



Regular Board of Education Meeting

Monday, April 15, 2024 at 4:00 PM

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 Marni Danhauer will not be present for the April board meeting. She notified the Administrator prior to the board meeting.

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

Recommended Motion(s):

Discuss, consider and take action to approve the 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.

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

Recommended Motion(s):

Discuss, consider and take any necessary action to approve the 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.

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

Recommended Motion(s):

Discuss, consider and take any necessary action to approve the virtual conferencing option for the May 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

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

Recommended Motion(s):

Discuss, consider and take any action necessary to approve the 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 #77789 through #77918 totaling \$885,380.73

Speaker(s): Board President or Designee

Rationale:

The summary of bills for the current month total: \$885,380.73 - Bills #77789 through #77918

Inservice bills total: \$0

	Amount	Vendor	Description
7779 8	\$37,075.7 2	Capital One	Tech flow through/SPED/Grants travel and supplies
7780 1	\$13,363.2 2	Central NE Rehab Services	Speech contracted service
7784 8	\$11,617.7 9	Pearson Assessment	Psychology tests and booklets
7785 3	\$10,000.0 0	Rosetta Stone LLC	Title III Software
7785 9	\$5,352.60	State of NE DAS State Accounting	Network service charges

7786 6	\$5,751.00	Yanda's Avl Rental	Early Childhood PD conference
7786 9	\$5,815.32	Stuthman Enterprises LLC	Speech contracted service

This is a consent item.

6.3. Reading of Article IV, Section 3, A Employment of Board Members

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6.4. Reading of Article IV, Section 3, B Employment of Immediate Family Members

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6.5. Reading of Article IV, Section 4, A Fitness for Duty

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6.6. Reading of Article IV, Section 5, A Drug-Free Workplace/Campus

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6.7. Reading of Article IV, Section 5, B Notification of Arrest, etc.

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

6.8. Resignation: Sandra Cerny-Wilson, Speech Language Pathologist

Speaker(s): Board President or designee

Rationale: Sandra Cerny-Wilson, Speech Language Pathologist - Last Day will be May 17, 2024.

Consent Item

6.9. Excess Lodging and Meals

Speaker(s): Board President or designee

Rationale: Excess Lodging and Meals:

- The Special Education Department had excess travel to report:
 - 42nd Annual Midwest Symposium for Leadership in Behavior, Kansas City, MO (February 28 - March 2, 2024)
 - Anne Baptiste - \$160.28
 - Shanna Griffith - \$160.28
 - Brandy Rose - \$160.28
 - Brooke Hemmer - \$160.28
 - Chris Barber - \$160.28
 - Alicia Hastreiter - \$160.27

- Council for Exceptional Children CEC 2024, San Antonio, TX (March 12-17, 2024)
 - Cara Neesen - \$352.77
- The Administration Department had excess travel to report:
 - NRCSA Spring Conference, Kearney, NE (March 14-15, 2024)
 - Larianne Polk - \$66.22

This is a consent item.

7. Treasurer's Report

Speaker(s): Board President or Designee

Rationale: Review the breakdown of the Treasurer's Report.

Administrator Recommendation: Discuss, consider and take any action necessary to approve the Treasurer's Report as presented.

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.

8. New Hire: Marci Haight, Grant Coordinator

Speaker(s): Board President or designee

Rationale: Marci Haight, Grant Coordinator, will start on May 1, 2024.

Administrator Recommendation: Discuss, consider, and take any necessary action to approve the contract for Marci Haight from May 1, 2024-August 31, 2024, as presented.

Administrator Recommendation: Discuss, consider, and take any necessary action to approve the contract for Marci Haight for the 2024-2025 academic year, as presented.

Recommended Motion(s):

Discuss, consider, and take any necessary action to approve the contract for Marci Haight from May 1, 2024-August 31, 2024, as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

Discuss, consider, and take any necessary action to approve the contract for Marci Haight for the 2024-2025 academic year, as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

9. Retirement Resolutions - Lori Simanek, Speech Language Pathologist, Amy Mazankowski, Resource Coach, and Judy Zadina, Teacher of the Visually Impaired

Speaker(s): Board President or Designee

Rationale:

BOARD RESOLUTION OF ESU 7 IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY:
LORI SIMANEK, SPEECH LANGUAGE PATHOLOGIST
AMY MAZANKOWSKI, RESOURCE COACH
JUDY ZADINA, TEACHER OF THE VISUALLY IMPAIRED

IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY :

LORI SIMANEK, AMY MAZANKOWSKI, AND JUDY ZADINA.

WHEREAS, Lori, Amy, and Judy have always been mindful of the interests of Educational Service Unit and has worked tirelessly to advance ESU 7;

WHEREAS, Lori, Amy, and Judy have provided outstanding support and guidance to ESU 7; and

WHEREAS, Lori has faithfully and with honor, integrity and great distinction served as a Speech Language Pathologist for ESU 7; WHEREAS, Amy has faithfully and with honor, integrity and great distinction served as a Resource Coach; WHEREAS, Judy has faithfully and with honor, integrity and great distinction served as a Teacher of the Visually Impaired for ESU 7;

RESOLVED, that the ESU 7 Board of Directors formally acknowledges and extends its profound appreciation to Lori for nearly 14 years of service to ESU 7, Amy for nearly 17 years of service to ESU 7, and Judy for nearly 29 years of service to ESU 7 and their cause of impact on education. As a token of appreciation, ESU 7 will provide Lori, Amy, and Judy with a gift recognizing their retirements;

RESOLVED FURTHER, that the Board Members of ESU 7 are hereby authorized and directed to take such action as may be necessary, appropriate or advisable to implement this resolution; and

We, the undersigned, hereby certify that the ESU 7 Board is comprised of 12 members, of whom __, constituting a quorum, were present at a meeting duly and regularly called, noticed, convened and held this 15th day of April, 2024, and that the foregoing Resolution was duly adopted at said meeting by the affirmative vote of __ members, and opposed by __ members, and said Resolution has been duly recorded in the Minutes and is in full force and effect.

Administrator Recommendation: Discuss, consider and take any necessary action to approve the Retirement Resolutions as presented for Lori Simanek, Amy Mazankowski, and Judy Zadina.

Recommended Motion(s):

Discuss, consider and take any necessary action to approve the Retirement Resolutions as presented for Lori Simanek, Amy Mazankowski, and Judy Zadina Passed with a motion by Board Member #1 and a second by Board Member #2.

10. Work Session Reminders

Speaker(s): Board President or designee

Rationale: There are two scheduled work sessions:

- Thursday, April 18, 2024, from 3pm-7pm at the Hampton Inn Columbus
- Wednesday, April 24, 2024, starting at 1pm at the ESU 7 North Bldg Oak Conference Room

11. Administrator's Report General

Speaker(s): Administrator or Designee

Rationale:

- Election Reminders
- Future 2024 Events
 - NASB Area Membership Meeting in Fremont, NE (September 18, 2024)
 - NASA/NASB Labor Relations Conference in Lincoln, NE (October 2-3, 2024)
 - NASA/NASB State Education Conference in Omaha, NE (November 20-22, 2024)
 - AESA Annual Conference in Orlando, FL (December 4-6, 2024)

11.1. Goal Update

Speaker(s): Administrator or Designee

Rationale:

- Goal 1: 100% Complete
- Goal 2: 82% Complete
- Goal 3: 89% Complete
 - 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
 - Howells-Dodge - 10/11/2023
 - Columbus Public - 11/13/23
 - Humphrey - 11/13/23
 - Lakeview - 12/11/23
 - Leigh - 1/17/24
 - St. Edward - 2/12/24
 - Schuyler - 2/12/24
 - Shelby-Rising City - 3/14/24
 - Confirmed for May
 - Twin River - May 20 at 7:30pm
 - Which Director can attend? Board Members Richard Stephens, Jennifer Miller, and/or Donald Graff
- Goal 4: 100% Complete
- 2024-2025 Administrator Goals:
 - Work Session: April 18, 2024, at 3:00pm at the Hampton Inn, Columbus in the Power & Progress Meeting Room.
 - Negotiations
 - General Budget
 - Cash Reserve

11.2. Services Update

Speaker(s): Administrator or Designee

Rationale:

- Update on the Boardsmanship Event
 - June 17, 2024 from 5:00pm-8:30pm
- Update on Regional PD Day in 2025
 - January 3, 2025 from 8:00am-4:00pmItems inside this item include visit updates, quarterly report, director reports, etc.

11.3. Facilities Update

Speaker(s): Administrator or Designee

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

- HVAC Update
- South Building Remodel Project Update

11.4. Personnel

Speaker(s): Administrator or designee

Rationale: Resignation:

- Shanna Griffith, Learning Academy Paraprofessional. Last day will be May 17, 2024.

11.5. Legislative Update

Speaker(s): Administrator or Designee

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

12. Committee Reports

Speaker(s): Committee Chair

12.1. Buildings and Grounds Committee Report

Speaker(s): Buildings and Grounds Committee Chair

Rationale: The Buildings and Grounds Committee needs to schedule a meeting in May. Possible dates include:

- Wednesday, May 1, at 2:00pm
- Friday, May 10, at 1:00pm or 2:00pm
- Wednesday, May 15, at 2:00pm or 3:00pm
- Friday, May 17, at 10:00am or 2:00pm

12.2. Handbook Committee Update

Speaker(s): Handbook Committee Chairperson

Rationale: Staff and Student Handbook Committee Meeting scheduled for Monday, May 13, 2024 at 9:00am.

Committee Recommendation:

13. Adjournment

Speaker(s): Board President or Designee

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



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Regular Board of Education Meeting

Educational Service Unit 7, Oak Room

2657 44th Ave

Columbus, NE 68601-8537

Monday, March 18, 2024 at 5:30 PM

Posted Locations:

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

Posted Date: 3/11/2024

Attendance Taken at 5:30 PM.

Bob Arp: Present

Joyce Baumert: Present

Marni Danhauer: Present

Karen Gomez: Absent

Don Graff: Present

Dawn Lindsley: Absent

Richard Luebbe: Absent

Jennifer Miller: Present

Doug Pauley: Absent

Richard Stephens: Present

Gary Wieseler: Present

Jack Young: Present

Present: 8, Absent: 4.

Attendance Update Taken at 6:05 PM.

Richard Luebbe: Present

Present: 9, Absent: 3.

1. Call the Meeting to Order

LEADERSHIP • SERVICE • SUPPORT

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

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

Staff present:

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

1.1. Notification of Open Meetings Law

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

1.2. Roll Call

1.3. Absent Board Members

Board President Doug Pauley will be absent. Board Secretary Jennifer Miller will be absent. Board member Dawn Lindsley will be absent. They notified the Administrator prior to the board meeting.

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

Discuss, consider and take action to approve the Board member absences as presented Passed with a motion by Jennifer Miller and a second by Richard Stephens.

Karen Gomez: Absent
Dawn Lindsley: Absent
Richard Luebbe: Absent

Doug Pauley: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Don Graff: Yea
Jennifer Miller: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 8, Nay: 0, Absent: 4

Board member Karen Gomez was also absent. She notified the Administrator prior to the meeting. Board member Richard Luebbe notified the Administrator he would be tardy. Board Secretary Jennifer Miller was not absent, she was in attendance.

1.4. Pledge of Allegiance

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.

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

Discuss, consider and take any necessary action to approve the agenda as presented Passed with a motion by Bob Arp and a second by Joyce Baumert.

Karen Gomez: Absent
Dawn Lindsley: Absent
Richard Luebbe: Absent
Doug Pauley: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Don Graff: Yea
Jennifer Miller: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 8, Nay: 0, Absent: 4

Board member Richard Stephens asked how he could have something added to the agenda.

Administrator Polk let him know that agenda items can only be added to the agenda 24 hours or more before the board meeting.

3. Welcome Visitors

There were two visitors present.

4. Public Comment

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

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

No public comments were provided.

5. **Consent Agenda**

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

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

Consent Agenda Includes:

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

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

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

Passed with a motion by Jennifer Miller and a second by Bob Arp.

Karen Gomez: Absent

Dawn Lindsley: Absent

Richard Luebbe: Absent

Doug Pauley: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Marni Danhauer: Yea

Don Graff: Yea

Jennifer Miller: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 8, Nay: 0, Absent: 4

5.1. Minutes

This is a consent item.

5.2. Presentation of Bills #77640 through #77787 totaling \$914,610.55

The summary of bills for the current month total: \$914,610.55 - Bills #77640 through #77787

Inservice bills total: \$0

	Amount	Vendor	Description
77652	\$25,873.15	Capital One	Tech flow through/SPED/Grants travel and supplies
77655	\$6,333.55	Central NE Rehab Services	Speech contracted service
77662	\$10,370.38	Dell Technologies, Inc.	School Technology flow through
77667	\$12,231.91	EMS Linq, Inc.	Accounting software annual maintenance/tax forms
77691	\$8,756.00	Lexia Learning Systems, Inc.	Early Childhood PD conference registration and materials
77717	\$5,700.10	Ramada Columbus River's Edge Convention	Early Childhood PD conference
77726	\$5,352.60	State of NE DAS State Accounting	Network service charges
77737	\$5,672.56	Stuthman Enterprises LLC	Speech contracted service

This is a consent item.

5.3. Reading of Article III, Section 10, C Comments and Complaints of Parents and Patrons

This is a consent item.

5.4. Reading of Article III, Section 10, D Complaints Involving Instructional Materials

This is a consent item.

5.5. Reading of Article III, Section 11, A Media and Public Relations

This is a consent item.

- 5.6. Reading of Article III, Section 11, B News Conferences and Interviews

This is a consent item.

- 5.7. Reading of Article III, Section 11, C Community Relations

This is a consent item.

- 5.8. Reading of Article III, Section 11, D Crisis Management Communications

This is a consent item.

- 5.9. Reading of Article IV, Section 1, A Recruitment and Selection

This is a consent item.

- 5.10. Reading of Article IV, Section 1, B Equal Opportunity Employment

This is a consent item.

- 5.11. Reading of Article IV, Section 1, C Salary Schedule Advancement

This is a consent item.

- 5.12. Reading of Article IV, Section 1, D Employee Benefits

This is a consent item.

6. Treasurer's Report
Review the breakdown of the Treasurer's Report.

Administrator Recommendation: Discuss, consider and take any action necessary to approve the Treasurer's Report as presented.

Discuss, consider and take any action necessary to approve the Treasurer's Report as presented. Passed with a motion by Joyce Baumert and a second by Gary Wieseler.

Karen Gomez: Absent

Dawn Lindsley: Absent

Richard Luebbe: Absent

Doug Pauley: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Marni Danhauer: Yea

Don Graff: Yea
Jennifer Miller: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 8, Nay: 0, Absent: 4

Board member Gary Wieser questioned why the cash on hand continues to grow as it has been increasing over the past couple of months. Administrator Polk explained the earmarked money to be set aside for larger projects, one of which will be the North Building HVAC project.

7. Retirement Notice - Amy Mazankowski
Retirement:

- Amy Mazankowski, Resource Coach, effective at the end of the 2023-2024 school year.

Administrator Recommendation: Discuss, consider and take any necessary action to accept the retirement letter as presented.

Discuss, consider and take any necessary action to accept the retirement letter as presented
Passed with a motion by Jennifer Miller and a second by Richard Stephens.

Karen Gomez: Absent
Dawn Lindsley: Absent
Richard Luebbe: Absent
Doug Pauley: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Don Graff: Yea
Jennifer Miller: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 8, Nay: 0, Absent: 4

8. ESU 7 Administrator Resignation

Administrator Polk is submitting her resignation to be accepted by the Board.

Administrator Recommendation: Discuss, consider and take any necessary action to accept the resignation as presented.

Discuss, consider and take any necessary action to accept the resignation as presented.
Passed with a motion by Jennifer Miller and a second by Don Graff.

Karen Gomez: Absent
Dawn Lindsley: Absent
Richard Luebbe: Absent
Doug Pauley: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Don Graff: Yea
Jennifer Miller: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea

Yea: 8, Nay: 0, Absent: 4

9. Discussion with NASB Search Firm
NASB will provide information to ESU 7 Board.

Advertise the Administrator position and utilize NASB for the process. Passed with a motion by Jennifer Miller and a second by Marni Danhauer.

Karen Gomez: Absent
Dawn Lindsley: Absent
Doug Pauley: Absent
Don Graff: Nay
Richard Stephens: Nay
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Gary Wieseler: Yea
Jack Young: Yea

Yea: 7, Nay: 2, Absent: 3

Administrator Polk spoke with the Board President, Doug Pauley, after which she requested the Nebraska Association of School Boards (NASB) attend the board meeting to help answer questions about the Administrator search process and the board's responsibilities. Marcia Herring, the Director of Board Leadership, attended the board meeting to go over the process. Shari Becker, Director of Leadership Search Service, would lead the process but was unable to attend the board meeting due to a prior commitment with

another school. Marcia has been with NASB for 19 years. She started doing the leadership search work prior to her position as the Director of Board Leadership. Mrs. Herring provided each board member present with an Administrator Search Proposal for ESU 7 booklet. NASB has conducted searches for Educational Service Units (ESUs) in the past. Administrator searches have been conducted for ESU 9, ESU 11, and ESU 13. Should the board decide to move forward with NASB, the process would start immediately. The board would have three options: advertise and hire a full-time Administrator, advertise and place an interim Administrator if applications are not to the board's liking with a second advertisement in the Fall, or appoint an interim Administrator for this year and advertise next Fall. NASB wants the board to have a voice in how to proceed with the Administrator search.

NASB would send a survey that will be sent out to all the board members asking about qualities and characteristics the board is looking for in an Administrator and the short and long term goals. Shari will create a profile based on the information received. Internal and external stakeholders will also be asked for feedback. The only stakeholders who will not be questioned are those who are interested in applying for the Administrator position. NASB would provide all the stakeholder feedback to the board.

Opening up the Administrator search to internal and external candidates would be a benefit to all candidates. Advertising would also allow the board to see who is engaged in the process. The board would have the ability to operate the Administrator search with a committee or as a board committee as a whole. There are different parts a committee could carry out, reviewing the candidates to select the top few and then interview as a whole. Board member Dawn Lindsley would like to be on the committee, if that is the route the board would like to go. Board President Doug Pauley would like to see the Administrator position advertised and open to internal and external candidates. There were in depth discussions regarding board member's opinions of utilizing a search firm or proceeding with the work as a board.

NASB is one of three organizations who can advertise and conduct a search for Administrators. NASB would not dictate to the board who should be considered, it is the board's search. A formal background check will be conducted for anyone the board decides to interview. Shari would help schedule interviews, help set up interview questions, and assist with vetting candidates. NASB has a two-year guarantee. If the individual hired leaves within two years, another full search would be conducted at no expense, except for travel. In order for the guarantee, there needs to be a goal planning session.

Questions asked:

- Is there a cost? Yes, should the board decide to just go with an interim, the cost is \$1,000. A full search is \$9,000.
- Do we have to advertise? It is not mandatory but highly suggested.
- What if I do not want to interview? Can you not advertise? You do not have to do a search.
- Does the Administrator participate in the search with the Board? No, it is not typical for the outgoing Administrator to participate.

- Are the NASB fees comparable to those of the other organizations? Yes, fees are comparable.
- What is the timeline? The board would need to have someone hired before July 1, 2024.
- If there is an interim, could that individual apply for the full-time position when it opens up? Yes

10. New Hire: Nicole Chiles, Early Childhood Speech Language Pathologist
New Hire: Nicole Chiles, Early Childhood Speech Language Pathologist for the 2024-2025 school year.

Administrator Recommendation: Discuss, consider and take any action necessary to approve the 2024-2025 contract for Nicole Chiles as presented.

Discuss, consider and take any action necessary to approve the 2024-2025 contract for Nicole Chiles as presented Passed with a motion by Bob Arp and a second by Gary Wieseler.

Karen Gomez: Absent

Dawn Lindsley: Absent

Doug Pauley: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Marni Danhauer: Yea

Don Graff: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 9, Nay: 0, Absent: 3

11. April 2024 Board Meeting Time

The Board - Employee Recognition Dinner is scheduled on April 15, 2024, beginning at 5:00pm. It is recommended to change the Board Meeting time to 4:00pm to accommodate the Annual Board Recognition Dinner.

Recommendation: Discuss, consider and take any action necessary to approve an April 15, 2024, Board Meeting Time of 4:00pm.

Discuss, consider and take any action necessary to approve an April 15, 2024, Board Meeting Time of 4:00pm Passed with a motion by Jennifer Miller and a second by Jack Young.

Karen Gomez: Absent

Dawn Lindsley: Absent

Doug Pauley: Absent

Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Don Graff: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 9, Nay: 0, Absent: 3

12. Reading of Article III, Section 8, A Disposal of Property

Adding:

Disposed Technology Purchase Procedure for Employees

Computers purchased for ESU 7 employee use and deemed at the end of useful life by the Technology Director, may be offered to ESU 7 employees for fair market value. Once the computer has followed the procedures for disposal, including ESU 7 Board approval, a fair market value will be determined by the Technology Director, approved by the Chief Administrator, and communicated to the employee before the purchase. Procedures and guidelines for employee purchase of end of life computers will then be followed.

Related procedure - Computer End of Life Purchase Procedure for Employees.

Administrator Recommendation: Discuss, consider and take all necessary action to approve Article III, Section 8, A Disposal of Property as presented.

Discuss, consider and take all necessary action to approve Article III, Section 8, A Disposal of Property as presented Passed with a motion by Jennifer Miller and a second by Joyce Baumert.

Karen Gomez: Absent
Dawn Lindsley: Absent
Doug Pauley: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Don Graff: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 9, Nay: 0, Absent: 3

Administrator Polk reviewed the added language. The computers available to staff will be seven years old or older. Normally, the technology department sells end of life computers to a reseller. Board President Doug Pauley asked if the board could be added to the list as well. The policy will be updated to reflect a board member can also purchase end of life computers.

13. **Administrator's Report General**

- ESUCC Update
- ESU 7 Boundary Discussion
- NASB Recognition for Donald Ellison
- Upcoming Events
 - NASB Amplified Finance/Budget & Finance Workshop in North Platte, NE (March 19, 2024)
 - NASB Amplified Finance Workshop in Gering, NE (March 20, 2024)
- Future 2024 Events
 - NASB Area Membership Meeting in Fremont, NE (September 18, 2024)
 - NASA/NASB Labor Relations Conference in Lincoln, NE (October 2-3, 2024)
 - NASA/NASB State Education Conference in Omaha, NE (November 20-22, 2024)
 - AESA Annual Conference in Orlando, FL (December 4-6, 2024)

Administrator Polk had the chance to talk to all the board members, with the exception of Karen Gomez, about her upcoming Executive Director position with the Educational Service Unit Coordinating Council (ESUCC). The position became available quickly and the ESUCC approached Administrator Polk about applying.

Administrator Polk provided to the board that a school district outside the ESU 7 area inquired about leaving their ESU and coming to ESU 7. Board President Doug Pauley was contacted by Administrator Polk to discuss the inquiry. It was determined it would not be in the best interest of the ESUs and the school district. Administrator Polk encouraged the Superintendent to have a planning discussion with his ESU.

The plaque in recognition of Donald Ellison will be available for the April Board Recognition dinner. Mr. Ellison's family will be invited to the recognition dinner.

13.1. Goal Update

- Goal 1: 100% Complete
- Goal 2: 82% Complete
- Goal 3: 89% Complete

- 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
 - Howells-Dodge - 10/11/2023
 - Columbus Public - 11/13/23
 - Humphrey - 11/13/23
 - Lakeview - 12/11/23
 - Leigh - 1/17/24
 - St. Edward - 2/12/24
 - Schuyler - 2/12/24
 - Shelby-Rising City - 3/14/24
- Pending for April or May
 - Twin River
 - Director Dan Ellsworth and Board Members Richard Stephens, Jennifer Miller, and/or Donald Graff
- Goal 4: 100% Complete
- 2024-2025 Administrator Goals:
 - Work Session: April 18, 2024, at 3:00pm at the Hampton Inn, Columbus in the Power & Progress Meeting Room.
 - Negotiations
 - General Budget
 - Cash Reserve

Professional Development Director Ostmeier and board member Don Graff attended the Shelby-Rising City board meeting on March 14, 2024.

The Twin River board meeting is still being scheduled. Director Ellsworth and Board Secretary Jennifer Miller will attend.

13.2. Services Update

- Quarterly Report
- Update on the Boardsmanship Event
 - June 17, 2024 from 5:00pm-8:30pm
- Update on Regional PD Day in 2025
 - January 3, 2025 from 8:00am-4:00pm

Items inside this item include visit updates, quarterly report, director reports, etc. Director Ostmeyer provided an update on the Regional PD Day. The Agency Team met on March 15, 2024, and broke up into three different committees. The event is going to offer opportunities for professional development, no matter the position. There is a general RSVP of around 1,100 staff members. There will be an agreement with Columbus Public Schools to rent their facility for the event.

13.3. Personnel

Resignations:

- Julia Garcia, Paraprofessional - Last day was March 5, 2024
- Larry Wendt, District Technology Coordinator - Last day was March 15, 2024

13.4. Legislative Update

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

Two education packages have come out, which include multiple bills. The second package has several bills related to recruiting and retention. There is a reading bill which will provide money for ESUs to hire reading coaches to provide high quality professional development for teachers. LB 304 is a bill that would require any public subdivision to publish any memberships and the amount of dues on their website. Business Manager Linda Shefcyk pulled a preliminary list and ESU 7 has 16 memberships which would need to be added. There are still questions about specifics which need to be answered.

14. Committee Reports

14.1. Buildings and Grounds Committee Report

The Buildings and Grounds Committee Chairperson, Bob Arp, will provide an update.

Committee Recommendation:

Buildings and Grounds Committee Chairperson Bob Arp provided an update. The Buildings and Grounds Committee met on March 8th and talked about the HVAC system. The process for the HVAC project has begun. There was also extensive discussion about the facilities wants and needs feedback received from the internal stakeholders. One of the common themes was space. ESU 7 is currently landlocked with the current property, so there was a lot of brainstorming about different options. Some of the ideas were looking at the green space to the south of the campus, taking a building down and rebuilding, purchasing additional buildings, or moving around some services or departments. Chairperson Bob Arp asked Jeff Gokie to come in and speak with the Buildings and Grounds Committee to talk about real estate around the Columbus area. Since there is no time frame for any of these changes to occur, it is just in the brainstorming phase. Mike Kennedy from RVW will be taking our current spaces and seeing if there is a way to optimize them differently. Mike will come back with options for the Buildings and Grounds

Committee. Prior to that, Mike will share a remodel proposal for the Bridges (complex disabilities program) with the committee for their recommendation to the full board. The parking situation was also discussed. The committee will keep working on and narrowing down options to bring them back to the board for discussion.

Administrator Polk spoke with the Park and Recreation Director regarding an overflow parking sign at the entrance of Gerard Park. She also contacted the city's Central Maintenance and Street Department about the flashing lights for the cross-walk. Administrator Polk will follow up with both after April 2, 2024.

14.2. Negotiations Committee Report

Negotiations Committee Chairperson, Jennifer Miller, will provide an update.

Committee Recommendation: Discuss, consider, and take any necessary action to approve one (1) additional personal day and 4% Total Package increase for all staff EXCEPT those who fall under the Negotiated Agreement, and authority to the administrator to distribute to those staff members based on experience, education, and supervisor recommendation.

Discuss, consider, and take any necessary action to approve one (1) additional personal day and 4% Total Package increase for all staff EXCEPT those who fall under the Negotiated Agreement, and authority to the administrator to distribute to those staff members based on experience, education, and supervisor recommendation Passed with a motion by Jennifer Miller and a second by Richard Stephens.

Karen Gomez:	Absent
Dawn Lindsley:	Absent
Doug Pauley:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Marni Danhauer:	Yea
Don Graff:	Yea
Richard Luebbe:	Yea
Jennifer Miller:	Yea
Richard Stephens:	Yea
Gary Wieseler:	Yea
Jack Young:	Yea

Yea: 9, Nay: 0, Absent: 3

Negotiations Chairperson Jennifer Miller provided an update. The Negotiations Committee discussed the rest of the staff not on the negotiated agreement. After reviewing the results of the staff survey, the majority of those who responded to the survey wanted any increase to go to the salary. Board member Richard Stephens provided praise to Negotiations Committee Chairperson Jennifer Miller for all the

work she does for the Negotiations Committee. Board Secretary Jennifer Miller thanks Business Manager Linda Shefcyk for all the work she does gathering the information and providing it to the Negotiations Committee. Negotiations Committee Chairperson thanked Secretary to the Board Mindy Reed for the organization and communication she manages for the committee.

14.3. Handbook Committee Update

Student Services Principal, Cara Neesen and Administrator Polk will meet with the Handbook Committee: Board Member Dawn Lindsley (Chair), Board Member Joyce Baumert, and Board Member Bob Arp. They will meet for two hours between the March and May Board Meetings. Committee to make a recommendation to the board in the May Board Meeting.

Draft Handbook copies will be emailed to your ESU email accounts on April 15, 2024. If hard copies are requested, they can be picked up at the ESU 7 office.

Possible Meeting Dates:

- April 24, 2024, at 2:00pm
- May 1, 2024, has availability from 9:00am-4:30pm
- May 6, 2024, from 11:00am to 4:30pm
- May 13, 2024, has availability from 9:00am-4:30pm

Committee Recommendation:

Secretary to the Board, Mindy Reed, will reach out to Handbook Committee Chairperson Dawn Lindsley to get her availability for the Handbook Committee meeting date.

15. Conference Report

Conference attendees will report on their learnings.

- NRCSA Spring Conference

Administrator Polk attended the NRCSA Spring Conference. On Thursday, March 14, NRCSA announced the award for Outstanding ESU Staff Member. ESU 7's very own Brooke Kavan won Outstanding ESU Staff Member. The board is very proud of Brooke Kavan and wanted to note their congratulations.

16. Adjournment

Meeting adjourned at 7:31pm.

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



Board Work Session

Educational Service Unit 7, Oak Room
2657 44th Ave
Columbus, NE 68601-8537
Tuesday, March 26, 2024 at 6:30 PM
Posted Locations:

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

Posted Date: 3/20/2024

Attendance Taken at 6:31 PM.

Bob Arp:	Present
Joyce Baumert:	Present
Marni Danhauer:	Present
Karen Gomez:	Present
Don Graff:	Present
Dawn Lindsley:	Present
Richard Luebbe:	Present
Jennifer Miller:	Present
Doug Pauley:	Present
Richard Stephens:	Absent
Gary Wieseler:	Present
Jack Young:	Present

Present: 11, Absent: 1.

6:32pm

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 6:32pm.
Board President conducted the meeting.

Staff present:
Mindy Reed, Secretary to the Board of Directors

1.1. Notification of Open Meetings Law

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

1.2. Roll Call

1.3. Absent Board Members

Include any absent board members.

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

Discuss, consider and take action to approve the Board member absences as presented
Passed with a motion by Jennifer Miller and a second by Jack Young.

Richard Stephens:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Marni Danhauer:	Yea
Karen Gomez:	Yea
Don Graff:	Yea
Dawn Lindsley:	Yea
Richard Luebbe:	Yea
Jennifer Miller:	Yea
Doug Pauley:	Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 11, Nay: 0, Absent: 1

Board member Richard Stephens was absent for personal reasons. He notified the Administrator prior to the meeting.

1.4. Pledge of Allegiance

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.

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

Discuss, consider and take any necessary action to approve the agenda as presented Passed with a motion by Dawn Lindsley and a second by Marni Danhauer.

Richard Stephens: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Marni Danhauer: Yea

Karen Gomez: Yea

Don Graff: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 11, Nay: 0, Absent: 1

3. Welcome Visitors

One visitor present.

4. Public Comment

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

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

No public comments provided.

5. Administrator Search Process Discussion

- Discuss search options - review and clarification of search fee
- Discuss timeline
- Discuss stakeholder survey
- Discuss interview process including potential interview team groups and interview questions

Shari Becker, Director of Search Service from the Nebraska Association of School Boards (NASB) attended to go over the Administrator search process and determine what the ESU 7 board would like to do for the Administrator search. Shari reviewed her background and gave additional details to the board regarding the search process fee and what is included. If the ESU 7 board decided to move forward with an interim Administrator and conduct a full search in the Fall, that would be included in the fee as well. There may be additional costs for advertising depending on where ESU 7 would like to advertise the open position. Shari sent out a survey to ESU 7 staff and ESU 7 area superintendents asking for feedback on what they are looking for in an Administrator. The survey is due Monday, April 1, 2024, at noon. After the survey deadline, Shari will send the results to the board via email.

Mrs. Becker handed out packets to all board members present, which included the Chief Administrator's job description, the vacancy notice, draft timeline, draft interview questions, leadership profile, and salary information. The vacancy announcement previously published was for the permanent Administrator position and Shari wanted to see if the board would like to continue with that direction or search for an interim Administrator now and a permanent Administrator in the Fall. There was much in depth discussion regarding the pros and cons of hiring a permanent Chief Administrator or hiring an interim Administrator and waiting until the Fall to do the full search. Waiting until the Fall to do the full search could allow more candidates to apply. Shari encouraged the board to look for external candidates if the board decided to move forward with an interim. If there is an interested internal candidate, the board should encourage that person to apply and go through the permanent process. There is another ESU looking for an Administrator, and they are only interviewing three people, which leads Shari to believe they may not have had an abundance of interest. An interim Administrator would be on contract from July 1, 2024, to June 30, 2025. If the board decided to continue with the permanent search, there would be the option of stopping the search and going with an interim Administrator if the number or quality of applicants is not to the board's liking. The board talked through some potential interim Administrator ideas.

The concerns about moving forward with the full search at this time include: having limited candidates due to the time of year, asking people already on contract to make split decisions regarding the position, and making a quick decision and hiring a warm body and not the best candidate.

The concerns about having an interim Administrator and doing the full search in the Fall include finding a good external candidate, concern that staff may not continue with big projects under an interim Administrator, and ESU 7 will not move forward much for the

year.

Shari has had some contact with individuals who are interested in the Chief Administrator position, and they would apply in the Fall if the position were available then. Shari made very clear the decision on who is hired is the board's decision. The interview process for an interim Administrator would include a tour of the facility, an interview with the three ESU 7 Directors, and an interview with the Board. The interview process with a permanent Chief Administrator would be the same as with an interim Administrator with the addition of ESU 7 area Superintendents being invited to ask questions. The timeline for advertising and hiring would be quick no matter which decision is made.

After much deliberation, it was decided to move forward with hiring an interim Administrator and conducting the full search in the Fall. The board is confident in the ESU 7 Directors to keep the culture going with an interim Administrator in place. The deadline to submit the applications for the interim Administrator position will be April 8, 2024. There will be a special board meeting on Monday, April 15, 2024, at 2:00pm to review applications and make a decision on the candidates who will be interviewed. After the board decides on who to interview, Shari will call references and make additional inquiries. She will also speak with the people who have already reached out and let them know the position will be for an interim Administrator until the Fall. The board wants to make sure the interim Administrator will be a great advocate for the Directors and ESU 7 plus have finance and budget experience. An Interview Question Committee was created, consisting of Board President Doug Pauley, and board members Dawn Lindsley and Gary Wieseler. The committee will compile a list of 15 interview questions and send those to Shari. The interviews will be scheduled on Wednesday, April 24, 2024, starting at 1:00pm and will consist of three sections: an ESU 7 tour with Chief Administrator Polk, an interview with the three directors, and an interview with the board.

6. Adjournment

Meeting adjourned at 8:52pm.

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	00077789	C	04/20/2024	14974	ALLO COMMUNICATIONS	177.00
10	00077790	C	04/20/2024	190428	ALMQUIST, MALTZAHN, GALLOWAY & LUTH PC	139.00
10	00077791	C	04/20/2024	10391	AMAZON CAPITAL SERVICES *	2,104.67
10	00077792	C	04/20/2024	130180	AMY MAZANKOWSKI	271.35
10	00077793	C	04/20/2024	9504	ANNE BAPTISTE	686.13
10	00077794	C	04/20/2024	388	APPLIED CONNECTIVE TECHNOLOGIES	320.00
10	00077795	C	04/20/2024	15016	ASHLEY A. FRESE	168.72
10	00077796	C	04/20/2024	9032	BRENDA SAXE	500.00
10	00077797	C	04/20/2024	6700	BROOKE KAVAN	66.33
10	00077798	C	04/20/2024	30039	CAPITAL ONE-POLK	37,075.72
10	00077799	C	04/20/2024	1996	CASEY'S MAIL SERVICE LLC	415.40
10	00077800	C	04/20/2024	14990	CASSANDRA SPLITTGERBER	393.32
10	00077801	C	04/20/2024	8940	CENTRAL NE REHAB SERVICES	13,363.22
10	00077802	C	04/20/2024	30550	CITY OF COLUMBUS WATER & SANIT	370.33
10	00077803	C	04/20/2024	14095	COLLEEN SVOBODA	2,650.00
10	00077804	C	04/20/2024	31462	CROSS COUNTY SCHOOL	140.00
10	00077805	C	04/20/2024	4812	CUBBY'S, INC.	459.59
10	00077806	C	04/20/2024	14770	DELL TECHNOLOGIES, INC.	1,051.34
10	00077807	C	04/20/2024	40725	EAKES OFFICE SOLUTIONS	294.55
10	00077808	C	04/20/2024	50825	ED SERVICE UNIT 7-PAYROLL	721,751.38
10	00077809	C	04/20/2024	50515	ELECTRICAL ENGINEERING & EQ.	800.00
10	00077810	C	04/20/2024	14613	ELYSE BELINA	812.71
10	00077811	C	04/20/2024	50640	ESU 1	388.59
10	00077812	C	04/20/2024	50645	ESU 2	990.00
10	00077813	C	04/20/2024	50734	ESU 8	44.80
10	00077814	C	04/20/2024	60056	FNBO	105.59
10	00077815	C	04/20/2024	13684	FLEETCOR TECHNOLOGIES INC	28.22
10	00077816	C	04/20/2024	7013	GREAT PLAINS COMMUNICATIONS	318.90
10	00077817	C	04/20/2024	15342	GREGG YOUNG CHEVROLET GMC OF COLUMBUS	188.27
10	00077818	C	04/20/2024	15385	GREGG YOUNG TOYOTA OF COLUMBUS	90.70
10	00077819	C	04/20/2024	80147	HAMPTON INN	418.00
10	00077820	C	04/20/2024	11460	HAYLEY MURPHY	1,072.67
10	00077821	C	04/20/2024	80390	HIGH PLAINS COMMUNITY SCHOOLS	1,006.62
10	00077822	C	04/20/2024	15393	HILTON GARDEN INN LINCOLN	125.00
10	00077823	C	04/20/2024	80511	HOLIDAY INN EXPRESS	135.00
10	00077824	C	04/20/2024	80543	HOMETOWN LEASING	499.04
10	00077825	C	04/20/2024	80670	HOWELLS-DODGE CONSOLIDATED SCHOOL DIST	260.00
10	00077826	C	04/20/2024	80880	HY-VEE	792.32
10	00077827	C	04/20/2024	13552	JEAN ANNE KAMRATH	700.00
10	00077828	C	04/20/2024	190486	JENNIFER SNYDER	400.00
10	00077829	C	04/20/2024	260092	JUDY A ZADINA	465.65
10	00077830	C	04/20/2024	12424	KASEYA US, LLC	960.75
10	00077831	C	04/20/2024	14982	KASSIDY SOULLIERE	162.96
10	00077832	C	04/20/2024	8150	KATHLEEN ROBERTSON	42.31
10	00077833	C	04/20/2024	160636	LARIANNE POLK	31.10
10	00077834	C	04/20/2024	120223	LEIGH COMMUNITY SCHOOLS	280.00
10	00077835	C	04/20/2024	15261	LEXIA LEARNING SYSTEMS INC	399.00
10	00077836	C	04/20/2024	15369	LILIANA VELASQUEZ	144.83
10	00077837	C	04/20/2024	120314	LINCOLN JOURNAL STAR	28.61
10	00077838	C	04/20/2024	40200	LINDA DAMMANN	1,500.00
10	00077839	C	04/20/2024	40545	LISA DURANSKI	706.18
10	00077840	C	04/20/2024	120550	LOUP POWER DISTRICT	2,793.34
10	00077841	C	04/20/2024	130547	MNJ TECHNOLOGIES	1,050.00
10	00077842	C	04/20/2024	140460	NEBRASKA DEPT OF EDUCATION	15.00
10	00077843	C	04/20/2024	140570	NEBRASKA TECHNOLOGY & TELECOM.	160.15
10	00077844	C	04/20/2024	140490	NETA CONFERENCE	3,113.00
10	00077845	C	04/20/2024	140525	NRCSA	30.00
10	00077846	C	04/20/2024	12122	One Source The Background Check Company	66.00
10	00077847	C	04/20/2024	150314	ORKIN EXTERMINATING CO INC	130.00
10	00077848	C	04/20/2024	80130	PEARSON ASSESSMENT	11,617.79
10	00077849	C	04/20/2024	160095	PERRY,GUTHERY, HAASE& GESSFORD P.C.,L.L.	520.00
10	00077850	C	04/20/2024	15350	PRINT TECHNOLOGIES	549.50

Check Register Summary

Batch Year: 24 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00077851	C	04/20/2024	21001	RACHEL BURGESS	62.98
10	00077852	C	04/20/2024	13129	RED RIVER PRESS INC	4,590.00
10	00077853	C	04/20/2024	60015	ROSETTA STONE LLC	10,000.00
10	00077854	C	04/20/2024	14052	SAMANTHA TOMERLIN	70.00
10	00077855	C	04/20/2024	981	SARAH WACHA	699.48
10	00077856	C	04/20/2024	760	SERVICEMASTER BY SHEVLIN	1,502.00
10	00077857	C	04/20/2024	8524	SHAYNA CEPPEL	680.72
10	00077858	C	04/20/2024	190007	ST EDWARD PUBLIC SCHOOL	204.06
10	00077859	C	04/20/2024	190850	STATE OF NEBRASKA DAS STATE ACCTG.	5,352.60
10	00077860	C	04/20/2024	191085	SUPER SAVER	509.44
10	00077861	C	04/20/2024	200606	U & I SANITATION	112.25
10	00077862	C	04/20/2024	11002	VACUUM CENTER	132.65
10	00077863	C	04/20/2024	10320	VERIZON WIRELESS	1,075.02
10	00077864	C	04/20/2024	230049	CAPITAL ONE-WALMART (SPED)	254.75
10	00077865	C	04/20/2024	13420	WOODRIVER ENERGY LLC	4,771.16
10	00077866	C	04/20/2024	13757	YANDA'S AVL RENTAL	5,751.00
10	00077867	A	04/20/2024	13897	ADILENE PEREZ	804.00
10	00077868	A	04/20/2024	14494	ALEXUS HITZ	498.48
10	00077869	A	04/20/2024	190945	STUTHMAN ENTERPRISES LLC	5,815.32
10	00077870	A	04/20/2024	120155	AMY J SLAMA	278.05
10	00077871	A	04/20/2024	14710	AMY RICHARDS	209.12
10	00077872	A	04/20/2024	1082	ANGEL D MAYBERRY	428.80
10	00077873	A	04/20/2024	990	BRANDY ROSE	302.17
10	00077874	A	04/20/2024	14621	CALVIN FREY	855.59
10	00077875	A	04/20/2024	13528	CARA NEESEN	387.89
10	00077876	A	04/20/2024	5967	CASSANDRA RUTH	806.68
10	00077877	A	04/20/2024	13510	CHRISTINA HANCOCK	139.36
10	00077878	A	04/20/2024	14648	CRYSTAL VAN WINKLE	1,021.08
10	00077879	A	04/20/2024	70017	CYNTHIA ALARCON	194.30
10	00077880	A	04/20/2024	50579	DAN ELLSWORTH	6.74
10	00077881	A	04/20/2024	180474	DARLENE RODRIGUEZ	657.94
10	00077882	A	04/20/2024	14001	DEVON GRONENTHAL	278.72
10	00077883	A	04/20/2024	14060	DYLAN SOUTHARD	357.78
10	00077884	A	04/20/2024	60033	ELISSA HEIBEL	254.60
10	00077885	A	04/20/2024	7560	ESI HOSTED SERVICES	171.52
10	00077886	A	04/20/2024	7099	HALEY KUNZE	410.04
10	00077887	A	04/20/2024	8559	JACLYN TERNUS	272.02
10	00077888	A	04/20/2024	14745	JAEDYN MORRIS	876.36
10	00077889	A	04/20/2024	11223	JILL WIELGUS	515.23
10	00077890	A	04/20/2024	8540	JOLYNN KAHLANDT	566.82
10	00077891	A	04/20/2024	11932	JOSH ARIAS	512.55
10	00077892	A	04/20/2024	6459	KAISE RECEK	85.76
10	00077893	A	04/20/2024	14478	KASSANDRA CORNWELL	1,107.51
10	00077894	A	04/20/2024	13480	LETISHIA KLEINSCHMIT	843.53
10	00077895	A	04/20/2024	15334	LINDSEY JELINEK	549.40
10	00077896	A	04/20/2024	190434	LORI SIMANEK	655.93
10	00077897	A	04/20/2024	13986	LYNNE WEBSTER	1,210.02
10	00077898	A	04/20/2024	2267	MARCIA OSTMEYER	131.12
10	00077899	A	04/20/2024	11797	MARIA RODRIGUEZ	701.49
10	00077900	A	04/20/2024	14699	MARIAH HUNKE	1,084.06
10	00077901	A	04/20/2024	11479	MEGAN WELCH	663.97
10	00077902	A	04/20/2024	4650	MELINDA VELECELA	413.39
10	00077903	A	04/20/2024	14656	MERIDITH RIHA	127.30
10	00077904	A	04/20/2024	12246	MERRIDIE KAUP	393.96
10	00077905	A	04/20/2024	8788	NATHALIE VARGAS	673.35
10	00077906	A	04/20/2024	13498	RACHEL BUETTNER	176.88
10	00077907	A	04/20/2024	10375	RONELLE JACKSON	156.78
10	00077908	A	04/20/2024	30268	SANDY CERNY	466.32
10	00077909	A	04/20/2024	130708	SHARON M BROWN	894.45
10	00077910	A	04/20/2024	10740	SHELLI EICKMEIER	620.42
10	00077911	A	04/20/2024	12165	STEPHANIE FOREMAN	267.89
10	00077912	A	04/20/2024	11436	TAMRA CLAY	131.32

Check Register Summary

Batch Year: 24 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00077913	A	04/20/2024	13536	TERI OPFER	917.23
10	00077914	A	04/20/2024	140691	THE HOME DEPOT PRO	2,616.01
10	00077915	A	04/20/2024	3239	TRAVIS KASSING	10.00
10	00077916	A	04/20/2024	70018	VANESSA GASCON-GUARCAS	254.60
10	00077917	A	04/20/2024	230361	WENDY WOLFE	706.85
10	00077918	A	04/20/2024	10545	YARIBEY RODRIGUEZ	791.27
Total Bank: 10						\$885,380.73

Total Computer Checks:	\$852,108.76
Total Manual Checks:	\$0.00
Total ACH Checks:	\$33,271.97
Total Other Checks:	\$0.00
Total Electronic Checks:	\$0.00
Total Computer Voids:	\$0.00
Total Manual Voids:	\$0.00
Total ACH Voids:	\$0.00
Total Other Voids:	\$0.00
Total Electronic Voids:	\$0.00
Grand Total:	\$885,380.73
Number of Checks:	130

Batch Year	Batch	Amount
24	000202	60,700.40
24	000205	66,036.94
24	000207	36,892.01
24	000215	721,751.38

Batch Year: 24 Bank: 10 Date Range:

FPREG01A (build 24.3.4.1)

Selection Criteria

Batch Year	24
Begin Date	
End Date	
Include Voids Voided After End Date	Yes
Bank	10
Begin Check	00077789
End Check	00077918
Begin Batch 1	All
End Batch 1	
Begin Batch 2	
End Batch 2	
Begin Batch 3	
End Batch 3	
Begin Batch 4	
End Batch 4	
Begin Batch 5	
End Batch 5	
Role ID	ALIO

Section 3 - Personnel Conflicts of Interest

Article IV, Section 3, A Employment of Board Members

No Board member of ESU 7 shall be employed by ESU 7.

Legal Reference:	§79-1219
Date of Adoption:	February 18, 2019
Date(s) of Review:	April 15, 2024

Article IV, Section 3, B Employment of Immediate Family Members

A member of the Board or an employee with supervisory responsibilities may employ, or recommend, or supervise the employment of an immediate family member only if:

1. He or she does not abuse his or her official position. Abuse of an official position includes, but is not limited to, employing an immediate family member:
 - a. Who is not qualified for and able to perform the duties of the position.
 - b. For an unreasonably high salary; or
 - c. Who is not required to perform the duties of the position.
2. He or she makes a full disclosure on the record to the Board and a written disclosure to the Administrator and/or Secretary of the Board; and
3. The Board approves the employment or supervisory position, regardless of employee class.

No immediate family member of a Board member or of an employee with supervisory responsibilities shall be employed by the ESU:

1. Without first having made a reasonable solicitation and consideration of applications for such employment;
2. Who is not qualified for and able to perform the duties of the position;
3. For an unreasonably high salary; and
4. Who is not required to perform the duties of the position.

Neither the Board nor an employee with supervisory responsibilities shall terminate the employment of an employee so as to make funds or a position available for the purpose of hiring an immediate family member.

This policy shall not apply to an immediate family member of a member of the Board or an employee with supervisory responsibilities who was previously employed in a position with the ESU prior to the election or appointment of the Board member or of the supervisory employee. Prior to or as soon as reasonably possible after the official date a Board member takes office or an employee assumes supervisory responsibilities, such Board member or employee shall make a full disclosure of any immediate family member employed in a position subject to this policy.

Legal Reference:	§49-1499.04; §49-1499.05
Date of Adoption:	February 18, 2019
Date(s) of Review:	April 15, 2024

Section 4 - Fitness for Duty

Article IV, Section 4, A Fitness for Duty

Applicants must be physically and mentally capable of performing the essential functions of the position for which application is made, with or without reasonable accommodations. Some positions have physical requirements which must be demonstrated by satisfactorily completing a post-offer physical exam or post-offer questionnaire to establish the ability to perform the essential functions of the position. This will only be required after a conditional offer of employment has been made.

Employees must be physically and mentally capable of performing the essential functions of their position, with or without reasonable accommodations. Employees shall be required, upon request of the Administrator or designee, to respond or submit to medical inquiries or examinations which are related and necessary to performance of essential functions of their position where there is evidence of a job performance or safety problem and when required or otherwise permitted by law.

Employees are required to disclose any medical restrictions that limit their ability to perform the essential functions of the assigned position to their supervisor or the Administrator and are to request a meeting with the ADA Coordinator/Administrator to discuss the provision of reasonable accommodations. Supervisors are required to notify the Administrator of any employees with restrictions that limit their ability to perform the essential functions of their assignment. The ESU shall make reasonable accommodations to qualified individuals with a disability in accordance with law.

The ESU complies with all federal and state laws regarding the collection and maintenance of health and medical information.

Legal Reference:	ADA-42 U.S.C. §12101 et seq.; 28 CFR §35.101 et seq. Rehabilitation Act of 1973, Section 504--29 U.S.C. §791, et seq.; 34 CFR §104, et seq. Nebraska Fair Employment Practices Act, Neb. Rev. Stat. §§48-1101 to 48-1126; Neb. Rev. Stat §20-168
Date of Adoption:	March 18, 2019
Date(s) of Review:	April 15, 2024

Section 5 - Standards of Conduct

Article IV, Section 5, A Drug-Free Workplace/Campus

It is the policy of ESU 7 to eliminate the influence of drugs, alcohol and other chemicals within the work environment and to educate students against the usage of drugs, alcohol and illegal substances. The ESU will implement regulations and practices which will insure compliance with laws relating to drugs and alcohol, including: the Drug-Free Workplace Act and the Omnibus Transportation Employee Testing Act of 1991, and all regulations and rules promulgated pursuant thereto.

The ESU has established a drug-free workplace/campus. The drug-free workplace/campus for this purpose includes ESU property, ESU-utilized vehicles, any place in which ESU employees perform duties, and any place in which ESU activities are held. The ESU recognizes that the use, possession, or being under the influence of illicit drugs or alcohol constitutes a hazard to the positive development of students and employees and a substantial interference with the ESU's mission and goals.

1. The unlawful manufacture, distribution, disposition, possession, or use of a controlled substance is prohibited in the workplace. Employees are also prohibited from possessing, using or distributing illicit drugs or alcohol, or being under the influence of illicit drugs or alcohol, on any ESU property or at any ESU hosted or sponsored event as designated by the Administrator. Any level of impairment from illicit drugs, alcohol, or inhalants, and the presence of any odor of illicit drugs (such as marijuana) or alcohol in the workplace or on duty time shall be a violation of the drug-free workplace/campus.
2. The possession or distribution of a look-alike drug or look-alike controlled substance is prohibited. In addition, employees are expected to serve as role models for students and will be considered to have violated the ESU's expectations in the event the employee commits a criminal drug or alcohol offense off the work place or off duty time.
3. As a condition of employment, employees will abide by the ESU's drug-free workplace/campus policies and notify the Administrator or designee of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after such conviction.
4. Disciplinary sanctions, up to and including termination of employment and referral for prosecution, will be imposed upon employees who violate the aforementioned standards of conduct. If employment is not terminated, sanctions may include the requirement that the employee complete an appropriate rehabilitation program.

5. Employees shall be advised through employee publications about drug and alcohol counseling and rehabilitation and reentry programs that are available.

This policy supplements and is in addition to all other policies, regulations, practices, procedures and contractual provisions regarding or related to the improper or unlawful possession, use, or distribution of illicit drugs and alcohol.

Employees shall be furnished with a paper or digital copy of this policy.

Legal Reference:	41 U.S.C. §§ 701 to 707 (Drug-Free Workplace Act of 1988) 49 U.S.C. § 31306 and 49 CFR Part 382 (Omnibus Transportation Employee Testing Act of 1991)
Date of Adoption:	February 18, 2019
Date(s) of Revision:	May 3, 2023
Date(s) of Review:	April 15, 2024

Article IV, Section 5, B Notification of Arrest, etc.

Employees must notify the Administrator by the next business day after:

1. Arrest or Criminal Charges. The employee is arrested, ticketed, or issued a criminal charge where:
 - a. The maximum penalty for the crime equals or exceeds six months incarceration;
 - b. The crime relates to abuse, neglect or endangerment of a minor, a minor was allegedly a victim or a witness, or the crime involves alleged sexual misconduct;
 - c. Conviction would impact performance of employee's job responsibilities, including offenses that:
 - i. Would impact the responsibility to be a role model for students or relations with other employees of the ESU or schools served by the ESU;
 - ii. Would impact the employee's ability to operate a motor vehicle if the employee at times needs to travel during duty time or the employee at times drives students; or
 - d. The arrest or alleged criminal activity occurred while the employee was on duty, on property of the ESU or a school, or in an ESU or school owned or utilized vehicle, or at a ESU-supervised activity or ESU-sponsored function.

Employees must also promptly report to the Administrator whenever the employee has been sentenced to be incarcerated for any period of time, even if the offense is not otherwise reportable.

2. Certificate or License. The employee becomes aware that a complaint has been filed against the employee that could affect a certificate or license required for the employee's position. This includes proceedings of the Nebraska Department of Education related to an alleged violation of the NDE Standards of Conduct and Ethics, Chapter 27, and proceedings of the Health and Human Services related to an alleged violation of the professional standards of conduct for the employee's position.
3. Child Abuse. The employee becomes aware that a report of child abuse or neglect has been made against the employee under the Child Protection Act.

Further, employees must give full disclosure of any Child Protection Act investigation that resulted in an "inconclusive" determination that occurred at any time. Current employees must give such disclosure within ten days following adoption of this Policy. As a condition of employment, applicants for employment must give such disclosure prior to commencement of employment. Any hiring made without such disclosure shall be subject to being immediately revoked in the event the required disclosure was not given.

Employees must give full disclosure of the existence and nature of the above proceedings and must also promptly notify the Administrator of the disposition of the proceedings.

Legal documents relating to the proceedings shall be treated and maintained as part of the employee's confidential criminal background file.

Failure to notify as required under this policy may subject the employee to disciplinary action, up to and including termination.

Legal Reference:	
Date of Adoption:	February 18, 2019
Date(s) of Review:	April 15, 2024

To the ESU 7 Board of Directors, Dr. Larianne Polk, and Tamra Clay, and Susan Olmer,

After much thought, I've decided to join the Schuyler Community Schools as their Speech Language Pathologist. This was a tough decision, because ESU 7 has been like a family to me. However, my heart is with Schuyler and those amazing students. When ESU 7 made the decision to pull out of Schuyler, it broke my heart. I have been with these students since elementary school. Therefore, I hope that you will accept my resignation.

Sincerely,

Sandy Cerny, MA CCC-SLP

March '24 Treasurer Report

Beginning Balance MARCH 1, 2024				\$65,054.28		
RECEIPTS						
Property taxes			\$132,947.77			
SPED			\$633,286.04			
General/Flow Through			\$220,096.31			
Grants			\$242,761.78			
TOTAL RECEIPTS			\$1,229,091.90	\$1,229,091.90		
				\$1,294,146.18		
Transfer to Money Market				\$300,000.00	-	
Total Funds Available				\$994,146.18		
DISBURSEMENTS:						
General Fund			\$290,521.58			
SPED			\$440,527.64			
Receipts as credits			\$0.00			
Grants			\$182,681.33			
Total DISBURSEMENTS Check #77496 thru #77639			\$913,730.55	\$913,730.55	-	
Ending balance, MARCH 31, 2024				\$80,415.63		
Checking balance						\$80,415.63
Money Market Deposit Account at First National Bank						\$4,760,000.00
Money Market Deposit Account at First National Bank						\$100,000.00
Money Market Deposit Account at Bank of Clarks						\$100,000.00
Money Market Deposit Account at Columbus Bank & Trust						\$100,000.00
Certificate of Deposit - Great Western Bank						\$200,000.00
Certificate of Deposit - First National Bank-Columbus						\$100,000.00
Certificate of Deposit - First National Bank-Columbus						\$1,000,000.00
TOTAL CASH ON HAND (includes cash reserve)						\$6,440,415.63
CASH RESERVE	\$1,487,587.48					
Funds that are due to ESU 7						
Grants					(\$1,005,754.27)	
Production/Art Media Accounts Receivable			(\$8,650.25)			
Network Support Accounts Receivable			(\$185.63)			
Misc. Flow thru Accounts Receivable			(\$1,778.11)			
Outstanding Receivables					(\$10,613.99)	
Total due to ESU 7					(\$1,016,368.26)	
	2022-23	2023-24	2022-23	2023-24		
	Dollars Spent Per Month	Dollars Spent Per Month	Percentage spent each month	Percentage spent each month		
September	\$266,632.91	\$299,871.57	9.70%	10.08%	Total Budget	\$16,223,814.63
October	\$186,072.92	\$176,049.06	6.77%	5.92%	30% of budget	\$4,867,144.39
November	\$143,630.26	\$127,254.21	5.22%	4.28%	Earmarked set aside	\$6,717,000.00
December	\$192,654.08	\$207,245.41	7.01%	6.97%	Total budget spent to date	\$6,863,535.22
January	\$197,852.07	\$204,916.22	7.19%	6.89%		
February	\$221,903.94	\$177,900.54	8.07%	5.98%		
March	\$187,887.87	\$202,230.23	6.83%	6.80%		
April	\$208,157.75		7.57%	0.00%		
May	\$199,048.99		7.24%	0.00%		
June	\$200,189.85		7.28%	0.00%		
July	\$158,470.03		5.76%	0.00%		
August	\$262,542.38		9.55%	0.00%		
Approved Total General Budget for Levy \$			\$2,750,201.46	\$2,975,174.95		
Total Spent to date			\$2,425,043.05	\$1,395,467.24		
Dollars approved from cash reserve				\$0.00		
NOTES						



PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

This employment contract is made by and between **Educational Service Unit No. 7**, referred to herein as "ESU," and **Marci Haight**, referred to herein as the "Employee."

WITNESSETH: The ESU agrees to employ the Employee and the Employee agrees to accept such employment subject to the following terms and conditions:

1. Term of Employment. This contract shall commence on the 1st day of May, 2024. This contract shall terminate on the 31st day of August, 2024, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of 60 days of service in any given fiscal year, which is exclusive of holidays.

2. At-Will Nature of Employment; Duties of Employee. The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: Grant Coordinator. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.

3. Employment Status. The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in NEB. REV. STAT. § 79-1234.

4. Days and Hours of Employment. The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.

5. Compensation. The Employee shall be paid an annual salary of \$24,600.00 subject to applicable deductions and federal and state withholding. The salary shall be paid in four (4) equal monthly payments of

\$6,150.00 in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of June and on the 20th day of each month thereafter.

6. Fringe Benefits. ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.

7. Policies, Rules and Regulations. The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and regulations of ESU may be changed at any time, with or without notice to the Employee.

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

9. Duty to Report. The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:

- A. Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
- B. Any arrest for any reason;
- C. Any criminal conviction;
- D. Any sentence of incarceration;
- E. Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
- F. Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
- G. Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.

The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.

10. Compensation Upon Termination. The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or

provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.

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

12. Private Automobiles. ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.

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

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

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

Executed by the Board of ESU7 this _____ day of _____, 20____.

Secretary, Board of ESU7

President, Board of ESU7

Executed by the Employee this 10 day of April, 2024.

Marci Haight
Marci Haight (Apr 10, 2024 10:04 CDT)

Employee







Haight '23-'24-1

Final Audit Report

2024-04-10

Created:	2024-04-10
By:	Linda Shefcyk (lshefcy@esu7.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAA0e_qxPdon-4ArK6R1nPITV4kk1Wq16tK

"Haight '23-'24-1" History

-  Document created by Linda Shefcyk (lshefcy@esu7.org)
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-  Document emailed to mlhaight.31@gmail.com for signature
2024-04-10 - 2:11:47 PM GMT
-  Email viewed by mlhaight.31@gmail.com
2024-04-10 - 2:20:57 PM GMT
-  Signer mlhaight.31@gmail.com entered name at signing as Marci Haight
2024-04-10 - 3:04:27 PM GMT
-  Document e-signed by Marci Haight (mlhaight.31@gmail.com)
Signature Date: 2024-04-10 - 3:04:29 PM GMT - Time Source: server
-  Agreement completed.
2024-04-10 - 3:04:29 PM GMT



PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

This employment contract is made by and between **Educational Service Unit No. 7**, referred to herein as "ESU," and **Marci Haight**, referred to herein as the "Employee."

WITNESSETH: The ESU agrees to employ the Employee and the Employee agrees to accept such employment subject to the following terms and conditions:

1. Term of Employment. This contract shall commence on the 1st day of September, 2024. This contract shall terminate on the 31st day of August, 2025, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of 200 days of service in any given fiscal year, which is exclusive of holidays.

2. At-Will Nature of Employment; Duties of Employee. The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: Grant Coordinator. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.

3. Employment Status. The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in NEB. REV. STAT. § 79-1234.

4. Days and Hours of Employment. The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.

5. Compensation. The Employee shall be paid an annual salary of \$82,000.00 subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments

of \$6,833.34 in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of October and on the 20th day of each month thereafter.

6. Fringe Benefits. ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.

7. Policies, Rules and Regulations. The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and regulations of ESU may be changed at any time, with or without notice to the Employee.

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

9. Duty to Report. The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:

- A. Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
- B. Any arrest for any reason;
- C. Any criminal conviction;
- D. Any sentence of incarceration;
- E. Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
- F. Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
- G. Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.

The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.

10. Compensation Upon Termination. The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or

provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.

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

12. Private Automobiles. ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.

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

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

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

Executed by the Board of ESU7 this _____ day of _____, 20____.

Secretary, Board of ESU7

President, Board of ESU7

Executed by the Employee this 10 day of April, 2024.

Marci Haight
Marci Haight (Apr 10, 2024 10:11 CDT)

Employee







Haight '24-'25

Final Audit Report

2024-04-10

Created:	2024-04-10
By:	Linda Shefcyk (lshefcy@esu7.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAMWCpmUOehB4ta_2pGH8aVIQpb-XOR5oM

"Haight '24-'25" History

-  Document created by Linda Shefcyk (lshefcy@esu7.org)
2024-04-10 - 2:12:16 PM GMT
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2024-04-10 - 2:12:55 PM GMT
-  Email viewed by mlhaight.31@gmail.com
2024-04-10 - 3:04:37 PM GMT
-  Signer mlhaight.31@gmail.com entered name at signing as Marci Haight
2024-04-10 - 3:11:34 PM GMT
-  Document e-signed by Marci Haight (mlhaight.31@gmail.com)
Signature Date: 2024-04-10 - 3:11:36 PM GMT - Time Source: server
-  Agreement completed.
2024-04-10 - 3:11:36 PM GMT



BOARD RESOLUTION OF ESU 7 IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY LORI SIMANEK, SPEECH LANGUAGE PATHOLOGIST

IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY LORI SIMANEK

WHEREAS, Lori has always been mindful of the interests of Educational Service Unit and has worked tirelessly to advance ESU 7;

WHEREAS, Lori has provided outstanding support and guidance to ESU 7; and

WHEREAS, Lori has faithfully and with honor, integrity and great distinction served as Speech Language Pathologist for ESU 7;

RESOLVED, that the ESU 7 Board of Directors formally acknowledges and extends its profound appreciation to Lori for nearly fourteen years of service to ESU 7 and her cause of impact on education. As a token of appreciation, ESU 7 will provide Lori with a gift recognizing her retirement;

RESOLVED FURTHER, that the Board Members of ESU 7 are hereby authorized and directed to take such action as may be necessary, appropriate or advisable to implement this resolution; and

We, the undersigned, hereby certify that the ESU 7 Board is comprised of 12 members, of whom __, constituting a quorum, were present at a meeting duly and regularly called, noticed, convened and held this 15 day of April, 2024, and that the foregoing Resolution was duly adopted at said meeting by the affirmative vote of __ members, and opposed by __ members, and said Resolution has been duly recorded in the Minutes and is in full force and effect.

DULY PASSED ON April 15, 2024

Presented by:

<i>Douglas Pauley</i>	<i>Jack Young</i>	<i>Jennifer Miller</i>	<i>Richard Stephens</i>
<i>Gary Wieseler</i>	<i>Richard Luebbe</i>	<i>Bob Arp</i>	<i>Karen Gomez</i>
<i>Joyce Baumert</i>	<i>Marni Danhauer</i>	<i>Donald Graff</i>	<i>Dawn Lindsley</i>



BOARD RESOLUTION OF ESU 7 IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY AMY MAZANKOWSKI, RESOURCE COACH

IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY AMY MAZANKOWSKI

WHEREAS, Amy has always been mindful of the interests of Educational Service Unit and has worked tirelessly to advance ESU 7;

WHEREAS, Amy has provided outstanding support and guidance to ESU 7; and

WHEREAS, Amy has faithfully and with honor, integrity and great distinction served as Resource Coach for ESU 7;

RESOLVED, that the ESU 7 Board of Directors formally acknowledges and extends its profound appreciation to Amy for nearly seventeen years of service to ESU 7 and her cause of impact on education. As a token of appreciation, ESU 7 will provide Amy with a gift recognizing her retirement;

RESOLVED FURTHER, that the Board Members of ESU 7 are hereby authorized and directed to take such action as may be necessary, appropriate or advisable to implement this resolution; and

We, the undersigned, hereby certify that the ESU 7 Board is comprised of 12 members, of whom __, constituting a quorum, were present at a meeting duly and regularly called, noticed, convened and held this 15 day of April, 2024, and that the foregoing Resolution was duly adopted at said meeting by the affirmative vote of __ members, and opposed by __ members, and said Resolution has been duly recorded in the Minutes and is in full force and effect.

DULY PASSED ON April 15, 2024

Presented by:

<i>Douglas Pauley</i>	<i>Jack Young</i>	<i>Jennifer Miller</i>	<i>Richard Stephens</i>
<i>Gary Wieseler</i>	<i>Richard Luebbe</i>	<i>Bob Arp</i>	<i>Karen Gomez</i>
<i>Joyce Baumert</i>	<i>Marni Danhauer</i>	<i>Donald Graff</i>	<i>Dawn Lindsley</i>



BOARD RESOLUTION OF ESU 7 IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY JUDY ZADINA, TEACHER OF THE VISUALLY IMPAIRED

IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY JUDY ZADINA

WHEREAS, Judy has always been mindful of the interests of Educational Service Unit and has worked tirelessly to advance ESU 7;

WHEREAS, Judy has provided outstanding support and guidance to ESU 7; and

WHEREAS, Judy has faithfully and with honor, integrity and great distinction served as Teacher for the Visually Impaired for ESU 7;

RESOLVED, that the ESU 7 Board of Directors formally acknowledges and extends its profound appreciation to Judy for nearly twenty nine years of service to ESU 7 and her cause of impact on education. As a token of appreciation, ESU 7 will provide Judy with a gift recognizing her retirement;

RESOLVED FURTHER, that the Board Members of ESU 7 are hereby authorized and directed to take such action as may be necessary, appropriate or advisable to implement this resolution; and

We, the undersigned, hereby certify that the ESU 7 Board is comprised of 12 members, of whom __, constituting a quorum, were present at a meeting duly and regularly called, noticed, convened and held this 15 day of April, 2024, and that the foregoing Resolution was duly adopted at said meeting by the affirmative vote of __ members, and opposed by __ members, and said Resolution has been duly recorded in the Minutes and is in full force and effect.

DULY PASSED ON April 15, 2024

Presented by:

<i>Douglas Pauley</i>	<i>Jack Young</i>	<i>Jennifer Miller</i>	<i>Richard Stephens</i>
<i>Gary Wieseler</i>	<i>Richard Luebbe</i>	<i>Bob Arp</i>	<i>Karen Gomez</i>
<i>Joyce Baumert</i>	<i>Marni Danhauer</i>	<i>Donald Graff</i>	<i>Dawn Lindsley</i>

Judy Zadina
3985 Lost Creek Drive
Columbus NE 68601
jzadina@esu7.org
402-270-3617

March 15, 2024

Tami Clay
Director of Special Education
Educational Service Unit 7
Columbus NE 68601

Dear Tami,

I am writing to inform you of my decision to retire from my position at Educational Service Unit 7 at the end of the 2023-2024 school year.

Please let me know if there are any specific tasks or responsibilities I need to complete before my departure.

Sincerely,

A handwritten signature in cursive script that reads "Judy Zadina".

Judy Zadina



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.

**108th Legislature
2nd Session
Update to the ESU 7 Board
4.15.2024**

Legislative Session Convene January 3, 2024
Bills introduced until 10th day, January 17, 2024
Hearings begin January 22, 2024
Adjourn sine die, April 18, 2024

Speaker of the Legislature: Senator John Arch, Papillion/LaVista (R), 2-year term	
Education Committee Members: Murman (Chair), Hastings (R) Albrecht, Wayne/S.Sioux (D) Meyer, St. Paul (R) Conrad, Lincoln (D) Linehan, Omaha (R) Sanders, Bellevue (D) Walz, Fremont (D) Wayne, Omaha (R)	Appropriations Committee: Clements (Chair) Armendariz Dorn Dover Erdman Lippincott McDonnell Vargas Wishart
Revenue Committee: Linehan (Chair) Albrecht Meyer Bostar Dungan Kauth Murman von Gillern	Retirement Committee: McDonnell (Chair) Clements Conrad Hardin Ibach Vargas

~Each senator may select only one priority bill, each committee may select two priority bills, and the speaker may select up to 25 priority bills. This session following the unprecedented filibustering, only priorities will get scheduled for debate. [Link to priority bills introduced.](#)

Rules Committee, Sen. Erdman

- Second session rules under consideration. Rule changes mid-session (between 1 and 2) is unprecedented.
 - First session the rules were: In order to have a full and fair debate on legislation, 8 hours of debate before a cloture motion for General File, 4 hours on Select File, and 2 hours on Final Reading. However, if no filibuster occurred in either the first or second rounds, the threshold for a full and fair debate could be 4 hours on Final Reading. (A cloture motion, if successful, would cease debate on a bill and require an immediate vote on the pending matter. The cloture motion currently requires an affirmative vote of 33 members.)

[Link to First Session \(2023\) Bill Tracker](#)

[Link to Second Session \(2024\) Bill Tracker](#)

Summary/Highlights:

Bills waiting Governor Signature:

- [Education Package LB 1329](#)
- [Appropriations Bill LB 1329A](#)
 - Title: Change provisions relating to handguns and firearms in school environments, classification of school districts, excessive absenteeism and truancy, the enrollment option program, certain educational certificates, permits, and endorsements, certain tax levy and bonding authority of school districts, requirements for various school and education programs, and the Nebraska Career Scholarship Act, provide for grants relating to school mapping data, prohibit certain debt collection activities, and provide requirements for the use of certain maps for schools
- [Education Package LB 1284e](#)
- [Appropriations Bill LB 1294A](#)
 - Provide for and change teacher incentive programs, provide for a pilot program to distribute menstrual products in schools, a Dyslexia Research Grant Program, a professional learning system relating to instruction in reading, and a statewide computer science education expansion program, create and change authorized use of certain funds, and change provisions relating to school psychologists and certain scholarship programs

- [LB 1306](#)
- [Appropriations Bill LB 1306A](#)
 - Eliminate the Professional Practices Commission and provide, change, and eliminate provisions relating to standards for and conduct of teachers and administrators

Bills in Final Reading on April 18, 2024

- [LB 388e](#)
- [Appropriations/Emergency Bill LB 388Ae](#)
 - Adopt the Property Tax Growth Limitation Act, the Advertising Services Tax Act, and the Property Tax Relief Act and change provisions relating to revenue and taxation
- [LB 1402](#)
- [Appropriations Bill LB 1402A](#)
 - Require the State Treasurer to establish education scholarships and eliminate the Opportunity Scholarships Act
- [LB 25](#)
 - Allow claims involving child abuse or sexual assault of a child under the Political Subdivisions Tort Claims Act

2024 Legislative Session*

Sun	Mon	Tues	Wed	Thur	Fri	Sat
January						
	1	2	3	4	5	6
			DAY 1	DAY 2	DAY 3	
7	8	9	10	11	12	13
	DAY 4	DAY 5	DAY 6	DAY 7	DAY 8	
14	15	16	17	18	19	20
	HOLIDAY	DAY 9	DAY 10	DAY 11	DAY 12	
21	22	23	24	25	26	27
	DAY 13	DAY 14	DAY 15	DAY 16	DAY 17	
28	29	30	31			
	RECESS	DAY 18	DAY 19			

Sun	Mon	Tues	Wed	Thur	Fri	Sat
February						
				1	2	3
				DAY 20	DAY 21	
4	5	6	7	8	9	10
	DAY 22	DAY 23	DAY 24	DAY 25	RECESS	
11	12	13	14	15	16	17
	DAY 26	DAY 27	DAY 28	DAY 29	RECESS	
18	19	20	21	22	23	24
	HOLIDAY	DAY 30	DAY 31	DAY 32	DAY 33	
25	26	27	28	29		
	RECESS	DAY 34	DAY 35	DAY 36		

Sun	Mon	Tues	Wed	Thur	Fri	Sat
March						
					1	2
					RECESS	
3	4	5	6	7	8	9
	DAY 37	DAY 38	DAY 39	DAY 40	RECESS	
10	11	12	13	14	15	16
	RECESS	DAY 41	DAY 42	DAY 43	DAY 44	
17	18	19	20	21	22	23
	DAY 45	DAY 46	DAY 47	DAY 48	RECESS	
24	25	26	27	28	29	30
	DAY 49	DAY 50	DAY 51	DAY 52	RECESS	
31						

Sun	Mon	Tues	Wed	Thur	Fri	Sat
April						
	1	2	3	4	5	6
	RECESS	DAY 53	DAY 54	DAY 55	DAY 56	
7	8	9	10	11	12	13
	RECESS	DAY 57	DAY 58	DAY 59	RECESS	
14	15	16	17	18	19	20
	RECESS	RECESS	RECESS	DAY 60		
21	22	23	24	25	26	27
28	29	30				

Federal & State Holidays

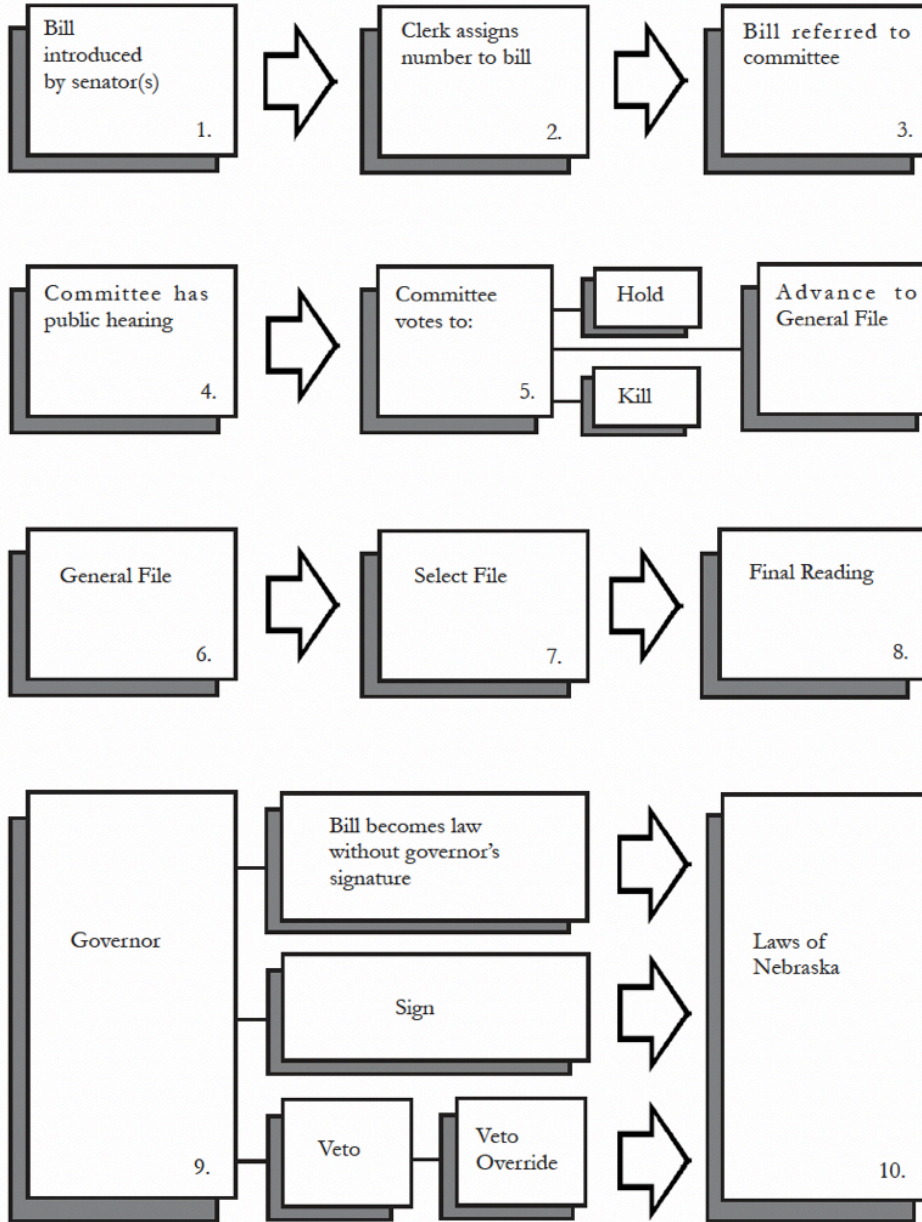
January 15 – Martin Luther King Jr. Day
 February 19 – Presidents' Day

Legislative Recess Days

January 29
 February 9, 16, 26
 March 1, 8, 11, 22, 29
 April 1, 8, 12, 15, 16, 17

*The Speaker reserves the right to revise the session calendar.

How a Bill Becomes a Law



(Unicameral Clerk of the Legislature, 2017, p. 281)