



Regular Board of Education Meeting

Monday, December 16, 2024 at 5:30 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](http://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 Bob Arp will be absent. He notified the Administrator prior to the meeting.

**Administrator Recommendation:** Discuss, consider and take all necessary action to approve Board member absences.

**Recommended Motion(s):**

Discuss, consider and take all necessary action to approve 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 all necessary action to approve the agenda as presented.

**Recommended Motion(s):**

Discuss, consider and take all 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 all necessary action to approve the virtual conferencing option for the January 2025 and February 2025 board meetings.

**Recommended Motion(s):**

Discuss, consider and take all necessary action to approve the virtual conferencing option for the January 2025 and February 2025 board meetings 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 all necessary action to approve the consent agenda as presented.

**Recommended Motion(s):**

Discuss, consider and take all necessary action 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 #78971 through #79114 totaling \$1,075,537.21

**Speaker(s):** Board President or Designee

**Rationale:**

The summary of bills for the current month total:\$1,075,537.21 - Bills #78971 through #79114

General Activity Fund total: \$733.69

| Check # | Amount      | Vendor                     | Description                        |
|---------|-------------|----------------------------|------------------------------------|
| 78974   | \$24,353.92 | Amazon                     | Technology servers/Grant supplies  |
| 78978   | \$21,261.60 | BD Construction            | Bridges project                    |
| 79005   | \$7,102.56  | Gene Steffy Ford           | Repairs on Zip Drive (Tech van)    |
| 79017   | \$5,839.00  | Lakeview Community Schools | Carl Perkins flow through expenses |

|       |              |                                  |                          |
|-------|--------------|----------------------------------|--------------------------|
| 79031 | \$130,036.50 | Rutt's Heading & Air             | HVAC remodel 6th payment |
| 79038 | \$6,281.26   | State of NE DAS State Accounting | Network service charges  |
| 79100 | \$34,059.10  | Renaissance Learning Inc         |                          |

**This is a consent item.**

6.3. Reading of Article IV, Section 9, F Bereavement Leave

**Speaker(s):** Board President or Designee

**Rationale:**

**This is a consent item.**

6.4. Reading of Article IV, Section 9, G Personal Leave

**Speaker(s):** Board President or Designee

**Rationale:**

**This is a consent item.**

6.5. Reading of Article IV, Section 9, H Maternity Leave

**Speaker(s):** Board President or Designee

**Rationale:**

**This is a consent item.**

6.6. Reading of Article IV, Section 9, I Professional Leave

**Speaker(s):** Board President or Designee

**Rationale:**

**This is a consent item.**

6.7. Reading of Article IV, Section 9, J Vacation Leave

**Speaker(s):** Board President or Designee

**Rationale:**

**This is a consent item.**

6.8. Excess Lodging and Meals

**Rationale:** Excess Lodging and Meals:

- The Professional Development had excess travel to report:
  - 2024 ACTE Conference, San Antonio, TX (December 3-7, 2024)
    - Brandy Thompson - \$413.02

**This is a consent item.**

7. Potential Further Discussion of Chief Administrator Candidates and Related Negotiations Discussion

**Rationale:** If necessary, the board will continue further discussion of the Chief Administrator interviews and related negotiations discussion.

**Recommended Motion(s):**

If necessary, motion to enter closed session to prevent the needless injury to the reputation of individuals and for negotiations discussion as it relates to the Chief Administrator position Passed with a motion by Board Member #1 and a second by Board Member #2.

8. Treasurer's Report

**Speaker(s):** Board President or Designee

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

**Administrator Recommendation:** Discuss, consider and take all necessary action to accept the Treasurer's Report as presented.

**Recommended Motion(s):**

Discuss, consider and take all necessary action to accept the Treasurer's Report as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

9. Administrator's Report General

**Speaker(s):** Administrator or Designee

**Rationale:**

- ESUCC Update
- Directors Written Reports (below)
- Upcoming Events
  - Regional Professional Development Day (January 3, 2024)
  - NRCSA Spring Conference in Kearney, NE (March 19-21, 2024)

9.1. Goal Update

**Speaker(s):** Administrator or Designee

**Rationale:**

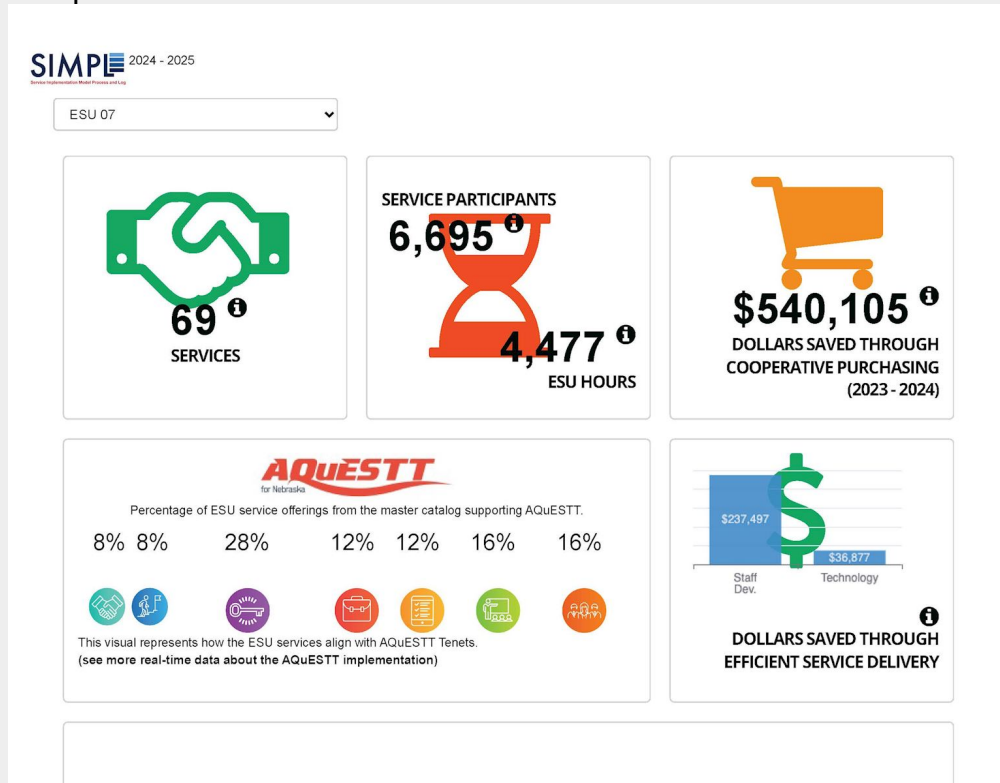
- Goal 1: By July 2025, the ESU 7 board will have advertised for a Chief Administrator, completed the interview process, sent a contract, hired a Chief Administrator, made the announcement, and begun the onboarding process.  
**Update:** Advertising for a Chief Administrator and interviews have been completed.
- Goal 2: By July 2025, the ESU 7 board will attend at least two professional/personal learning events annually.  
**Update:** 2 board members have attended 1 professional event, 6 board members have attended 2 professional events and 1 board member has attended 3 professional events.
- Goal 3: By July 2025, 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.
  - Completed:
    - Clarkson - October 9, 2024
    - Fullerton - November 11, 2024
  - **PENDING**
    - High Plains - January 13, 2025 at 6:30pm
      - Director: Marci Ostmeyer
      - Board Member: Marni Danhauer
    - Boone Central - January 13, 2025 at 7:30 pm
      - Director: Dan Ellsworth
      - Board Member: Richard Stephens?
- Goal 4: By July 2025, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district.

## 9.2. Services Update

**Speaker(s):** Administrator or Designee

**Rationale:**

- SIMPL Update



- Quarterly Update
- Update on the Boardsmanship Event
  - January 29, 2025 from 5:00pm-8:30pm
- Update on Regional PD Day in 2025
  - January 3, 2025 from 8:00am-4:00pm

## 9.3. Facilities Update

**Speaker(s):** Administrator or Designee

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

- Update on HVAC System (North building) & Bridges Construction (South Building)
- Bridges construction tour before January board meeting (5:00-5:15)

## 9.4. Personnel

**Speaker(s):** Administrator or designee

**Rationale:** New Hires:

- Cassidy Hiesterman, Bridges Paraprofessional. Start date was December 4, 2024
- David Donoghue, Bridges Paraprofessional. Start date was December 11, 2024.

Position Change:

- Shelby Sudduth, Bridges Paraprofessional, Contract amendment for additional duties. Start date was November 1, 2024

#### 9.5. Legislative Update

**Speaker(s):** Administrator or Designee

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

- NCSA Legislative Preview (December 11, 2024)

#### 10. Committee Reports

**Speaker(s):** Committee Chair

##### 10.1. Negotiations Committee Report

**Rationale:** The Negotiations Committee met on November 18, 2024. The Negotiations Committee recommends a 5% total package increase for the 2025-2026 Negotiated Agreement with the ESUEA negotiated staff. The increase includes \$824 on the base, raising it from \$38,768 to \$39,592, and increasing the board's portion of health insurance paid from 60% employee/child, which is \$11,919.74 to 75% of employee/child, which is \$14,899.68.

**Committee Recommendation:** Discuss, consider, and approve a 5% total package increase. This includes \$824 on the base, raising it from \$38,592, and increasing the board's portion of health insurance paid from 60% employee/child, which is \$11,919.74 to 75% of employee/child, which is \$14,899.68.

**Recommended Motion(s):**

Discuss, consider, and approve a 5% total package increase for the 2025-2026 Negotiated Agreement with the ESUEA negotiated staff. This includes \$824 on the base, raising it from \$38,592, and increasing the board's portion of health insurance paid from 60% employee/child, which is \$11,919.74 to 75% of employee/child, which is \$14,899.68. Passed with a motion by Board Member #1 and a second by Board Member #2.

#### 11. Conference Report

**Speaker(s):** Conference Attendees

**Rationale:** Conference Attendees will report on their learnings.

- NASA/NASB State Education Conference, Omaha, NE (November 20-22, 2024)
- AESA Annual Conference, Orlando, FL (December 4-6, 2024)

#### 12. 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; videoconferencing or telephone conferencing authorized; emergency meeting without notice; appearance before public body.**

(1) Until January 1, 2025:

(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 or the governing body of a rural or suburban fire protection district, 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, village, or district. 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.

(iv) In case of refusal, neglect, or inability of the newspaper to timely publish the notice, the public body shall (A) post such notice on its website, if available, and (B) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(c) In addition to a method of notice required by subdivision (1)(b)(i) or (ii) of this section, such notice may also be provided by any other appropriate method designated by such public body or such advisory committee.

(d) Each public body shall record the methods and dates of such notice in its minutes.

(e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a

meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2) Beginning January 1, 2025:

(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 (2)(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 given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

(B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper.

(ii) In the case of the governing body of a city of the second class or village, any advisory committee of such governing body, or the governing body of a rural or suburban fire protection district, such notice shall be given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper;

(B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

(C)(III) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted by the public body in the same three places for each meeting.

(iii) In the case of a public body not described in subdivision (2)(b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

(iv) In case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (A) post such notice on its website, if available, (B) submit a post on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (C) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(3)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (3)(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 subsections (1) and (2) of this section, including providing access to a dial-in number or link to the virtual conference;

(ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used;

(iii) At least one copy of all documents being considered at the meeting is available at any physical site open to the public where individuals may attend the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act; and

(iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of (A) an organization created under the Interlocal Cooperation Act that sells electricity or natural gas, (B) an organization created under the Municipal Cooperative Financing Act, (C) a governing body of a risk management pool and any advisory committee of such governing body, or (D) any advisory committee of any state entity created in response to the Opioid Prevention and Treatment Act, such the organization, governing body, or committee may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing.

(4) 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.

(5) 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.

(6) 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 (5) 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.

(7) 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.

(8)(a) Notwithstanding subsections (3) and (6) 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 subsections (1) and (2) 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 (5) 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.

(9) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (3)(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 (3)(b)(i) and (ii) of this section.

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

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

(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.**

(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.

Operative 4/17/24

  
**Nebraska Council**  
of School Administrators  
455 South 11<sup>th</sup> Street, Suite A  
Lincoln, NE 68508  
(402) 476-8055  
ncsa.org

  
**PGH&G**  
ATTORNEY AT LAW

PERRY, GUTHRY, HAASE & GESSFORD, P.C., L.L.O.  
233 South 13th Street, Suite 1400,  
Lincoln, NE 68508  
(402) 476-9200  
perrylawfirm.com



## **Regular Board of Education Meeting**

Educational Service Unit 7, Oak Room

2657 44th Ave

Columbus, NE 68601-8537

Monday, November 18, 2024 at 5:30 PM

Posted Locations:

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

Posted Date: 11/06/2024

Attendance Taken at 5:30 PM.

Bob Arp: Present

Joyce Baumert: Present

Amy Blaser: Present

Marni Danhauer: Present

Karen Gomez: Present

Don Graff: Present

Dawn Lindsley: Present

Richard Luebbe: Present

Doug Pauley: Present

Richard Stephens: Present

Gary Wieseler: Present

Jack Young: Present

Present: 12.

### 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](http://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.

Board Vice President Jack Young called the meeting to order at 5:30 pm.

Staff Present:

Kris Elmshaeuser, Administrator

Linda Shefcyk, Business Manager

Morgan Morsett, Secretary to the Board of Directors

Tami Clay, Special Education Director

Dan Ellsworth, Network Operations Director

Marci Ostmeyer, Professional Development 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

**Administrator Recommendation:** Discuss, consider and take all necessary action to approve Board member absences.

### 1.4. 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 all necessary action to approve the agenda as presented.

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

Bob Arp:                Yea

Joyce Baumert:      Yea

Amy Blaser: Yea  
Marni Danhauer: Yea  
Karen Gomez: Yea  
Don Graff: Yea  
Dawn Lindsley: Yea  
Richard Luebbe: Yea  
Doug Pauley: Yea  
Richard Stephens: Yea  
Gary Wieseler: Yea  
Jack Young: Yea  
Yea: 12, Nay: 0

3. Virtual Conferencing Option

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

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

Discuss, consider and take all necessary action to not approve the virtual conferencing option for the December board meeting Passed with a motion by Don Graff and a second by Amy Blaser.

Bob Arp: Abstain (Without Conflict)  
Doug Pauley: Abstain (Without Conflict)  
Joyce Baumert: Yea  
Amy Blaser: Yea  
Marni Danhauer: Yea  
Karen Gomez: Yea  
Don Graff: Yea  
Dawn Lindsley: Yea  
Richard Luebbe: Yea  
Richard Stephens: Yea  
Gary Wieseler: Yea  
Jack Young: Yea

Yea: 10, Nay: 0, Abstain (Without Conflict): 2

Board Vice President Jack Young stated next month will be a busy month due to interviews for the Chief Administrator. He suggests not offering virtual conferencing option.

4. Welcome Visitors

Board Vice President Jack Young welcomed Sonya Sukup and acknowledged the online guest.

5. Public Comment

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

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

6. **Consent Agenda**

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

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

Consent Agenda Includes:

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

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

Discuss, consider and take all necessary action to approve the consent agenda as presented. Motion was to pull 6.8 from the consent agenda. Passed with a motion by Bob Arp and a second by Gary Wieseler.

Doug Pauley: Abstain (Without Conflict)

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Marni Danhauer: Yea

Karen Gomez: Yea

Don Graff: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 11, Nay: 0, Abstain (Without Conflict): 1

Board Secretary Dawn Lindsley asked that Agenda Item 6.8 resignation Lindy Church be pulled off of the consent agenda.

6.1. Minutes

**This is a consent item.**

6.2. Presentation of Bills #78821 through #78970 - Totaling \$1,445,618.92

The summary of bills for the current month total: \$1,445,618.92 - Bills #78821 through #78970

General Activity Fund total: No activity this month.

| Check # | Amount       | Vendor                                 | Description                           |
|---------|--------------|--|---------------------------------------|
| 78832   | \$5,518.00   | Centro Hispano Comunitario De Nebraska | Youth Summit T-Shirts                 |
| 78833   | \$11,362.35  | Chartwells Food Service - CCC          | Youth Summit                          |
| 78846   | \$13,096.18  | Dell Technologies                      | Hyper-V Server                        |
| 78848   | \$20,075.78  | Eakes Office Solutions                 | Production copier contract agreements |
| 78855   | \$6,790.00   | ESU 16                                 | Zoom Licenses                         |
| 78863   | \$7,361.24   | Grainger                               | Perkins supplies flow through         |
| 78875   | \$5,705.70   | Journeyed, Inc.                        | Office Mac 2024 LTSC Software         |
| 78888   | \$31,894.40  | Midwest Door and Hardware              | Safety Grant for Nebraska Christian   |
| 78899   | \$428,947.50 | Rutt's Heating & Air                   | HVAC remodel 5th payment              |
| 78900   | \$19,128.65  | RVW, Inc.                              | HVAC/Bridges project                  |
| 78907   | \$5,645.47   | State of NE DAS State Accounting       | Network service charges               |
| 78967   | \$6,184.50   | Torsh, Inc.                            | Torsh Talent Premium Renewal Licenses |

**This is a consent item.**

6.3. Reading of Article III, Section 3, F Audits

**This is a consent item.**

6.4. Reading of Article IV, Section 9, B Reporting Absences and Making Leave Requests

**This is a consent item.**

6.5. Reading of Article IV, Section 9, C Returning from Absences

**This is a consent item.**

6.6. Reading of Article IV, Section 9, D Paid Leaves

**This is a consent item.**

6.7. Reading of Article IV, Section 9, E Sick Leave

**This is a consent item.**

7. Resignations - Lindy Church  
Lindy Church - Bridges Teacher, Last day was November 1, 2024

**This is a consent item.**

Motion to accept Lindy Church Resignation Passed with a motion by Dawn Lindsley and a second by Marni Danhauer.

Doug Pauley: Abstain (Without Conflict)

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Marni Danhauer: Yea

Karen Gomez: Yea

Don Graff: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 11, Nay: 0, Abstain (Without Conflict): 1

Board Secretary Dawn Lindsley asked why Lindy's resignation was in the consent agenda and the 2 other paraprofessionals resignations are under the Administrator's General Report: Personnel. Administrator Elmshaeuser explained that Lindy was the teacher for the Bridges program. All teacher contracts come to the board for approval, thus her resignation needed to come to the board for approval. Para Educator contracts/resignations do not require board approval. Board member Gary Wieseler asked if there are concerns with the Bridges Program based on comments in the Letter of Resignation. Administrator Elmshaeuser explained the Bridges Program is a new and very challenging program, and

the staff are continuing to work to move the program forward. Special Education Director Tamra Clay says she appreciates how much Lindy did for the program. Both Director Clay and Principal Cara Neesen worked to provide additional support to Lindy in the best way possible. Lindy put in a lot of time, effort and love for the kids.

8. **Spotlight: Mental Health**

Licensed Mental Health Coordinator Sonya Sukup will present the Mental Health Spotlight.

Sonya Sukup, LMHP Coordinator, presented the Mental Health Department Spotlight to the Board. There are a total of 7 clinicians in the Mental Health Department. Three are new this year, including Sonya herself. They serve 16 school districts, a non-public school and the Learning Academy. She shared the 3 goals for the department: establishing caseload expectations, data to support progress monitoring and goal tracking, and collaborating with MTSS Systems. She explained in detail the MTSS system and a 3 tier process. Sonya provided current data from the 2023-2024 school year, which had 390 students in tier 3 and 64 students on a wait list. Current data for 2024-2025, they are serving 172 students in tier 3 with 2 students on a wait list. The Mental Health Department continues to work hard to integrate the MTSS system to scale up students who would benefit from tier 1 and tier 2. They want to expand their capacity for more evidence-based interventions and be able to reach capacity in serving districts with needs. Also, continue to collect data to support better integration of LMHP Services.

The board followed up with several questions asking more about the students & services within the districts.

9. **Reading of Article III, Section 4, F Internal Controls**

Review Article III, Section 4, F Internal Controls of the ESU 7 Policy Manual

**Administrator Recommendation:** Discuss, consider and take all necessary action to approve Article III, Section 4 Internal Controls as presented.

Discuss, consider and take all necessary action to approve Article III, Section 4 F Internal Controls as presented. Passed with a motion by Dawn Lindsley and a second by Don Graff.

Doug Pauley: Abstain (Without Conflict)

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Marni Danhauer: Yea

Karen Gomez: Yea

Don Graff: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 11, Nay: 0, Abstain (Without Conflict): 1

Administrator Elmshaeuser shared that Justin Knight from Perry Law Firm has sent out an update to the policy, Article III, Section 4, F Internal Controls. Specific changes included cybersecurity, monetary threshold, contract terms, federal interest reporting, suspension & debarment language, and an increase in the capital expenditure threshold.

#### 10. Treasurer's Report

Review the breakdown of the Treasurer's Report.

**Administrator Recommendation:** Discuss, consider and take all necessary action to accept the Treasurer's Report as presented.

Discuss, consider and take all necessary action to accept the Treasurer's Report as presented Passed with a motion by Marni Danhauer and a second by Bob Arp.

Doug Pauley: Abstain (Without Conflict)

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Marni Danhauer: Yea

Karen Gomez: Yea

Don Graff: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 11, Nay: 0, Abstain (Without Conflict): 1

#### 11. Administrator's Report General

- ESUCC Update
  - Literacy Update
- Professional Development and Production/Print Shop Report - Director Ostmeyer
- Special Education Report - Director Clay
- Technology Report - Director Ellsworth
  - Nebraska Cybersecurity Network Update
- Upcoming Board Events
  - NASA/NASB State Education Conference in Omaha, NE (November 20-22, 2024)
    - Registered:
      - Bob Arp
      - Dawn Lindsley
      - Don Graff
      - Doug Pauley

- Gary Wieseler
  - Jack Young
  - Joyce Baumert
  - Karen Gomez
  - Marni Danhauer
  - Beth Kabes
- AESA Annual Conference in Orlando, FL (December 4-6, 2024)
  - Bob Arp
  - Don Graff
  - Joyce Baumert
- Upcoming ESU 7 Events
  - Superintendent & Principals Data Dig with Senator Panel (December 10, 2024)
  - Kris attending Legislative Preview at NCSA (December 11, 2024)
  - Agency Team Meeting (December 12, 2024)
  - All Staff Meeting (December 20, 2024)
  - Regional PD Day at Columbus High School (January 3, 2025)

Administrator Elmshaeuser gave an update on the Literacy Project. The 1.2 million passed by the legislature to provide literacy coaches in the state will now be done in phases. Currently, the plan is to begin with 7 Literacy coaches that will be placed in Omaha, Lincoln, and 5 ESUs that align with the MTSS regions. Phase 2 will then place 10 Literacy coaches in the rest of the ESUs for 2026-2027. Dr. Polk is a member of the group for Tennant 3 that is developing the plan for the Literacy coaches. A board member asked if the funding would continue after the 1.2 million is expended. It is not known at this time if the legislature will continue to fund the Literacy Project. The Comprehensive Literacy State Development program received a 55 million dollar federal grant that will be funded over the next 5 years that will help support the literacy work in the state.

Technology Director Dan Ellsworth gave a technology and cybersecurity update. Internet problems have been resolved at David City with a secondary internet option and Schuyler will be finished soon. Cybersecurity - Have been working with several of our districts, administrative teams, and bookkeepers to implement LastPass. He shared several stories of districts having compromised emails and a district not in our ESU area that had a ransomware attack. Dan is meeting with all the tech coordinators in the state tomorrow to continue to discuss the group buy. The Nebraska Business Teachers Association has also asked him to speak.

Professional Development Director Marci Ostmeyer provided an update for Professional Development and the Print Shop. The Professional Development team has a lot of opportunities to be professionally developed. They attended a statewide training in Kearney last week. The presentation was on facilitation and presenting. The Professional Development staff are often in the schools providing professional development on the early outs for inservice. That's us! Print shop has never been anywhere to receive training. They went to Lincoln Public Schools print shop and learned from a shop that's much larger.

What we do in a year, they do in a month. The Print Shop team learned about new processes - notepads specifically. Lincoln Public Schools' process is much easier. The print Shop is continuing to work on maximizing efficiencies.

The Special Education Director Tami Clay provided an update. The Special Education department has finished SPED final financials for 17 schools. Jackie Ternus and Director Clay are facilitating IEP's. The team continues to assist with file review & preparation, disproportionate eligibility, and policy review. Area District Resource Teachers attended a professional development day at EUS 7 last Tuesday. They learned about NDE changes and learned some best practices in SPED training. Currently, we are collecting data for the proportionate share worksheet due to NDE. We will be providing TIP training to our districts with the support of NDE. We continue to work with Amy Richards on the Grow Your Own Program that will be funded through Wayne State College. Columbus Public is also part of the Grow Your Own Program. We hope that all of our paras interested in becoming teachers will be able to be a part of this program. We support their efforts in wanting to become a teacher. With our Bridges program we have lost 1 teacher and 2 paras. Support was provided by giving one day a week for planning along with other support. Principal Cara Neesen has taken over the instructional lead in the classroom. The kids in the program continue to make progress, they are happy and learning. We are currently advertising to fill the position and have long-term subs lined up. We have already had people asking about the teaching position for next year. Working really hard to keep Bridges moving forward this year.

Board member Bob Arp stated that we perceive situations like these to be a failure. Sometimes things aren't a good match, regardless of personal or home life. Board Secretary Dawn Lindsley asked how the board could support and help to move the situation forward. Director Clay shared that they are using staff from all departments and programs to help support the Bridges program. We want to continue to hire quality people, paras are more difficult to hire. Board member Dawn Lindsley asked if it is a matter of pay. Director Clay responded she doesn't think so, rather it takes a special person to do the job. Board Secretary Dawn Lindsley also expressed concern for supporting Principal Cara Neesen for taking on this additional responsibility.

Administrator Elmshaeuser shared information about the State Education conference this week and reminded those attending of important events. Secretary to the Board Morgan Morsett will provide those attending with a packet of information.

AESA Conference is coming up. Director Ostmeyer will be the ESU 7 staff member attending.

### 11.1. Goal Update

- Goal 1: By July 2025, the ESU 7 board will have advertised for a Chief Administrator, completed the interview process, sent a contract, hired a

Chief Administrator, made the announcement, and begun the onboarding process.

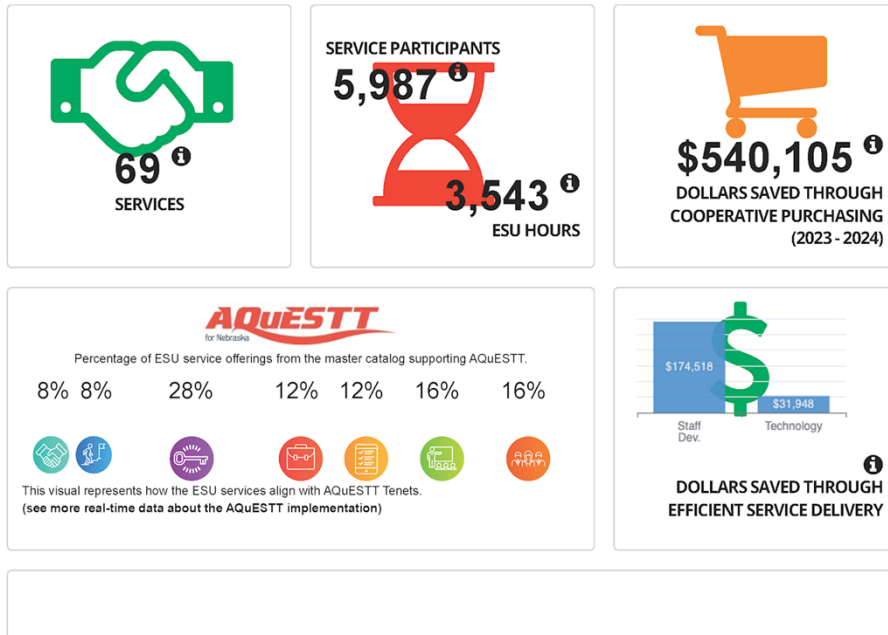
- Goal 2: By July 2025, the ESU 7 board will attend at least two professional/personal learning events annually.  
**Update**: Seven board members have attended one professional event.
- Goal 3: By July 2025, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
  - Completed:
    - Fullerton - November 11, 2024
      - Director: Marci Ostmeyer
      - Board Member: Amy Blaser's District
    - Osceola - December 9, 2024 at 6:00 pm
      - Director:
      - Board Member:
    - High Plains: January 13, 2025 at 6:30
      - Director:
      - Board Member:
- Goal 4: By July 2025, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district.

The discussion was to reschedule Osceola's visit for February and both Board member Marni Danhauer and Professional Development Director Marci Ostmeyer would attend the High Plains board meeting on January 13, 2025.

## 11.2. Services Update

- SIMPL Update

ESU 07



Administrator Elmshaeuser reviewed the SIMPL screenshot attached to the agenda.

Director Ostmeyer confirms staff development does not just include the Professional Development department. There are other people who offer staff development services, which includes training that Dan does along with staff from Special Education.

11.3. Facilities Update

The Administrator will provide a facilities update during this item.

- Update on HVAC System (North Building) & Bridges Construction (South Building)
- South Building Construction Tour before January Board Meeting (5:00-5:15)

Administrator Elmshaeuser provided an update to the board on the facility's construction projects. HVAC system in the North Building is almost done. In the South Building, the construction of the Bridges classroom has the space opened up. There has been one change order to add a beam for the movable wall. The additional cost is about \$4,000.00 for the change order. We are still waiting for the playground specs.

11.4. Personnel

Resignations:

- Christine Barber, Bridges Paraprofessional. Last day was November 5, 2024
- Tina Speicher, Bridges Paraprofessional. Last day was November 15, 2024

Administrator Elmshaeuser acknowledged the resignations of two paraeducators.

## 12. **Committee Reports**

### 12.1. Negotiations Committee Report

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

#### **Committee Recommendation:**

Board Member and Negotiations Committee Chair Richard Stephens shared that it was a quick and good meeting. The teachers were great, and they accepted the negotiation offer by the committee. The offer was a 5% total package increase. Health insurance will increase from 60% to 75% for employee/child. The base will increase by \$820. The total package increase is \$161,809.20. It will be brought to the board for approval next month.

### 12.2. Hiring Committee

Board Vice President Jack Young shared the hiring committee has met twice. They will be meeting again this evening with Shari Becker after the board meeting. There are four groups that will be interviewing the candidates; staff, directors, superintendents & board. Applications close on December 2nd. The committee will meet again on December 10, 2024, to determine the finalists to interview. Interviews are on December 16, 2024.

## 13. Conference Report

Conference Attendees will report on their learnings.  
No conferences to report on.

## 14. Adjournment

Meeting adjourned at 6:59 pm.

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

| Bank | Check    | Type | Date       | Vendor | Vendor Name                           | Amount     |
|------|----------|------|------------|--------|---------------------------------------|------------|
| 10   | 00078971 | C    | 12/20/2024 | 10013  | ACE HARDWARE                          | 17.97      |
| 10   | 00078972 | C    | 12/20/2024 | 10060  | ADMINISTRATORS IN-SERVICE             | 733.69     |
| 10   | 00078973 | C    | 12/20/2024 | 14974  | ALLO COMMUNICATIONS                   | 177.00     |
| 10   | 00078974 | C    | 12/20/2024 | 10391  | AMAZON CAPITAL SERVICES *             | 25,353.92  |
| 10   | 00078975 | C    | 12/20/2024 | 14397  | ANDREA NELSON                         | 125.00     |
| 10   | 00078976 | C    | 12/20/2024 | 10681  | APPLE COMPUTER, INC.                  | 8,424.00   |
| 10   | 00078977 | C    | 12/20/2024 | 388    | APPLIED CONNECTIVE TECHNOLOGIES       | 440.00     |
| 10   | 00078978 | C    | 12/20/2024 | 10103  | B-D CONSTRUCTION                      | 21,261.60  |
| 10   | 00078979 | C    | 12/20/2024 | 20428  | BOONE CENTRAL SCHOOLS                 | 540.00     |
| 10   | 00078980 | C    | 12/20/2024 | 6700   | BROOKE KAVAN                          | 49.58      |
| 10   | 00078981 | C    | 12/20/2024 | 10944  | CARDINAL INN LLC                      | 464.00     |
| 10   | 00078982 | C    | 12/20/2024 | 1996   | CASEY'S MAIL SERVICE LLC              | 398.91     |
| 10   | 00078983 | C    | 12/20/2024 | 280    | CHRISTINA KILGORE                     | 187.50     |
| 10   | 00078984 | C    | 12/20/2024 | 30550  | CITY OF COLUMBUS WATER & SANIT        | 411.93     |
| 10   | 00078985 | C    | 12/20/2024 | 5827   | CLARKSON TV & APPLIANCE               | 199.90     |
| 10   | 00078986 | C    | 12/20/2024 | 31023  | COLUMBUS OPTIMIST CLUB                | 480.00     |
| 10   | 00078987 | C    | 12/20/2024 | 31029  | COLUMBUS PUBLIC SCHOOLS LUNCH FUND    | 7,294.95   |
| 10   | 00078988 | C    | 12/20/2024 | 15792  | COLUMN SOFTWARE PBC                   | 24.91      |
| 10   | 00078989 | C    | 12/20/2024 | 31218  | COMPUTER HARDWARE INC                 | 2,714.90   |
| 10   | 00078990 | C    | 12/20/2024 | 31425  | COURTYARD BY MARRIOTT                 | 120.75     |
| 10   | 00078991 | C    | 12/20/2024 | 4812   | CUBBY'S, INC.                         | 518.68     |
| 10   | 00078992 | C    | 12/20/2024 | 14770  | DELL TECHNOLOGIES, INC.               | 923.00     |
| 10   | 00078993 | C    | 12/20/2024 | 40725  | EAKES OFFICE SOLUTIONS                | 595.67     |
| 10   | 00078994 | C    | 12/20/2024 | 50825  | ED SERVICE UNIT 7-PAYROLL             | 747,594.26 |
| 10   | 00078995 | C    | 12/20/2024 | 14613  | ELYSE BELINA                          | 454.93     |
| 10   | 00078996 | C    | 12/20/2024 | 70428  | EMILY DELP                            | 1,287.08   |
| 10   | 00078997 | C    | 12/20/2024 | 50640  | ESU 1                                 | 342.95     |
| 10   | 00078998 | C    | 12/20/2024 | 50650  | ESU 3                                 | 15.00      |
| 10   | 00078999 | C    | 12/20/2024 | 50725  | ESU 6                                 | 72.20      |
| 10   | 00079000 | C    | 12/20/2024 | 7226   | FIREGUARD                             | 696.70     |
| 10   | 00079001 | C    | 12/20/2024 | 60056  | FNBO                                  | 51.90      |
| 10   | 00079002 | C    | 12/20/2024 | 13560  | FLAGLER TECHNOLOGIES, LLC             | 700.00     |
| 10   | 00079003 | C    | 12/20/2024 | 13684  | FLEETCOR TECHNOLOGIES INC             | 26.57      |
| 10   | 00079004 | C    | 12/20/2024 | 15920  | FNBO CREDIT CARD                      | 14,900.42  |
| 10   | 00079005 | C    | 12/20/2024 | 70060  | GENE STEFFY FORD                      | 7,102.56   |
| 10   | 00079006 | C    | 12/20/2024 | 15342  | GREGG YOUNG CHEVROLET GMC OF COLUMBUS | 264.26     |
| 10   | 00079007 | C    | 12/20/2024 | 80147  | HAMPTON INN                           | 358.00     |
| 10   | 00079008 | C    | 12/20/2024 | 11460  | HAYLEY MURPHY                         | 972.17     |
| 10   | 00079009 | C    | 12/20/2024 | 80543  | HOMETOWN LEASING                      | 477.45     |
| 10   | 00079010 | C    | 12/20/2024 | 80860  | HUMPHREY PUBLIC SCHOOL                | 180.00     |
| 10   | 00079011 | C    | 12/20/2024 | 80880  | HY-VEE                                | 284.91     |
| 10   | 00079012 | C    | 12/20/2024 | 13552  | JEAN ANNE KAMRATH                     | 820.00     |
| 10   | 00079013 | C    | 12/20/2024 | 9180   | JERI GLENN                            | 100.00     |
| 10   | 00079014 | C    | 12/20/2024 | 14869  | JESSICA BRUGMAN                       | 87.50      |
| 10   | 00079015 | C    | 12/20/2024 | 6319   | JOURNEYED.COM, INC.                   | 66.65      |
| 10   | 00079016 | C    | 12/20/2024 | 11738  | KIM RUGER                             | 100.00     |
| 10   | 00079017 | C    | 12/20/2024 | 120129 | LAKEVIEW COMMUNITY SCHOOLS            | 5,839.00   |
| 10   | 00079018 | C    | 12/20/2024 | 15369  | LILIANA VELASQUEZ                     | 300.00     |
| 10   | 00079019 | C    | 12/20/2024 | 120314 | LINCOLN JOURNAL STAR                  | 979.00     |
| 10   | 00079020 | C    | 12/20/2024 | 40545  | LISA DURANSKI                         | 689.43     |
| 10   | 00079021 | C    | 12/20/2024 | 120550 | LOUP POWER DISTRICT                   | 3,359.36   |
| 10   | 00079022 | C    | 12/20/2024 | 130070 | MAILBOX, THE                          | 30.40      |
| 10   | 00079023 | C    | 12/20/2024 | 5410   | MARK BRADY                            | 205.96     |
| 10   | 00079024 | C    | 12/20/2024 | 120396 | MATHESON-LINWELD                      | 3,052.80   |
| 10   | 00079025 | C    | 12/20/2024 | 130378 | MENARDS                               | 141.10     |
| 10   | 00079026 | C    | 12/20/2024 | 140066 | NE ASSOC OF SCHOOL BOARDS             | 226.00     |
| 10   | 00079027 | C    | 12/20/2024 | 140570 | NEBRASKA TECHNOLOGY & TELECOM.        | 160.08     |
| 10   | 00079028 | C    | 12/20/2024 | 11185  | OBRIST                                | 85.00      |
| 10   | 00079029 | C    | 12/20/2024 | 16136  | OMAHA MARRIOTT DOWNTOWN               | 552.00     |
| 10   | 00079030 | C    | 12/20/2024 | 21001  | RACHEL BURGESS                        | 36.18      |
| 10   | 00079031 | C    | 12/20/2024 | 20250  | RUTT'S HEATING & AIR                  | 130,036.50 |
| 10   | 00079032 | C    | 12/20/2024 | 14052  | SAMANTHA TOMERLIN                     | 35.00      |

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

| Bank | Check    | Type | Date       | Vendor | Vendor Name                         | Amount   |
|------|----------|------|------------|--------|-------------------------------------|----------|
| 10   | 00079033 | C    | 12/20/2024 | 981    | SARAH WACHA                         | 489.77   |
| 10   | 00079034 | C    | 12/20/2024 | 190164 | SCHUYLER COMMUNITY SCHOOLS          | 352.00   |
| 10   | 00079035 | C    | 12/20/2024 | 760    | SERVICEMASTER BY SHEVLIN            | 1,502.00 |
| 10   | 00079036 | C    | 12/20/2024 | 190376 | SEWARD CO. CLERK                    | 132.70   |
| 10   | 00079037 | C    | 12/20/2024 | 4235   | SHERWIN-WILLIAMS                    | 212.20   |
| 10   | 00079038 | C    | 12/20/2024 | 190850 | STATE OF NEBRASKA DAS STATE ACCTG.  | 6,281.26 |
| 10   | 00079039 | C    | 12/20/2024 | 191085 | SUPER SAVER                         | 1,015.68 |
| 10   | 00079040 | C    | 12/20/2024 | 15504  | THINKWAVE                           | 549.00   |
| 10   | 00079041 | C    | 12/20/2024 | 2674   | TIRE OUTLET INC                     | 15.00    |
| 10   | 00079042 | C    | 12/20/2024 | 200606 | U & I SANITATION                    | 112.50   |
| 10   | 00079043 | C    | 12/20/2024 | 10320  | VERIZON WIRELESS                    | 944.36   |
| 10   | 00079044 | C    | 12/20/2024 | 230049 | CAPITAL ONE-WALMART (SPED)          | 317.37   |
| 10   | 00079045 | C    | 12/20/2024 | 230051 | WALMART CAPITAL ONE - MIG           | 108.72   |
| 10   | 00079046 | C    | 12/20/2024 | 13420  | WOODRIVER ENERGY LLC                | 154.15   |
| 10   | 00079047 | C    | 12/20/2024 | 13757  | YANDA'S AVL RENTAL                  | 2,320.00 |
| 10   | 00079048 | A    | 12/20/2024 | 13897  | ADILENE PEREZ                       | 665.31   |
| 10   | 00079049 | A    | 12/20/2024 | 120155 | AMY J SLAMA                         | 563.24   |
| 10   | 00079050 | A    | 12/20/2024 | 14710  | AMY RICHARDS                        | 100.00   |
| 10   | 00079051 | A    | 12/20/2024 | 1082   | ANGEL D MAYBERRY                    | 243.21   |
| 10   | 00079052 | A    | 12/20/2024 | 250100 | ANGELA ARNDT                        | 175.00   |
| 10   | 00079053 | A    | 12/20/2024 | 990    | BRANDY ROSE                         | 397.98   |
| 10   | 00079054 | A    | 12/20/2024 | 14621  | CALVIN FREY                         | 1,144.05 |
| 10   | 00079055 | A    | 12/20/2024 | 13528  | CARA NEESEN                         | 28.14    |
| 10   | 00079056 | A    | 12/20/2024 | 110510 | CAROLYN KOCH                        | 100.00   |
| 10   | 00079057 | A    | 12/20/2024 | 5967   | CASSANDRA RUTH                      | 742.36   |
| 10   | 00079058 | A    | 12/20/2024 | 9512   | CASSIE KRINGS                       | 737.67   |
| 10   | 00079059 | A    | 12/20/2024 | 5096   | CHRIS CHVALA                        | 133.50   |
| 10   | 00079060 | A    | 12/20/2024 | 13510  | CHRISTINA HANCOCK                   | 560.79   |
| 10   | 00079061 | A    | 12/20/2024 | 70017  | CYNTHIA ALARCON                     | 134.84   |
| 10   | 00079062 | A    | 12/20/2024 | 50579  | DAN ELLSWORTH                       | 56.28    |
| 10   | 00079063 | A    | 12/20/2024 | 180474 | ANA KAREN GARCIA MEDINA             | 894.45   |
| 10   | 00079064 | A    | 12/20/2024 | 14001  | DEVON GRONENTHAL                    | 318.92   |
| 10   | 00079065 | A    | 12/20/2024 | 14060  | DYLAN SOUTHARD                      | 310.88   |
| 10   | 00079066 | A    | 12/20/2024 | 60033  | ELISSA HEIBEL                       | 86.78    |
| 10   | 00079067 | A    | 12/20/2024 | 60033  | ELISSA HEIBEL                       | 100.00   |
| 10   | 00079068 | A    | 12/20/2024 | 14575  | ERNIE VALENTINE                     | 100.00   |
| 10   | 00079069 | A    | 12/20/2024 | 7560   | ESI HOSTED SERVICES                 | 180.16   |
| 10   | 00079070 | A    | 12/20/2024 | 7099   | HALEY KUNZE                         | 210.38   |
| 10   | 00079071 | A    | 12/20/2024 | 140691 | HD SUPPLY (FORMERLY HOME DEPOT PRO) | 891.91   |
| 10   | 00079072 | A    | 12/20/2024 | 15970  | INGRID RODRIGUEZ                    | 806.75   |
| 10   | 00079073 | A    | 12/20/2024 | 15709  | IRIS MEDINA GONZALEZ                | 739.68   |
| 10   | 00079074 | A    | 12/20/2024 | 10375  | RONELLE JACKSON                     | 2,275.00 |
| 10   | 00079075 | A    | 12/20/2024 | 8559   | JACLYN TERNUS                       | 262.31   |
| 10   | 00079076 | A    | 12/20/2024 | 14745  | JAEDYN MORRIS                       | 976.86   |
| 10   | 00079077 | A    | 12/20/2024 | 15954  | JENNA MATTOX                        | 482.79   |
| 10   | 00079078 | A    | 12/20/2024 | 11223  | JILL WIELGUS                        | 517.24   |
| 10   | 00079079 | A    | 12/20/2024 | 8540   | JOLYNN KAHLANDT                     | 648.56   |
| 10   | 00079080 | A    | 12/20/2024 | 11932  | JOSH ARIAS                          | 600.32   |
| 10   | 00079081 | A    | 12/20/2024 | 6459   | KAISE RECEK                         | 388.60   |
| 10   | 00079082 | A    | 12/20/2024 | 14478  | KASSANDRA CORNWELL                  | 732.31   |
| 10   | 00079083 | A    | 12/20/2024 | 11983  | KENDRA GUSTAFSON                    | 100.00   |
| 10   | 00079084 | A    | 12/20/2024 | 15695  | KRIS ELM SHAEUSER                   | 63.78    |
| 10   | 00079085 | A    | 12/20/2024 | 100521 | KRIS JOHNSON                        | 223.01   |
| 10   | 00079086 | A    | 12/20/2024 | 190384 | LARRY SHEFCYK                       | 33.50    |
| 10   | 00079087 | A    | 12/20/2024 | 13480  | LETISHIA KLEINSCHMIT                | 688.76   |
| 10   | 00079088 | A    | 12/20/2024 | 13986  | LYNNE WEBSTER                       | 1,077.36 |
| 10   | 00079089 | A    | 12/20/2024 | 15601  | MARCI HAIGHT                        | 190.26   |
| 10   | 00079090 | A    | 12/20/2024 | 2267   | MARCIA OSTMEYER                     | 104.79   |
| 10   | 00079091 | A    | 12/20/2024 | 11797  | MARIA RODRIGUEZ                     | 1,182.55 |
| 10   | 00079092 | A    | 12/20/2024 | 14699  | MARIAH BELLER                       | 1,096.12 |
| 10   | 00079093 | A    | 12/20/2024 | 11479  | MEGAN WELCH                         | 960.28   |
| 10   | 00079094 | A    | 12/20/2024 | 14656  | MERIDITH RIHA                       | 79.06    |

Check Register Summary

Batch Year: 25 Bank: 10 Date Range:

| Bank                  | Check    | Type | Date       | Vendor | Vendor Name               | Amount                |
|-----------------------|----------|------|------------|--------|---------------------------|-----------------------|
| 10                    | 00079095 | A    | 12/20/2024 | 12246  | MERRIDIE KAUP             | 987.08                |
| 10                    | 00079096 | A    | 12/20/2024 | 16152  | MICHELLE OLSON            | 50.79                 |
| 10                    | 00079097 | A    | 12/20/2024 | 8788   | NATHALIE VARGAS           | 659.28                |
| 10                    | 00079098 | A    | 12/20/2024 | 15962  | NICOLE CHILES             | 698.81                |
| 10                    | 00079099 | A    | 12/20/2024 | 13498  | RACHEL BUETTNER           | 457.61                |
| 10                    | 00079100 | A    | 12/20/2024 | 180365 | RENAISSANCE LEARNING, INC | 34,059.10             |
| 10                    | 00079101 | A    | 12/20/2024 | 130708 | SHARON M BROWN            | 773.18                |
| 10                    | 00079102 | A    | 12/20/2024 | 130708 | SHARON M BROWN            | 100.00                |
| 10                    | 00079103 | A    | 12/20/2024 | 8524   | SHAYNA CEPEL              | 458.15                |
| 10                    | 00079104 | A    | 12/20/2024 | 10740  | SHELLI EICKMEIER          | 653.25                |
| 10                    | 00079105 | A    | 12/20/2024 | 15725  | SONYA SUKUP               | 721.30                |
| 10                    | 00079106 | A    | 12/20/2024 | 12165  | STEPHANIE FOREMAN         | 505.62                |
| 10                    | 00079107 | A    | 12/20/2024 | 13447  | SUSAN OLMER               | 125.00                |
| 10                    | 00079108 | A    | 12/20/2024 | 11436  | TAMRA CLAY                | 353.76                |
| 10                    | 00079109 | A    | 12/20/2024 | 11436  | TAMRA CLAY                | 100.00                |
| 10                    | 00079110 | A    | 12/20/2024 | 11436  | TAMRA CLAY                | 46.89                 |
| 10                    | 00079111 | A    | 12/20/2024 | 13536  | TERI OPFER                | 1,069.32              |
| 10                    | 00079112 | A    | 12/20/2024 | 70018  | VANESSA GASCON-GUARCAS    | 440.19                |
| 10                    | 00079113 | A    | 12/20/2024 | 230361 | WENDY WOLFE               | 515.90                |
| 10                    | 00079114 | A    | 12/20/2024 | 10545  | YARIBEY RODRIGUEZ         | 1,008.35              |
| <b>Total Bank: 10</b> |          |      |            |        |                           | <b>\$1,075,537.21</b> |

|                                 |                       |
|---------------------------------|-----------------------|
| <b>Total Computer Checks:</b>   | <b>\$1,008,647.89</b> |
| <b>Total Manual Checks:</b>     | <b>\$0.00</b>         |
| <b>Total ACH Checks:</b>        | <b>\$66,889.32</b>    |
| <b>Total Other Checks:</b>      | <b>\$0.00</b>         |
| <b>Total Electronic Checks:</b> | <b>\$0.00</b>         |
| <b>Total Computer Voids:</b>    | <b>\$0.00</b>         |
| <b>Total Manual Voids:</b>      | <b>\$0.00</b>         |
| <b>Total ACH Voids:</b>         | <b>\$0.00</b>         |
| <b>Total Other Voids:</b>       | <b>\$0.00</b>         |
| <b>Total Electronic Voids:</b>  | <b>\$0.00</b>         |
| <b>Grand Total:</b>             | <b>\$1,075,537.21</b> |
| <b>Number of Checks:</b>        | <b>144</b>            |

| Batch Year | Batch  | Amount     |
|------------|--------|------------|
| 25         | 000119 | 261,937.00 |
| 25         | 000120 | 45,099.63  |
| 25         | 000127 | 20,906.32  |
| 25         | 000131 | 747,594.26 |





**Article IV, Section 9, F Bereavement Leave**

1. *Immediate Family.* Paid family bereavement leave of 3 days is available in the event of the death of an immediate family member. The term “immediate family” for this purpose means the employee’s spouse, child, parent, grandparent, grandchild, sibling, stepparents, stepsiblings and stepchildren and family members standing in the same relation to the employee’s spouse (in-laws). Family bereavement leave of 3 days is available for each such death. Additional days for bereavement may be charged as sick leave with Administrator or designee approval.
2. *Non-Immediate Family.* Non-family bereavement leave of 2 days is available for the death of a person who is not an immediate family member, but with whom the employee was so close that the employee would be expected to attend the person’s funeral. Non-family bereavement leave requires advance approval of the employee’s supervisor. Employees may request two additional bereavement days for non-immediate family without loss of pay from the Administrator or designee. Leave granted will be charged against sick leave.
3. *Use of Bereavement Leave.* Bereavement leave is to be used for purposes of addressing issues related to the death and to attend funeral services. The taking of a bereavement leave without attending funeral services would be an abuse of bereavement leave, except in the case of the death of the employee’s parent, child or spouse, where grief would be expected to impair the employee’s ability to function at work.
4. *Carry-over and Accumulation.* There is no carry-over or accumulation of unused bereavement leave.
5. *Nature of Paid Leave.* Paid leave is available to employees when the following specific conditions are met: (1) the employee is currently employed by the ESU; (2) the paid leave day is taken on a day the employee would otherwise be expected to be at work; and (3) the employee has met the conditions that are applicable to the type of paid leave that has been requested.

|                             |                                    |
|-----------------------------|------------------------------------|
| Legal Reference:            |                                    |
| Date of Adoption:           | August 19, 2019                    |
| Date(s) of Review/Revision: | June 17, 2024<br>December 16, 2024 |

**Article IV, Section 9, G Personal Leave**

1. *Days Per Leave Year.* Employees have 2 days/16 hours of personal leave available per leave year. If the employee is a paraeducator, working in a Level III special education program and works .75 FTE, the employee receives 2, 6 hour days (12 hours). These days are available to the employee the first day of the contract year.
2. *Availability.* Personal leave is a paid work day when the employee may be absent from duties. The availability of personal leave is to be determined at the discretion of the Administrator and requires advance approval from the employee's supervisor.
3. *Carry-over and Accumulation.* Unused leave may be carried over from one leave year to the next succeeding leave year. Once the maximum is accumulated, no further leave days will be available or granted for the ensuing leave year or years until the accumulated number of days is less than 2 days/16 hours or prorated to your FTE, and then only to the extent necessary to restore the total number of available leave days to the maximum of 2 days/16 hours or prorated to your FTE.
4. *Nature of Paid Leave.* Paid leave is available to employees when the following specific conditions are met: (1) the employee is currently employed by the ESU; (2) the paid leave day is taken on a day the employee would otherwise be expected to be at work; and (3) the employee has met the conditions that are applicable to the type of paid leave that has been requested.

|                             |  |
|-----------------------------|--|
| Legal Reference:            |  |
| Date of Adoption:           | August 19, 2019                        |
| Date(s) of Review/Revision: | November 15, 2021<br>December 16, 2024 |

**Article IV, Section 9, H Maternity Leave**

There are no separate leaves for maternity purposes. Leave for maternity reasons can be applied for under guidelines set up for sick leave, but not in conflict with state or federal statutes.

|                             |                   |
|-----------------------------|-------------------|
| Legal Reference:            |                   |
| Date of Adoption:           | August 19, 2019   |
| Date(s) of Review/Revision: | December 16, 2024 |

**Article IV, Section 9, I Professional Leave**

1. *Days Per Leave Year.* Certificated and professional/licensed employees may be granted up to 3 days paid professional leave per leave year. Additional days may be approved at the supervisor's discretion.
2. *Availability.* Professional leave is available for attendance at local, regional, state, or national functions provided attendance is judged by the Administrator or designee to be for professional development of the employee in an aspect of the employee's employment duties or of potential benefit to the ESU or schools served by the employee. Attendance at such functions is to be determined at the discretion of the Administrator. Expenses for attendance, including transportation, meals, registration fees, and other function-related expenses deemed necessary and approved by the Administrator will be paid in accordance with the Coffee Act Policy.
3. *Carry-over and Accumulation.* There is no carry-over or accumulation of unused professional leave.
4. *Nature of Paid Leave.* Paid leave is available to employees when the following specific conditions are met: (1) the employee is currently employed by the ESU; (2) the paid leave day is taken on a day the employee would otherwise be expected to be at work; and (3) the employee has met the conditions that are applicable to the type of paid leave that has been requested.

|                             |                   |
|-----------------------------|-------------------|
| Legal Reference:            |                   |
| Date of Adoption:           | August 19, 2019   |
| Date(s) of Review/Revision: | December 16, 2024 |

#### Article IV, Section 9, J Vacation Leave

1. *Days Per Leave Year.* Full time employees with 245 day contracts are granted two weeks (10 days/80 hours) for the first five (5) years of employment and three weeks (15 days/120 hours) the sixth year. Any employment less than 1.0 FTE receives no paid vacation.
2. *Non-Certificated Employees.* All vacation time for non-certificated employees begins with the start of the new fiscal year. Employees eligible for 15 vacation days accumulate the equivalent of 10 hours per month. Employees eligible for 10 vacation days accumulate 6.67 hours per month. Hours will not be granted prior to the time they become available, with the exception of June, July, and August when vacation can be granted in advance with approval of the Administrator or immediate supervisor.
3. *Professional Employees.* Vacation for Professional employees shall commence with the beginning date of the contract. Employees eligible for 15 vacation days/120 hours accumulate the equivalent of 10 hours per month. Days will not be granted prior to the time they become available, with the exception of June, July, and August when vacation can be granted in advance with approval of the Administrator or immediate supervisor.

Vacation days may be taken as available at any time during the year, but only with the prior approval of the Administrator or immediate supervisor. Employees hired after the beginning date of a respective contract or new fiscal year, will receive vacation on a pro-rated basis so that all beginning and ending dates for vacation are consistent.

4. *Carry-over and Accumulation.* Employees are encouraged to take their vacation within each leave year. The maximum number of unused vacation days an employee will be allowed to carry over from one year to the next shall be the number of days made available during the more recent leave year. The maximum that may be accumulated is 15 days/120 hours. Once the maximum is accumulated, no further vacation days will be available or granted from the ensuing leave year or years until the accumulated number of days is less than 15 days/120 hours, and then only to the extent necessary to restore the total number of available vacation days to the maximum. Employees who have accumulated vacation days in excess of said maximum as of the adoption or amendment of this policy will continue to have the excess days available for use but will not have additional days made available each year until their unused days are less than the maximum provided above.

|                             |                    |
|-----------------------------|--------------------|
| Legal Reference:            |                    |
| Date of Adoption:           | September 16, 2019 |
| Date(s) of Review/Revision: | November 15, 2021  |

|  |                   |
|--|-------------------|
|  | December 16, 2024 |
|--|-------------------|

November '24 Treasurer Report

|   |  |  |                    |                    |   |
|---|--|--|--------------------|--------------------|---|
| <b>Beginning Balance NOVEMBER 1, 2024</b>           |  |  | <b>\$62,820.56</b> |                    |   |
| <b>RECEIPTS</b>                                     |  |  |                    |                    |   |
| Property taxes                                      |  |  | \$21,022.63        |                    |   |
| SPED  |  |  | \$514,420.04       |                    |   |
| General/Flow Through                                |  |  | \$158,848.48       |                    |   |
| Grants  |  |  | \$246,344.25       |                    |   |
| <b>TOTAL RECEIPTS</b>                               |  |  | \$940,635.40       | \$940,635.40       |   |
|   |  |  |                    | \$1,003,455.96     |   |
| Transfer to Money Market                            |  |  |                    | \$505,000.00       | + |
| Total Funds Available                               |  |  |                    | \$1,508,455.96     |   |
| <b>DISBURSEMENTS:</b>                               |  |  |                    |                    |   |
| General Fund  |  |  | \$789,602.59       |                    |   |
| SPED  |  |  | \$461,865.00       |                    |   |
| Grants  |  |  | \$194,151.33       |                    |   |
| <b>Total DISBURSEMENTS Check #78665 thru #78820</b> |  |  | \$1,445,618.92     | \$1,445,618.92     | - |
| <b>Ending balance, November 30, 2024</b>            |  |  |                    | <b>\$62,837.04</b> |   |

|   |  |  |  |  |                       |
|---|--|--|--|--|-----------------------|
| Checking balance                                      |  |  |  |  | \$62,837.04           |
| Money Market Deposit Account at First National Bank   |  |  |  |  | \$4,260,000.00        |
| 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        |
| <b>TOTAL CASH ON HAND (includes cash reserve)</b>     |  |  |  |  | <b>\$5,922,837.04</b> |

**CASH RESERVE \$1,649,584.44**

|                                    |  |  |  |                         |  |
|------------------------------------|--|--|--|-------------------------|--|
| <b>Funds that are due to ESU 7</b> |  |  |  |                         |  |
| Grants                             |  |  |  | (\$1,233,725.77)        |  |
| Outstanding Receivables            |  |  |  | (\$16,667.48)           |  |
| <b>Total due to ESU 7</b>          |  |  |  | <b>(\$1,250,393.25)</b> |  |

|  | 2023-24                 | 2024-25                 | 2023-24                     | 2024-25                     |                            |                 |
|--|-------------------------|-------------------------|-----------------------------|-----------------------------|----------------------------|-----------------|
|  | Dollars Spent Per Month | Dollars Spent Per Month | Percentage spent each month | Percentage spent each month |                            |                 |
| September  | \$299,871.57            | \$259,014.74            | 10.08%                      | 7.85%                       | Total Budget               | \$17,734,272.86 |
| October  | \$172,029.24            | \$126,728.31            | 5.78%                       | 3.84%                       | 30% of budget              | \$5,320,281.86  |
| November   | \$127,254.21            | \$231,711.52            | 4.28%                       | 7.02%                       | Earmarked set aside        | \$8,586,908.00  |
| December   | \$207,245.41            |                         | 6.28%                       | 0.00%                       | Total budget spent to date | \$3,696,140.49  |
| January  | \$204,916.22            |                         | 6.89%                       | 0.00%                       |                            |                 |
| February   | \$200,293.65            |                         | 6.73%                       | 0.00%                       |                            |                 |
| March  | \$202,230.23            |                         | 6.80%                       | 0.00%                       |                            |                 |
| April  | \$194,408.59            |                         | 6.53%                       | 0.00%                       |                            |                 |
| May  | \$203,683.68            |                         | 6.85%                       | 0.00%                       |                            |                 |
| June   | \$216,633.54            |                         | 7.28%                       | 0.00%                       |                            |                 |
| July   | \$195,107.67            |                         | 6.56%                       | 0.00%                       |                            |                 |
| August   | \$208,707.54            |                         | 7.01%                       | 0.00%                       |                            |                 |
|  |                         |                         |                             |                             |                            |                 |
| <b>Approved Total General Budget for Levy \$</b> |                         |                         | \$2,975,174.95              | \$3,299,168.88              |                            |                 |
| <b>Total Spent to date</b>                       |                         |                         | \$2,432,381.55              | \$617,454.57                |                            |                 |
| Dollars approved from cash reserve               |                         |                         |                             | \$0.00                      |                            |                 |

NOTES

## 2025 Spring Conference Schedule

**\*\*Schedule is tentative and subject to change\*\***

### **Wednesday, March 19, 2025**

**TBD** Executive Committee Meeting—Bronze 5

**10:00 AM-2:00 PM** Pre-Session: The Seven Habits of Highly Effective People, *presented by Franklin Covey*

**6:30 PM—9:00 PM** Exhibitor Check-In & Setup—Gold 4,5,6,10,11,12

**7:00 PM —9:00 PM** Attendee Registration—Registration 1

**7:00 PM** Hospitality Rooms

### **Thursday, March 20, 2025**

**7:15 AM** Attendee Registration—Registration 1

Coffee and Rolls—Gold 4,5,6,10,11,12

**8:30 AM** General Session—Silver 4,5,6,10,11,12

***Presiding:*** *Dr. Heather Nebesniak, NRCSA President, Supt, Ord Public Schools*

**8:30 AM – 9:00 AM *Musical Welcome:***

**9:05 AM – 9:15 AM *Scholarships and Awards:***

*NRCSA Scholarship & Gary Fisher Fine Arts Scholarship Announcements*

**9:30 AM – 10:20 AM *Keynote Address:*** *Joe Sanfelippo*

**10:20 AM—11:00 AM** Exhibitor Time

**11:00 AM—11:50 AM** Thursday Morning Select-a-Sessions

**12:00 PM** Lunch General Session— Silver 4,5,6,10,11,12

***Presiding:*** *Dr. Mark Lenihan, NRCSA Past President, Supt, Wayne Community Schools*

12:35 PM – 12:55 PM **Keynote Address:** *Dr. Brian Maher, Commissioner of Education, NDE*

1:00 PM – 1:40 PM **Scholarships and Awards:**

*Outstanding Elementary Teacher*

*Outstanding Secondary Teacher*

*Gary Fisher Outstanding Music Teacher*

*Outstanding ESU Staff Member*

**1:45 PM—2:20 PM** Exhibitor Time

**2:20 PM—3:10 PM** Thursday Afternoon Select-a-Sessions

**3:10 PM—3:35 PM** Exhibitor Time

**3:35 PM—4:25 PM** Thursday Afternoon Select-a-Sessions

**4:30 PM-5:30 PM** Exhibitor Hospitality

**6:00 PM** Chuckwagon Buffet— Silver 4,5,6,10,11,12

**7:00 PM** Hospitality Rooms

**Friday, March 21, 2025**

**7:15 AM** Attendee Registration—Registration 1

Coffee and Rolls—Registration 1

**8:00 AM—8:50 AM** Friday Select-a-Session I

**9:00 AM—9:50 AM** Friday Select-a-Session II

**10:00 AM—10:45 AM** Brunch Buffet—Silver 4,5,6,10,11,12

**10:30: - 11:00 AM** **Musical Welcome:** *TBD*

**10:50 AM** Closing Session— Silver 4,5,6,10,11,12

**Presiding:** *Chris Kuncl, NRCSA President-Elect, Supt, Mullen Public Schools*

**11:00 AM – 11:45 AM Scholarships and Awards:**

*Outstanding Classified Staff Member*

*Outstanding Board Member*

*Outstanding Principal*

*Outstanding Superintendent*

**11:50- AM – 12:45 PM Keynote Address: TBD**

**12:50 PM**            Thank Yous, Prizes, & Drawings

### **Professional Development**

During the first week of December, several members of the Professional Development Department had the opportunity to attend three different conferences. As one of our ESU 7 Beliefs is: **Best Practice Expertise**, these conferences contributed to their growth.

#### **3 PD Coordinators Learning Forward Conference in Denver:**

This event is focused exclusively on planning, implementing, and measuring high-quality professional learning.

#### **Our Career Academy Coordinator attended ACTE CareerTech Vision Conference in San Antonio:**

This conference brought together thousands of secondary and postsecondary career and technical educators. Attendees returned with a deeper understanding of current trends in career and technical education, as well as practical tools to support schools in developing students' career-readiness skills

#### **I attended AESA National Conference along with 3 of our board members in Orlando:**

This conference featured leaders from Educational Service Agencies from across the nation. I attended many sessions with AI being an overall focus of the event.

I firmly believe that Professional Development Coordinators must engage in their own learning to effectively provide relevant and impactful professional development to schools.

#### **Print Shop**

As one of our ESU 7 Beliefs is: **Maximizing Efficiencies**, we are exploring an upgrade to the Print Shop's online ordering system so we can effectively and efficiently process orders. We've spent the past month exploring options.

## Network Logging Project:

For every action on a computer or network, there is a log. A log to track who is logging in, who typed in the wrong password, what websites they went to, etc. There's logs for when a computer connects to the wireless network and disconnects. Everything is logged to some degree, but none of it is centrally logged in one spot. Computer techs will refer to these logs for troubleshooting and especially after a cyber security event to track how the attacker got in, how long they were connected, and what they did while connected. Since these logs are not centrally located, it's more time consuming to monitor them.

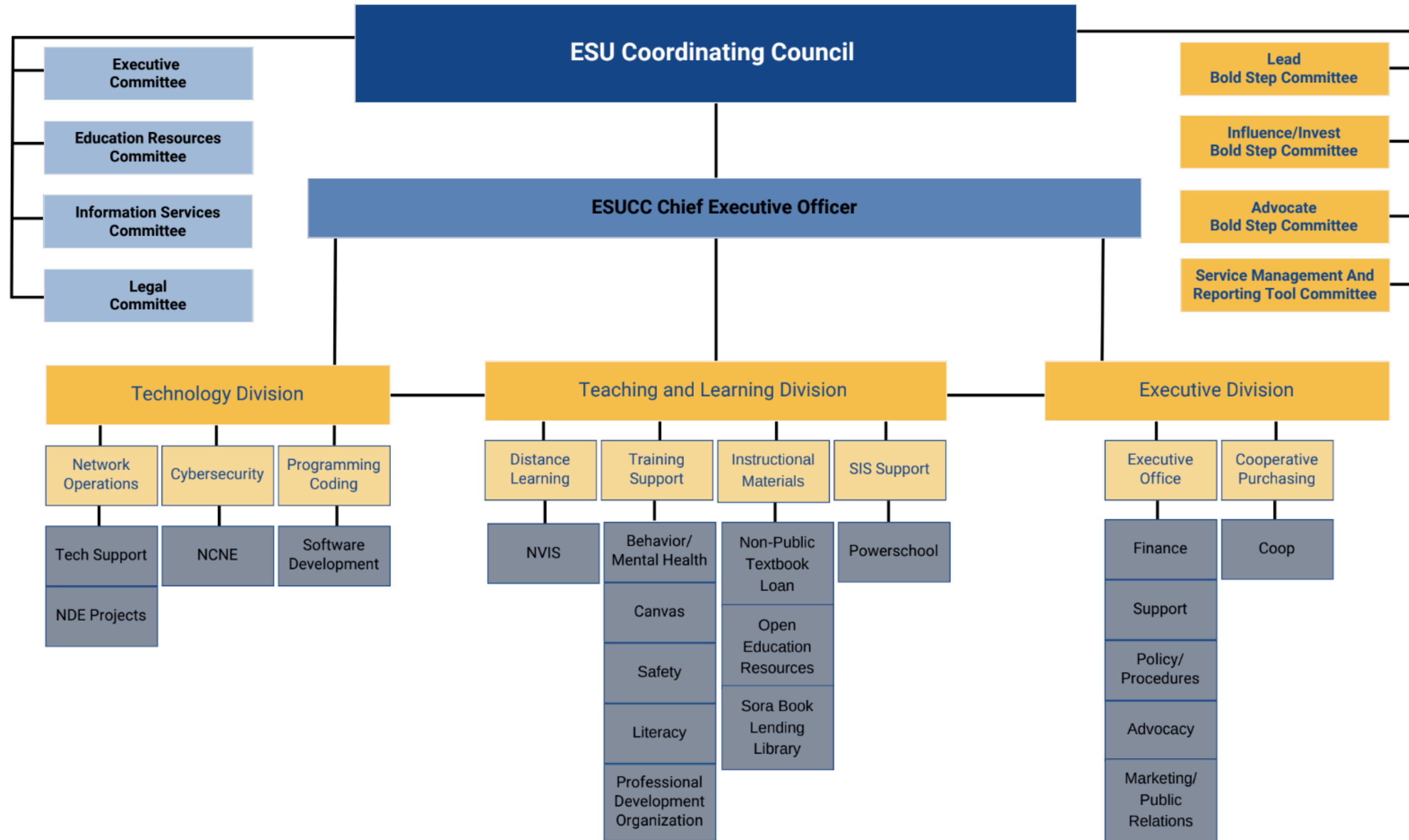
This month, we are expecting final approval and payment from the SLG grant and our plan is to purchase five logging servers that will be hosted throughout the state. This is a federal grant worth close to \$800,000 and our plan will be to redirect logs from all of the various school equipment to these centralized servers. Getting all of the logs headed to a central location will allow us to better monitor them and respond quicker to hacking attempts. Our in-kind responsibilities to this grant will be taken care of by documenting our labor for this project. Effectively, this project will equate to \$0 cost for our ESU and schools while providing more efficient monitoring and strengthen a pro-active approach when dealing with cybersecurity.

ESUCC met on November 20, 2024

- NDE Updates: Special Education, Teaching and Learning, State Board, State and Federal Accountability
- CEO Updates: PDO in January new structure, literacy updates, teacher recruitment and retention and ESUCC Organizational Chart.



# Organizational Chart



Completed Proportionate Share reports for 17 districts

Continuing work with 3 districts on Disproportionate Representation reviews

Continuing work with 9 district on their determination improvement plans

Supporting two districts on a root cause analysis for MTSS and Special Education determination.

Supporting three district with the file review process

Continuing the training for new SPED Coordinators

Facilitated IEP meetings for districts that have challenging meetings

Mentoring two new Special Education Coordinators in ESU 7 districts

Will begin to work with one district on implementing a sustainable inclusion model school-wide. Plan begins in January, 2025 and will be structured for a two year implementation time frame.

#### Bridges

- Hired two new paras and have begun the training process for them
- Began facilitating the weekly staff meeting
- Continuing with the weekly Core team meeting(principal, Behavior analyst, Speech Pathologist)
- Working to develop program using substitute teachers
- Data show student have shown no regression and are making progress

Supervision of the remainder of the SPED department has been going well.



# ESU 7 Goals 2024-2025: Board and Administrator

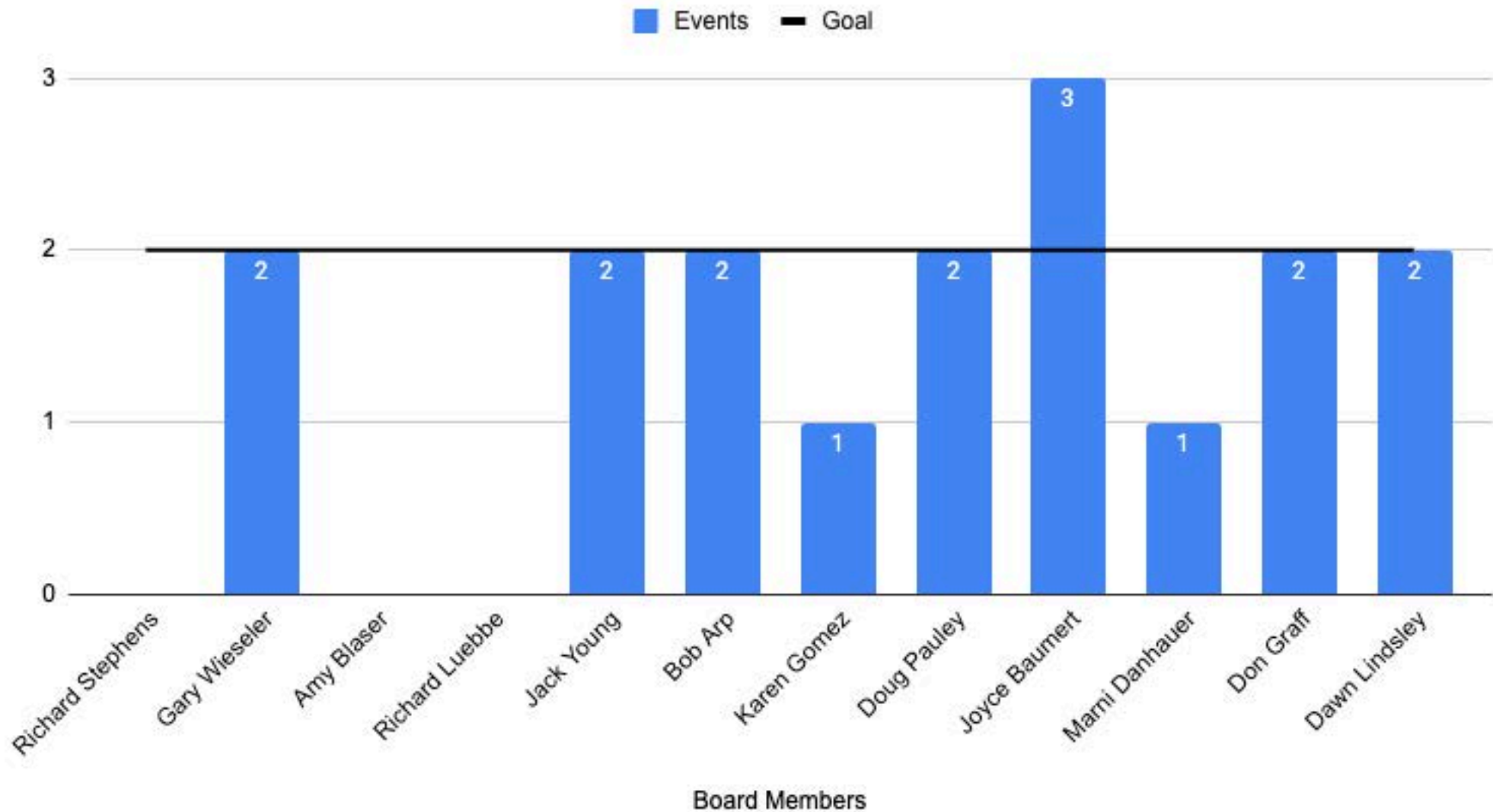
## Board of Education

- Goal 1: By July 2025, the ESU 7 board will have advertised for a Chief Administrator, completed the interview process, sent a contract, hired a Chief Administrator, made the announcement, and begun the onboarding process.
- Goal 2: By July 2025, the ESU 7 board will attend at least two professional/personal learning events annually.
- Goal 3: By July 2025, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
- Goal 4: By July 2025, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district.

## Administrator

- Goal 1: By June 30, 2025, the Administrator will enhance the climate and culture at ESU 7 by maintaining the implementation of the processes and procedures for data collection, prioritizing and goal development for individual and team growth and development.
- Goal 2: By June 30, 2025, the Administrator will facilitate the completion of the HVAC system and construction in the South Building for the Bridges program.

## Goal 2 - Professional Events 2024-2025



# JANUARY 29, 2025 BOARDSMANSHIP EVENT



**5:00 - 5:10PM**

**WELCOME: ESUS-INNOVATING ED INSPIRING GROWTH - KRIS ELSHAEUSER**

**5:15 - 5:55PM**

**BREAKOUT SESSION 1 - MENTAL HEALTH - SONYA SUKUP  
- LEGISLATIVE UPDATES - COLBY COASH**

**6:00 - 6:45PM**

**DINNER SPONSORED BY PERRY LAW FIRM  
AVOIDING COMMON PITFALLS - DEREK ALDRIDGE**

**6:50 - 7:30PM**

**BREAKOUT SESSION 2 - AI FOR SCHOOL DISTRICTS - OTIS PIERCE  
- COHESIVE LEADERSHIP - MARCIA HERRING**

**7:35 - 8:15PM**

**BREAKOUT SESSION 3 - BOARD GOVERNANCE - MARCIA HERRING  
- LEGISLATIVE UPDATES - COLBY COASH**

**8:15 - 8:20PM**

**COMPLETE THE EVALUATION**

## COLBY COASH - LEGISLATIVE UPDATE

Colby, NASB Associate Executive Director & Director of Government Relations will provide a legislative update on legislative bills that have been introduced this Session and the potentially impacts to local school boards.

## OTIS PIERCE - AI FOR SCHOOL DISTRICTS

Otis, Professional Development Coordinator for ESU 7, will dig into the transformative power of artificial intelligence (AI) in education. He will explore how AI can enhance student outcomes and streamline administrative processes.

## DEREK ALDRIDGE - AVOIDING COMMON PITFALLS AS A BOARD

Derek, School Law Attorney, will address common (and uncommon) pitfalls that boards might make and how to avoid them. We will walk through actual "case studies" and address the legal do's and don'ts with each scenario.



## SONYA SUKUP - MENTAL HEALTH IN SCHOOLS

Sonya, a Licensed Mental Health Provider, will give an overview of mental health needs and best practices for schools. She will explain the importance of Mental Health in schools, what school Mental Health is and what board members need to know.

## MARCIA HERRING - BOARD GOVERNANCE

Welcome to board service! What is the secret to preparing effectively to transition as a new board member? What are the demands of the role and responsibilities of the board? This session will cover frequently asked questions and highlight the NASB Board Governance Standards.

## MARCIA HERRING - COHESIVE LEADERSHIP IS MORE THAN A CATCHPHRASE!

Marcia, NASB Director of Board Leadership, will address the importance of a cohesive board and superintendent/ESU Administrator working relationship. What measures are available to the board and administrator to identify strengths and areas of growth that will benefit cohesive leadership. This session will provide resources and tips for improving leadership effectiveness.



**REGISTRATION: [CLICK HERE](#) TO REGISTER OR CALL MORGAN AT ESU 7. REGISTRATION DEADLINE: JAN. 15, 2025**



**October 2024 - December 2024**

**QUARTERLY  
UPDATE**

## COMPONENT 1: RELATIONS WITH THE BOARD

- Policies Reviewed:
  - Article I, Section 2, C Chief Administrator Evaluation
  - Article III, Section 3, F Audits
  - Article I, Section 5, E Negotiations
  - Article IV, Section 5, H Copyright
  - Article IV, Section 6, A Safety
  - Article IV, Section 7, A Employee Files
  - Article IV, Section 7, B Social Security Numbers
  - Article IV, Section 7, C Prohibition on Aiding and Abetting Sexual Abuse
  - Article IV, Section 7, D Workplace Privacy Policy
  - Article IV, Section 8, A Fair Labor Standards Act
  - Article IV, Section 9, A Attendance
  - Article IV, Section 9, B Reporting Absences & Making Leave Requests
  - Article IV, Section 9, C Returning from Absences
  - Article IV, Section 9, D Paid Leave
  - Article IV, Section 9, E Sick Leave
- Administrator Board Report: September, October, and November
- ESUCC Updates to Board: September, October, and November
- **Committee Meetings:**
  - Budget - September and October
  - Negotiations - October and November
  - Hiring Committee - September, October, and November
- Email Communication: Construction updates, Board packets, NASB Board, and DYKs
- Monthly Meeting with Board President: September, October, and November
- Monthly Meeting with Board Vice President: September, October, and November
- Board members who Utilize Health Insurance: currently no board members

**Board Goal 1:** By July 2025, the ESU 7 board will have advertised for a Chief Administrator, completed the interview process, sent a contract, hired a Chief Administrator, made the announcement, and begun the onboarding process.  
Goal Percentage: 25%



## COMPONENT 2: COMMUNITY RELATIONSHIPS

- Attend and Participate in ESUCC/NDE Collaborative Planning Meetings: Ongoing
- Partnership Opportunities Since January 1:
  - ESU Coordinating Council Leadership Meetings - 1x/month
  - Directors Meetings - 2x/month
  - Agency Team Meetings - 1x/month
- Monthly Zoom Meetings with Administrators from ESU 5 and ESU 13: September and October
- Lunch meeting with Dr. Kathy Fuchser, Central Community College Vice President/Campus President: September and November
- Commissioner's Superintendent Advisory Committee Meeting: November
- Met with Columbus Public, Central Community College and Wayne State College for Grow Your Own Grant opportunities.
- Working on the construction projects with Rutt's and BD Construction
- Met with Mike Kennedy to open bids for Bridges construction and create specs for playground

**Board Goal 3:** By July 2025, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured. Goal Percentage: 25%

**Board Goal 4:** By July 2025, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district. Goal Percentage: 25%

**Agency Team Goal:** By January 2025, ESU 7 will plan, prepare and evaluate a professional development regional conference for stakeholder schools and internal ESU 7 staff. Goal Percentage: 60%

**Cen7ter Goal:** By the end of the 24-25 school year, Cen7ter will increase communication with families by creating a Facebook page to promote family engagement. Goal Percentage: 50%

**Grants Goal:** By May 2025, the Grants team will have increased visibility, knowledge, and awareness of our services to all school staff. Goal Percentage: 50%

**Migrant Goal:** By May 2025, the ESU 7 MEP team will organize and facilitate six in-person Family and Community Engagement meetings across the 33-county region to increase parental participation in educational activities and support student success. Goal Percentage: 50%

**Psychology Goal:** By May 2025, the School Psychology department will create tools for districts to use to keep track of evaluation timelines and provide education to resource staff and administrators on how to use the tools. Goal Percentage: 50%

**Vision Goal:** By May 2025, the Vision Department will create a brochure to hand out stating our department services and individual roles. Goal Percentage: 25%

## COMPONENT 3: STAFF AND PERSONNEL RELATIONSHIPS

- Agency Team Meetings: September, October and November
- Committee Meetings: All-Staff Planning
- All-Staff Meeting: October
- Director Meetings: October, November and December
- Ongoing Staff Evaluation and Goal Setting
- Did You Knows (DYKs): October and November
- Advertised, interviewed and hired a Grant Writer
- Bi-monthly walk throughs for visibility with staff
- Monthly emails regarding updates and construction progress

**Agency Team Goal:** By January 2025, ESU 7 will plan, prepare and evaluate a professional development regional conference for stakeholder schools and internal ESU 7 staff. Goal Percentage: 60%

**Administration Goal 1:** By July 2025, the Administration Department will review procedures for consistency in all departments, in communication to districts and within the agency. Goal Percentage: 40%

**Bridges Goal:** By next August, all Bridges staff will be trained on how to implement the VB-MAPP, PECS, PEAK, and Structured Teach. Goal Percentage: 50%

**Early Childhood Goal:** ESU Early Childhood team will learn 2 new statutes and gather 12/15 individual district policies on optioning and parent choice policies by March 2025. Goal Percentage: 50%

**Learning Academy Goal:** With the addition of a new program (future class), we will reimagine, rearrange, and be flexible with our limited space as demonstrated by meeting the following objectives: Student break space within the classroom, Clear expectations/agreements of shared spaces, Clear communication about space usage, Functional spaces so it is efficient for anyone using it. Goal Percentage: 50%

**Speech Goal:** By May of 2025, the SLP Department will increase the consistency of the evaluation process across clinicians by developing a procedural checklist and report template. Goal Percentage: 20%



## COMPONENT 4: EDUCATIONAL LEADERSHIP

- 2024 Superintendent Meetings: September, October, November & December
- Commissioner's Superintendent Advisory Committee Meeting: November
- Meetings with Lakeview and Columbus Public School Leadership: Monthly
- Agency Team Meetings: September, October and November
- Director Meetings: October, November and December
- NNNC meetings: Monthly
- Partnership Opportunities since July 1:
  - ESU Coordinating Council Leadership Meetings 1x/month
  - Director meetings 2x/month
  - Agency Team 1x/month
- Planning 2025 PD Event - "Empowering Educators"
- NASB Area Membership Meeting - Fremont: September
- NASB/NCSA State Education Conference in Omaha: November

**Board Goal 2:** By July 2025, the ESU 7 board will attend at least two professional/personal learning events annually. Goal Percentage: 66%

**Agency Team Goal:** By January 2025, ESU 7 will plan, prepare and evaluate a professional development regional conference for stakeholder schools and internal ESU 7 staff. Goal Percentage: 60%

**Early Childhood Goal:** ESU Early Childhood team will learn 2 new statutes and gather 12/15 individual district policies on opting and parent choice policies by March 2025. Goal Percentage: 50%



## COMPONENT 5: BUSINESS AND FINANCE

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

**Board Goal 1:** By July 2025, the ESU 7 board will have advertised for a Chief Administrator, completed the interview process, sent a contract, hired a Chief Administrator, made the announcement, and begun the onboarding process. Goal Percentage: 25%

**Administration Goal 2:** By July 2025, the Administration Department will develop an invoicing system with the ARS in LINQ. Goal Percentage: 50%

## COMPONENT 6: PROFESSIONAL/PERSONAL QUALITIES

- Interactions with ESU staff, school staff, school leadership, and Board
- Monthly Meetings with Coordinators/Directors (Marci, Tami, Dan, Cynthia)
- Monthly Meetings with Support Staff (Linda, Mindy, Morgan)
- Daily Secretary Meetings

## COMPONENT 7: PROFESSIONAL GROWTH

- ESUCC Committees and ESUCC/Board Meetings: October and November
- NNNC Discussions: September, October and November
- NASB Area Membership Meeting: September
- State Education Conference: November

**Agency Team Goal:** By January 2025, ESU 7 will plan, prepare and evaluate a professional development regional conference for stakeholder schools and internal ESU 7 staff. Goal Percentage: 60%

**Bridges Goal:** By next August, all Bridges staff will be trained on how to implement the VB-MAPP, PECS, PEAK, and Structured Teach. Goal Percentage: 50%

**Early Childhood Goal:** ESU Early Childhood team will learn 2 new statutes and gather 12/15 individual district policies on optioning and parent choice policies by March 2025. Goal Percentage: 50%

## SIGNIFICANT AGENCY INITIATIVES

Significant improvements, additions, initiatives in the current Agency Improvement Cycle (since March 2023)

- Receptionist office remodel
- Pupil transportation and vehicle expansion
- Crosswalk signage and school zone signage

## VISION, MISSION, BELIEFS

### Vision:

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

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

### Mission:

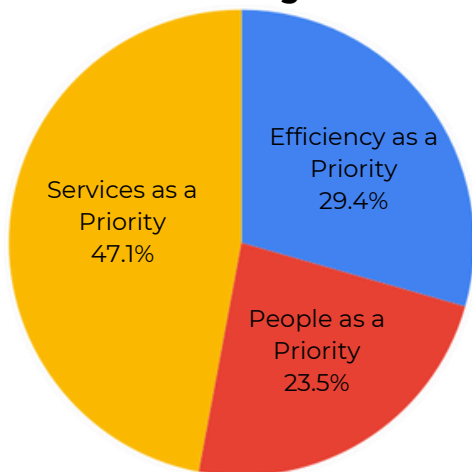
- The mission of ESU 7 is to provide leadership and support by delivering customized and innovative services.

### Beliefs:

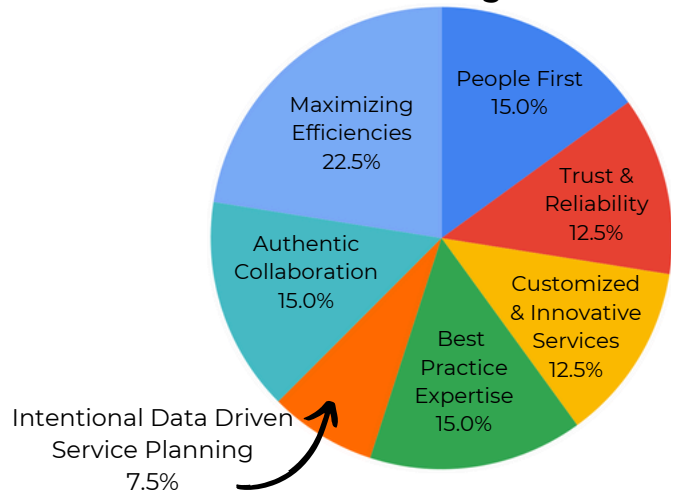
We believe in...

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

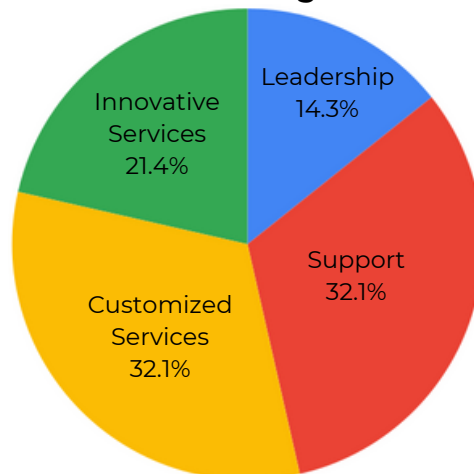
**Vision Categories**



**Beliefs Categories**



**Mission Categories**



## GOALS AND PROGRESS

### Board of Education

- **Goal 1:** By July 2025, the ESU 7 board will have advertised for a Chief Administrator, completed the interview process, sent a contract, hired a Chief Administrator, made the announcement, and begun the onboarding process.
  - **Progress:** Emails were sent out on behalf of Shari Becker with NASB on 10/2, asking for information from staff and Superintendents re: the Chief Administrator role. The board has a committee that is working with Shari to develop the process, timeline, and interview schedule for the day of December 16th. Applications for the Chief Administrator are due December 2nd.
  - Goal Percentage: 25%
- **Goal 2:** By July 2025, the ESU 7 board will attend at least two professional/personal learning events annually.
  - **Progress:** Seven of the 12 board members have been to two professional/personal learning event. Two board members have been to one.
  - Goal Percentage: 66%
- **Goal 3:** By July 2025, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
  - **Progress:** Board members along with a Director have attended board meetings for Fullerton and Clarkson.
  - Goal Percentage: 25%
- **Goal 4:** By July 2025, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district.
  - **Progress:** Board members along with a Director have attended board meetings for Fullerton and Clarkson. Communication materials were detailed and tailored for each district specific to the services the district receives from ESU 7.
  - Goal Percentage: 25%

### Administrator

- **Goal 1:** By June 30, 2025, the Administrator will enhance the climate and culture at ESU 7 by maintaining the implementation of the processes and procedures for data collection, prioritizing and goal development for individual and team growth and development.
  - **Progress:** All departments and teams have continued to update and work on their goals. The data digs have been completed with Superintendents, Principals and LanManagers. A survey has been sent to teachers.
  - Goal Percentage: 50%
- **Goal 2:** By June 30, 2025, the Administrator will facilitate the completion of the HVAC system and construction in the South Building for the Bridges program.
  - **Progress:** The HVAC project is near completion in the North Building. Phase one and two are completed. Phase three is in the finishing stages along with completion of the outside units and baseboard heating by the front door. The construction in the South Building has begun and all demolition of current space has been completed. A change order was done to add the steel beam needed for the portable wall unit between the two classrooms.
  - Goal Percentage: 50%

### Directors

- By July 2026, ESU 7 will use an established process to measure implementation and impact of targeted services.

## GOALS AND PROGRESS

### Agency Team

- By January 2025, ESU 7 will plan, prepare and evaluate a professional development regional conference for stakeholder schools and internal ESU 7 staff.

### Departments

#### • Administration

- By July 2025, the Administration Department will review procedures for consistency in all departments, in communication to districts and within the agency.
- By July 2025, the Administration Department will develop an invoicing system with the ARS in LINQ.

#### • Bridges

- By next August, all Bridges staff will be trained on how to implement the VB-MAPP, PECS, PEAK, and Structured Teach.

#### • Cen7ter

- By the end of the 24-25 school year, Cen7ter will increase communication with families by creating a Facebook page to promote family engagement.

#### • Early Childhood

- ESU Early Childhood team will learn 2 new statutes and gather 12/15 individual district policies on optioning and parent choice policies by March 2025.

#### • Grants

- By May 2025, the Grants team will have increased visibility, knowledge, and awareness of our services to all school staff.

#### • Learning Academy

- With the addition of a new program (future class), we will reimagine, rearrange, and be flexible with our limited space as demonstrated by meeting the following objectives:
  - Student break space within the classroom
  - Clear expectations/agreements of shared spaces
  - Clear communication about space usage
  - Functional spaces so it is efficient for anyone using it

#### • Mental Health

- The LMHP team will consistently comply with established case load expectations and procedures with school districts by May 2025.

#### • Migrant

- By May 2025, the ESU 7 MEP team will organize and facilitate six in-person Family and Community Engagement meetings across the 33-county region to increase parental participation in educational activities and support student success.

#### • Network Operations

- During the 2024-25 school year, the Network Operations team will improve cybersecurity practices for students and staff by implementing LastPass/Duo in the schools we serve.

#### • Print Shop

- By May of 2025, develop a recruiting, hiring, and training process for summer help.

#### • Professional Development

- By May 2025, we will assist districts in identifying their annual priorities, effectively promote services that support these priorities, and ensure our services remain responsive to evolving district needs.

#### • Psychology

- By May 2025, the School Psychology department will create tools for districts to use to keep track of evaluation timelines and provide education to resource staff and administrators on how to use the tools.

#### • Speech

- By May of 2025, the SLP Department will increase the consistency of the evaluation process across clinicians by developing a procedural checklist and report template.

#### • Vision

- By May 2025, the Vision Department will create a brochure to hand out stating our department services and individual roles.

## SCORING

0=Unsatisfactory

1=Basic

2=Proficient

3=Distinguished

## STAKEHOLDER SATISFACTION

# 2.62

## AGENCY TEAM LEADERSHIP INVENTORY

**COMING IN SPRING**

## SERVICES AVAILABLE



## SERVICES ACCESSED



**109th Legislative Session  
Update to the ESU 7 Board  
12.16.2024**

**Legislative Session Convene January 8, 2025**  
**Bills introduced until 10th day, January 23, 2025**  
**Hearing dates after bills introduced**  
**Adjourn sine die, June 18, 2025**

[Link to Senators running for Chair of committees](#)

**Current committee members from 2024**

|  |   |
|--|---|
| <b>Speaker of the Legislature:</b> Senator John Arch, Papillion/LaVista (R), only person running   |   |
| <b>Education Committee Members:</b> need 5 more<br>Murman (Chair), Hastings(R)<br>Hughes, York,(R) running for Chair<br>Conrad, Lincoln (D)<br>Sanders, Bellevue (D) | <b>Appropriations Committee:</b> need 4 more<br>Clements (Chair)<br>Armendariz<br>Dorn<br>Dover<br>Lippincott           |
| <b>Revenue Committee:</b> need 2 more<br>Von Gillern & Dungan running for Chair<br>Bostar<br>Dungan<br>Kauth<br>Murman<br>von Gillern                                | <b>Retirement Committee:</b> need 1 more<br>Conrad & Ballard running for Chair<br>Clements<br>Conrad<br>Hardin<br>Ibach |

[Legislative Roster for 2025](#)

New Senators:

District 15: Dave Wordekemper - Districts: Howells-Dodge

District 23: Jared Storm - Districts: Clarkson, David City, East Butler, J=Howells-Dodge, Leigh, Schuyler

District 41: Daniel McKeon - Districts: Boone Central, St. Edwards

[Link to Bill Tracker](#)

**Summary Highlights:**

This is a New Biennium Budget year:

- \$432 million shortfall
- Any introduced measure with an appropriation bill, not likely to pass
- Forecast Advisory Board meeting in February and April
- The concern is what will get cut due to the shortfall

# TENTATIVE\* 2025 Legislative Session

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

| Sun          | Mon    | Tue    | Wed    | Thur   | Fri    | Sat |
|--------------|--------|--------|--------|--------|--------|-----|
| <b>March</b> |        |        |        |        |        |     |
|              |        |        |        |        |        | 1   |
| 2            | 3      | 4      | 5      | 6      | 7      | 8   |
|              | RECESS | DAY 34 | DAY 35 | DAY 36 | DAY 37 |     |
| 9            | 10     | 11     | 12     | 13     | 14     | 15  |
|              | DAY 38 | DAY 39 | DAY 40 | DAY 41 | RECESS |     |
| 16           | 17     | 18     | 19     | 20     | 21     | 22  |
|              | RECESS | DAY 42 | DAY 43 | DAY 44 | RECESS |     |
| 23           | 24     | 25     | 26     | 27     | 28     | 29  |
|              | DAY 45 | DAY 46 | DAY 47 | DAY 48 | RECESS |     |
| 30           | 31     |        |        |        |        |     |
|              | DAY 49 |        |        |        |        |     |

| Sun        | Mon     | Tue    | Wed    | Thur   | Fri    | Sat |
|------------|---------|--------|--------|--------|--------|-----|
| <b>May</b> |         |        |        |        |        |     |
|            |         |        |        | 1      | 2      | 3   |
|            |         |        |        | DAY 67 | RECESS |     |
| 4          | 5       | 6      | 7      | 8      | 9      | 10  |
|            | RECESS  | DAY 68 | DAY 69 | DAY 70 | DAY 71 |     |
| 11         | 12      | 13     | 14     | 15     | 16     | 17  |
|            | DAY 72  | DAY 73 | DAY 74 | DAY 75 | RECESS |     |
| 18         | 19      | 20     | 21     | 22     | 23     | 24  |
|            | DAY 76  | DAY 77 | DAY 78 | DAY 79 | RECESS |     |
| 25         | 26      | 27     | 28     | 29     | 30     | 31  |
|            | HOLIDAY | DAY 80 | DAY 81 | DAY 82 | DAY 83 |     |

### Legislative Recess Days

January 17  
 February 14, 28  
 March 3, 14, 17, 21, 28  
 April 4, 7, 18, 21  
 May 2, 5, 16, 23  
 June 2, 6, 12, 13, 16, 17

| Sun             | Mon     | Tue    | Wed    | Thur   | Fri    | Sat |
|-----------------|---------|--------|--------|--------|--------|-----|
| <b>February</b> |         |        |        |        |        |     |
|                 |         |        |        |        |        | 1   |
| 2               | 3       | 4      | 5      | 6      | 7      | 8   |
|                 | DAY 17  | DAY 18 | DAY 19 | DAY 20 | DAY 21 |     |
| 9               | 10      | 11     | 12     | 13     | 14     | 15  |
|                 | DAY 22  | DAY 23 | DAY 24 | DAY 25 | RECESS |     |
| 16              | 17      | 18     | 19     | 20     | 21     | 22  |
|                 | HOLIDAY | DAY 26 | DAY 27 | DAY 28 | DAY 29 |     |
| 23              | 24      | 25     | 26     | 27     | 28     |     |
|                 | DAY 30  | DAY 31 | DAY 32 | DAY 33 | RECESS |     |

| Sun          | Mon    | Tue    | Wed    | Thur   | Fri     | Sat |
|--------------|--------|--------|--------|--------|---------|-----|
| <b>April</b> |        |        |        |        |         |     |
|              |        | 1      | 2      | 3      | 4       | 5   |
|              |        | DAY 50 | DAY 51 | DAY 52 | RECESS  |     |
| 6            | 7      | 8      | 9      | 10     | 11      | 12  |
|              | RECESS | DAY 53 | DAY 54 | DAY 55 | DAY 56  |     |
| 13           | 14     | 15     | 16     | 17     | 18      | 19  |
|              | DAY 57 | DAY 58 | DAY 59 | DAY 60 | RECESS  |     |
| 20           | 21     | 22     | 23     | 24     | 25      | 26  |
|              | RECESS | DAY 61 | DAY 62 | DAY 63 | HOLIDAY |     |
| 27           | 28     | 29     | 30     |        |         |     |
|              | DAY 64 | DAY 65 | DAY 66 |        |         |     |

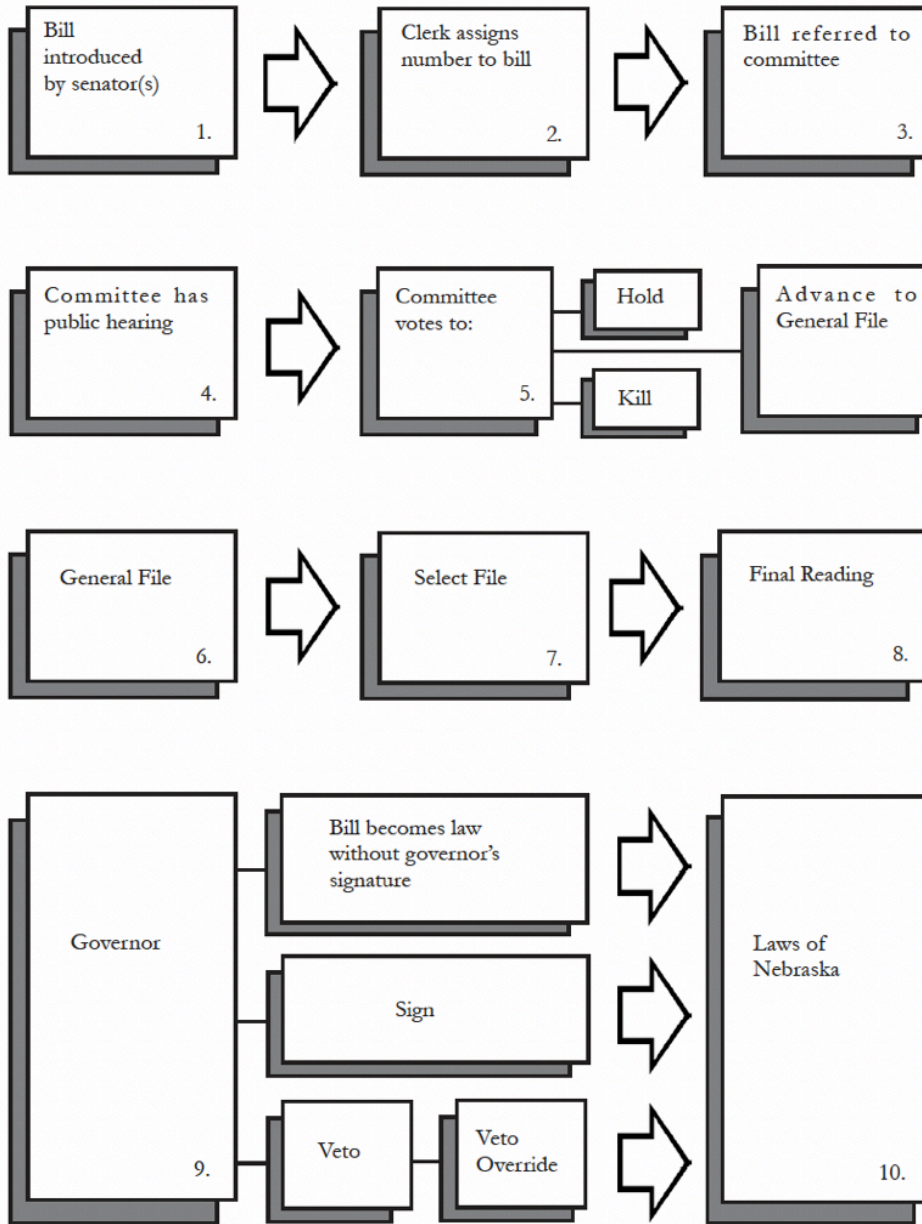
| Sun         | Mon    | Tue    | Wed    | Thur   | Fri    | Sat |
|-------------|--------|--------|--------|--------|--------|-----|
| <b>June</b> |        |        |        |        |        |     |
| 1           | 2      | 3      | 4      | 5      | 6      | 7   |
|             | RECESS | DAY 84 | DAY 85 | DAY 86 | RECESS |     |
| 8           | 9      | 10     | 11     | 12     | 13     | 14  |
|             | DAY 87 | DAY 88 | DAY 89 | RECESS | RECESS |     |
| 15          | 16     | 17     | 18     | 19     | 20     | 21  |
|             | RECESS | RECESS | DAY 90 |        |        |     |
| 22          | 23     | 24     | 25     | 26     | 27     | 28  |
| 29          | 30     |        |        |        |        |     |

### Federal & State Holidays

January 20 – Martin Luther King Jr. Day  
 February 17 – Presidents' Day  
 April 25 – Arbor Day  
 May 26 – Memorial Day

\*The calendar is subject to change by the speaker elected in the 109th Legislature.

### How a Bill Becomes a Law



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