentation resources. Goal Percentage:

Production Goal 1: By May 2023, develop and implement a process to manage workflow with limited staff. Goal Percentage: 69%

Production Goal 2: By May 2024, the Production Department will create a training process for our customers, which will be deployed by Spring, to enable them to fill out order forms properly. Goal Percentage:

Professional Development Goal 1: By May 2023, we will design and implement methods for supporting districts amidst the current educational landscape. Goal Percentage: 85%

Professional Development Goal 2: By May of 2024, the PD Department will effectively leverage internal expertise to enhance the efficiency of internal and external communication. Goal Percentage:

Speech Goal: By May 2024, the SLP Department will create a service delivery framework to aid in determining an appropriate service delivery plan (e.g., appropriate IEP minutes, service delivery model, etc.) based on current research, severity, and verification. Goal Percentage:

Vision Goal: By May 2024, the Vision Department will create a landing page that will introduce vision staff, services provided, resources and links to support students with visual impairments. Goal Percentage:



COMPONENT 4: EDUCATIONAL LEADERSHIP

- Fall Superintendent Visits start in September
- Meetings with Lakeview and Columbus Public School Leadership: Monthly
- Agency Team Meetings: August and September
- Agency Team Retreat: August
- Director Meetings: July and September
- Director Retreat: August
- NNNC meetings: Monthly
- Member of NRCSA (Nebraska Rural Council of School Administrators) Legislative Committee
- Member of Commissioner's Advisory Group
- Member of Nebraska Schoolmasters Club
- Member of DLRT (Diverse and Learner Ready Teachers) Initiative
- Stakeholder for Nebraska Teacher and Principal Performance Standards
- Attend and facilitate SIMPL Workgroup Committee Meetings (Monthly)
- Member of the 2023 AESA Summer Leadership Planning Committee
- Co-Chair of the NDE/ESU Data Committee
- Partnership Opportunities since January 1:
 - ESU Coordinating Council Leadership Meetings 1x/month
 - Director meetings 2x/month
 - Agency Team 1x/month
- Co-Chair of ESUCC Education Resources Committee and a member of the Legal Committee
- NASA Distinguished Service Award
- NASA Region III President (2023-2024)
- Discuss Agency Team Structure with ESU 6: June
- New Leader Lunch and Learn: July
- Budget Discussion with ESU 5: August
- Principal Evaluation Workshop Prep Time: August
- Regional Advisory Committee (RAC): August and September
- Superintendent Meeting/Data Dig: August
- Commissioner's Superintendent Advisory Committee Meeting: September

Board Goal 2: By July 2024, the ESU 7 Board will attend at least two professional/personal learning events annually. Goal Percentage: 66.667%

Director Goal 1: By 2026, ESU 7 will use an established process to measure implementation and impact of targeted services. Goal Percentage:

Early Childhood Goal: By May 2025, All ESU 7 PAC members will confidently implement changes needed to IEP/IFSP/MDT processes based on Part B CAPs and new information from NDE and school lawyers. Goal Percentage:

Grants Goal 1: By May 2023, the Grants Department will collect needs assessment data that will be compared to find areas of similarities. Similarities will lead to collaborative opportunities. Goal Percentage:

Learning Academy Goal: Given data through evidenced-based assessments, we will individualize academic and behavioral interventions as evidenced by implementation of intervention groups by October 23, 2023. Goal Percentage:

Mental Health Goal: By May 2024, the Mental Health Department will improve our data collection system to analyze trends and drive service delivery. Goal Percentage:

COMPONENT 5: BUSINESS AND FINANCE

- Sign/Inspect Monthly Bills
- Budget Maintenance with Agency Team: Monthly
- Accounts Payable work and examination: Monthly
- Revenue flow status work
- Budget Development work with business manager and Directors: Monthly

Board Goal 1: By July 2024, the ESU 7 Board will create, roll out, and operationalize a formalized process for board recruitment, onboarding, mentoring, and boardsmanship. Goal Percentage: 100%

Administrator Goal : By 2024, use a process to allocate human, fiscal and physical resources in order to maintain (optimize) and develop (innovate) quality services. Goal Percentage:

Director Goal 2: By 2024, use a process to allocate human, fiscal and physical resources in order to maintain (optimize) and develop (innovate) quality services. Goal Percentage:

Administration Goal 2: By July 2024, the Administration Department will explore accounting software programs. Goal Percentage:

COMPONENT 6: PROFESSIONAL/PERSONAL QUALITIES

- Interactions with ESU staff, school staff, school leadership, and Board
- Monthly Meetings with Coordinators/Directors (Marcy, Tami, Dan, Cynthia)
- Monthly Meetings with Support Staff (Linda, Mindy, Morgan)
- Growth and planning meetings with Production as needed
- Daily Secretary Meetings



COMPONENT 7: PROFESSIONAL GROWTH

- ESUCC Committees and ESUCC/Board Meetings: July, September
- NNNC Discussions: September
- AESA Summer Leadership Conference: July
- Administrator Days: July
- Commissioner's Superintendent Advisory Committee
- Regional Advisory Committee (RAC)
- Books Read: 100+ Leaders

Agency Team Goal: By January 2025, ESU 7 will host a professional development regional conference for stakeholder schools and internal ESU 7 staff. Goal Percentage:

Grants Goal 2: By May 2024, the Grants Department members will enhance the skills needed to train adult learners. Goal Percentage:



SIGNIFICANT AGENCY INITIATIVES

Significant improvements, additions, initiatives in the current Agency Improvement Cycle (since 2014)

- Clarified the Organizational Structure
- Solidified a people first, family matters culture
- Operationalized growth centered evaluation system, agency wide.
- Completed a strategic plan
- Revised the vision, mission, and belief statements
- Began utilizing online hiring software to bring our systems up to date
- Developed and deployed ESU database
- Strengthened SIMPL across every department in the ESU 7

VISION, MISSION, BELIEFS

Vision:

To be a leader in innovative service delivery, ESU 7 prioritizes three areas: people, services, and efficiency.

- People: To be a family centered place to work where people are inspired to continue to grow.
- Services: Provide innovative services for school districts to meet current and anticipate future needs.
- Efficiency: Maximize our services by scaling them up to optimize outcomes.

Mission:

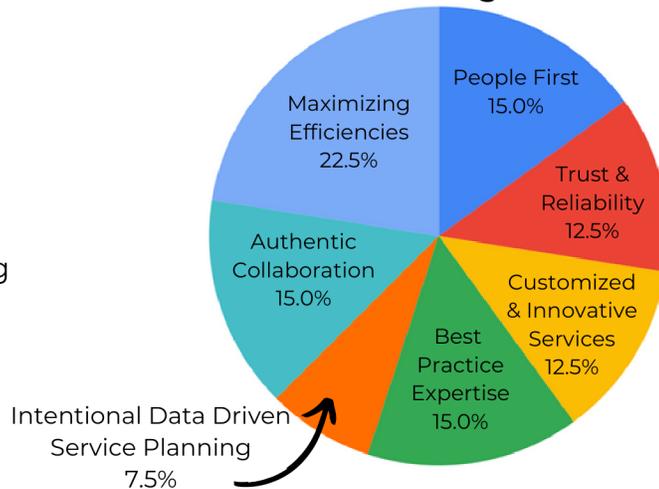
- The mission of ESU 7 is to provide leadership and support by delivering customized and innovative services.

Beliefs:

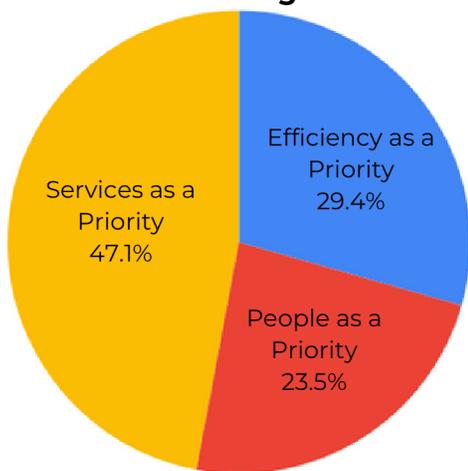
We believe in...

- People first
- Leading with trust and reliability
- Customized and innovative services
- Best practice expertise
- Intentional data driven service planning
- Authentic collaboration
- Maximizing efficiencies

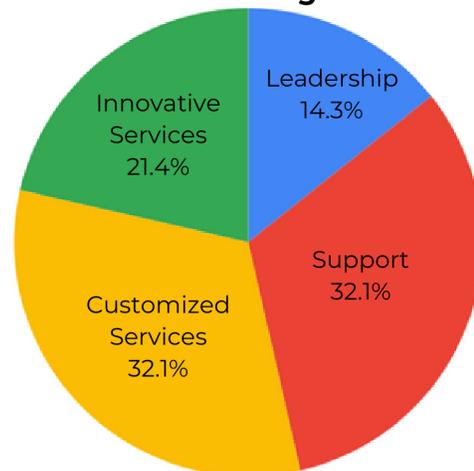
Beliefs Categories



Vision Categories



Mission Categories



GOALS AND PROGRESS

Board of Directors

- **Goal 1:** By July 2024, the ESU 7 board will create, roll out, and operationalize a formalized process for board recruitment, onboarding, mentoring, and boardsmanship.
 - **Progress:** Board Orientation document finalized and reviewed at the November board meeting. Every board member will receive a printed copy of the document at the December board meeting. Goal Percentage: 100%
- **Goal 2:** By July 2024, the ESU 7 board will attend at least two professional/personal learning events annually.
 - **Progress:** Beginning 2/14/2022, board agenda item containing upcoming events includes badging indicating events and/or agendas supporting ESU 7's vision, mission, and/or beliefs. Beginning 11/21/2022 graph showing progress will be included in the board meeting agenda. Goal Percentage: 66.667%
- **Goal 3:** By July 2024, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
 - **Progress:** The Board and Administrator/Directors have attended 9 out of 19 public school district board meetings. Meetings will start back up in September 2023. Goal Percentage: 47.37%
- **Goal 4:** By July 2024, the ESU 7 board will create, roll out, and operationalize communication materials detailing tailored services and outcomes.
 - **Progress:** Data Doc is being reviewed at all of the district board meetings. The Data Doc is being updated and revised to show pertinent information for the districts being visited. Goal Percentage: 100%

Administrator

- **Goal:** By 2024, use a process to allocate human, fiscal and physical resources in order to maintain (optimize) and develop (innovate) quality services.
 - Actions:
 - Operationalize a data rich system to determine services to sunset, modify, and add.
 - Leadership to attend and establish the AESA Business Strategy Framework to learn of alternate funding options.
 - Implement system to measure impact of services delivered.
 - Work with the board to create long term plan for physical resource allocation.
 - Strengthen long term plan for human capital allocation.
 - **Progress:**

SCORING

0=Unsatisfactory

1=Basic

2=Proficient

3=Distinguished

STAKEHOLDER SATISFACTION

2.43

AGENCY TEAM LEADERSHIP INVENTORY

COMING IN SPRING

SERVICES AVAILABLE



SERVICES ACCESSED



September 18, 2023

Educational Service Unit 7 Board

Dear Negotiations Committee:

The ESU 7 Education Association requests that the Board representing the Educational Service Unit 7 take action to recognize ESU 7 Education Association as exclusive bargaining agent for the non-supervisory certificated staff for the 2025-2026 contract year.

Please direct your response to the undersigned.

Sincerely,

Brandy Rose

Brandy Rose
Educational Service Unit 7 Education Association



Administrator Evaluation

PURPOSE

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

PREFACE

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

RESOURCES FOR THE BOARD'S REVIEW

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

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

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



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

LEVELS DEFINED:

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



QUESTIONS ON THE ELECTRONIC EVALUATION:

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

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



UBPD - ESU 7 Chief Administrator

Not Met: Unsatisfactory	Met: Basic	Met: Proficient	Met: Distinguished
<ul style="list-style-type: none"> ● Needs Improvement ● Not Met ● Neglected ● Illegal ● Defiant ● Harmful ● Unwilling ● Aloof ● Non-listener ● No follow through ● Not professional ● Not a problem solver ● Unreliable 	<ul style="list-style-type: none"> ● Lacks knowledge ● Slow follow through ● Fundamental ● Average ● Entry level ● Inconsistent ● Reactive ● Missed opportunities ● Simplistic ● Needing direction ● Performs job ● Seeks feedback ● Culturally competent 	<ul style="list-style-type: none"> ● Timely follow through ● Proactive ● Satisfactory ● Knowledgeable ● Professional ● Problem solver ● Leadership ● Consistent ● Well versed ● Flexible ● Trustworthy ● Education expert ● Understands finance ● Understands legislation ● Team player ● Collaborative ● Ethical ● Caring/ understanding 	<ul style="list-style-type: none"> ● Exceeds follow through expectations ● Innovative ● Relationship/ Partnership builder ● Visionary ● Excellence ● Trend Setter ● Acts on feedback ● Above and Beyond ● Management