



Regular Board of Education Meeting

Monday, August 18, 2025 at 5:30 PM

Educational Service Unit 7, Walnut 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:**

**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. Welcome Visitors

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

4. Public Comment

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

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

Citizens wishing to address the Board on a certain agenda item must 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.

5. Consent Agenda

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

**Rationale:**

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

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

Consent Agenda Includes:

- Minutes from the previous meeting(s)
- 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.

5.1. Minutes

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

**Rationale:**

**This is a consent item.**

5.2. Presentation of Bills #80034 through #80175 totaling \$1,074,216.43

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

**Rationale:**

The summary of bills for the current month total: \$1,074,216.43 - Bills #80034 through #80175

General Activity Fund total: No Activity

|       | Amount      | Vendor                           | Description                               |
|-------|-------------|----------------------------------|-------------------------------------------|
| 80039 | \$7,500.00  | Ann Elise Record                 | Title II Contracted Service               |
| 80042 | \$38,065.05 | BD Construction                  | Playground Project                        |
| 80051 | \$8,574.36  | Century Business Products        | Duplicator for Print Shop                 |
| 80070 | \$20,000.00 | ESUCC                            | Literacy Coaching - Facilitators Training |
| 80089 | \$11,315.00 | HeartLand Communications         | Zoom phones                               |
| 80099 | \$11,606.00 | Kagan Professional Development   | Title II Contracted Service               |
| 80110 | \$8,410.00  | Loving Guidance                  | Title II Contracted Service/Supplies      |
| 80131 | \$17,094.45 | Rutt's Heating & Air             | HVAC remodel 10th payment (complete)      |
| 80132 | \$17,581.15 | RVW                              | Playground/HVAC/Bridges Projects          |
| 80140 | \$5,857.40  | State of NE DAS State Accounting | Network service charges                   |

**This is a consent item.**

5.3. Presentation of Bills #80176 through #80343 totaling \$1,052,776.96

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

**Rationale:**

The summary of bills for the current month total: \$1,052,776.96 - Bills #80176 through #80343

General Activity Fund total: \$7,772.58

|       | Amount      | Vendor            | Description                 |
|-------|-------------|-------------------|-----------------------------|
| 80178 | \$6,230.00  | AESA Registration | AESA Registration for Board |
| 80190 | \$16,461.00 | BD Construction   | Playground Project          |

|       |             |                                  |                                                       |
|-------|-------------|----------------------------------|-------------------------------------------------------|
| 80213 | \$31,123.12 | Eakes Office Products            | Copier Contracts                                      |
| 80219 | \$12,686.00 | ESUCC                            | Canvas/World Book Renewals                            |
| 80260 | \$10,368.00 | Kiddie Cab                       | Title IC Student Transportation                       |
| 80263 | \$8,252.63  | Lakeview Community Schools       | Title III Contracted Services/Title IIA Registrations |
| 80269 | \$5,175.87  | Madison High School              | Title IC Student Transportation                       |
| 80273 | \$6,400.00  | Marzano Resources                | Title IIA Contracted Services                         |
| 80304 | \$5,857.40  | State of NE DAS State Accounting | Network service charges                               |
| 80308 | \$5,474.76  | Twin River Public School         | Perkins/Title IIA/Title IC Student Transportation     |

**This is a consent item.**

5.4. Reading of Article IV, Section 10, G Professional Evaluations

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

**Rationale:**

**This is a consent item.**

5.5. Reading of Article IV, Section 10, I Reduction in Force

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

**Rationale:**

**This is a consent item.**

5.6. Reading of Article IV, Section 10, J Request for Release

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

**Rationale:**

**This is a consent item.**

5.7. Reading of Article IV, Section 11, A Classified and non-Certificated Employees Defined

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

**Rationale:**

**This is a consent item.**

5.8. Reading of Article IV, Section 11, B "At Will" Status

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

**Rationale:**

**This is a consent item.**

5.9. Mileage Reimbursement Rate

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

**Rationale:** There has been no change to the IRS mileage rate as of August 1, 2025. The current rate set in January is \$0.70 a mile.

Article III, Section 4, D: Coffee Act Policy (Reimbursable Expenses)

Reimbursement of Expenses. The ESU will pay the registration costs, tuition costs, fees or charges for attendance by Board members at such approved functions. The ESU will pay mileage at the rate allowed by law (that is, the rate established by the Department of Administrative Services) or actual travel expense if travel is authorized by commercial or charter means. The ESU will pay meals and lodging at a rate not exceeding the applicable federal rate unless a fully itemized claim is submitted

substantiating the costs actually incurred in excess of such rate and such additional expenses are expressly approved by the Board.

For employees and volunteers, the ESU will pay costs and make reimbursements in the same manner as provided above for Board member attendance, unless otherwise established by policy, Board action, contract, or negotiated agreement.

**This is a consent item.**

5.10. Disposal of Inventory

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

**Rationale:** This is a consent item.

5.11. Excess Lodging and Meals

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

**Rationale:** Excess Lodging and Meals:

- The Professional Development Department had excess travel to report:
  - Cognitive Coaching (June 10-11, 2025)
    - Beth Ericson - \$36.20, lodging
  - NCE Conference (June 9-11, 2025)
    - Brandy Thompson, \$74.85, lodging
  - Cognitive Coaching (June 23-24, 2025)
    - Beth Ericson - \$11.00, lodging
  - Pyramid Model (June 26-27, 2025)
    - Amy Richards, \$29.00, lodging
  - NE State Literacy Assoc. & Heroes Training (July 17-18, 2025)
    - Brooke Koliha, \$58.00, lodging
    - Beth Ericson, \$89.00, lodging
  - Administrator Days (July 22-25, 2025)
    - Mark Brady, \$59.90, lodging
    - Kendra Gustafson, \$59.90, lodging
    - Beth Ericson, \$89.85, lodging
- The Learning Academy had excess travel to report:
  - Acellus Gold Administrator Training (June 24-26, 2025)
    - Brooke Hemmer, \$221.73, lodging
    - Cara Neesen, \$221.73, lodging
- The Special Education Department had excess travel to report:
  - IEP with Heart Training, June 19-20, 2025
    - Tami Clay, \$9.00, lodging
- The Administration Department had excess travel to report:
  - AESA Summer Leadership Conference (July 15-17, 2025)
    - Marci Ostmeyer, \$192.00, lodging
  - Administrator Days (July 22-25, 2025)
    - Marci Ostmeyer, \$89.85, lodging

**This is a consent item.**

5.12. 2025-2026 Nebraska Rural Community Schools Association (NRCSA) Dues

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

**Rationale:**

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

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

**This is a consent item.**

- 5.13. 2025-2026 Contract for Amy Richards, Professional Development Coordinator - Early Childhood Specialist

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

**Rationale: This is a consent item.**

- 5.14. 2025-2026 Contract for Brandy Thompson, Professional Development Career Academy Coordinator

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

**Rationale: This is a consent item.**

- 5.15. 2025-2026 Contract for Brooke Kavan, Professional Development Coordinator

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

**Rationale: This is a consent item.**

- 5.16. 2025-2026 Contract for Brooke Koliha, Professional Development Coordinator

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

**Rationale: This is a consent item.**

- 5.17. 2025-2026 Contract for Cynthia Alarcon, Grant Coordinator

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

**Rationale: This is a consent item.**

- 5.18. 2025-2026 Contract for Dan Ellsworth, Network Operations Director

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

**Rationale: This is a consent item.**

- 5.19. 2025-2026 Contract for Ernie Valentine, Professional Development Coordinator

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

**Rationale: This is a consent item.**

- 5.20. 2025-2026 Contract for Kendra Gustafson, Professional Development Coordinator

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

**Rationale: This is a consent item.**

- 5.21. 2025-2026 Contract for Marci Haight, Grant Coordinator

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

**Rationale: This is a consent item.**

5.22. 2025-2026 Contract for Mark Brady, Professional Development Coordinator

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

**Rationale: This is a consent item.**

5.23. 2025-2026 Contract for Martha (Vanessa) Gascon-Guarcas, MEP Education Liaison

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

**Rationale: This is a consent item.**

5.24. 2025-2026 Contract for Michelle Olson, Grant Writer

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

**Rationale: This is a consent item.**

5.25. 2025-2026 Contract for Otis Pierce, Professional Development Coordinator

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

**Rationale: This is a consent item.**

5.26. 2025-2026 Contract for Richard Stuart, Information Technology Specialist

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

**Rationale: This is a consent item.**

5.27. 2025-2026 Contract for Stephanie Johnson, ASD Behavior Specialist

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

**Rationale: This is a consent item.**

5.28. 2025-2026 Contract for Travis Kassing, Network & Computer Systems Engineer

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

**Rationale: This is a consent item.**

6. August 2025 Board Spotlight - ESU 7 101

**Speaker(s):** Chief Administrator

**Rationale:** Chief Administrator Marci Ostmeyer will give the board a short overview of ESU 7.

7. June and July 2025 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.

8. Budgeting for additional 1% Budget Authority

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

**Rationale:**

Nebraska Statute allows an additional 1% in budgeted property tax asking requiring an affirmative vote of 75% of the governing body for approval. These additional budget authority dollars remain critical as we continue to operate

with the one and a half cent levy, no state aid funding for 2025-2026, and spending restrictions for the upcoming years. In the event valuations change or additional funding becomes available, this action will allow ESU 7 additional budget authority to access those dollars.

**Administrator Recommendation:** Discuss, consider and take all necessary action to approve the additional 1% in budgeted tax asking.

**Recommended Motion(s):**

Discuss, consider and take all necessary action to approve the additional 1% in budgeted tax asking 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
- Reports Attached Below
  - Professional Development and Production/Print Shop Report - Director Ericson
  - Special Education Report - Director Clay
  - Technology Report - Director Ellsworth
- EHA Open Enrollment for Board Members - During the month of August
- Board Member Emails
- Transition Plan Update
- Upcoming Events
  - NASB Area Membership Meetings (Those being awarded achievement points in attachment below)
    - August 21, 2025 - Kearney
    - **August 26, 2025 - York**
      - Registered: Don Graff, Clark Lehr, Marci Ostmeyer
    - August 27, 2025 - Norfolk
    - **September 24, 2025 - Fremont**
      - Registered: Dawn Lindsley
  - Sparq Tailgate
    - August 28, 2025 - Kansas City, MO
  - NASB Labor Relations Conference
    - October 1-2, 2025 - Lincoln
      - Registered: Marci Ostmeyer, Linda Shefcyk
  - 2025 State Education Conference
    - November 19-21, 2025 - Omaha
  - New Board Member Workshop
    - December 3, 2025 - Kearney
  - AESA Annual Conference
    - December 3-5, 2025 - Colorado Springs, CO - Google Form
      - Registered: Beth Kabes, Bob Arp, Clark Lehr, Don Graff, Karen Gomez, Marci Ostmeyer, Marni Danhauer

9.1. Goal Update

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

**Rationale:** Goals - Attached for your Review

9.2. Services Update

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

**Rationale:**

- SMART Update

9.3. Facilities Update

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

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

9.4. Personnel

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

**Rationale:**

Retiring:

Darlene Rodriguez, Title IC Education Program Recruiter. Last Day, August 31, 2025

Resignations:

Nathalie Vargas, Title IC Education Program Service Provider. Last Day, August 20, 2025

Adi Perez, Title IC Education Program Recruiter. Last Day, August 22, 2025

Kim Ruger, Print Shop Personnel. Last Day, August 29, 2025

New Hires:

Abby Wurdeman, Bridges Paraprofessional. First Day, August 11, 2025

Kinsey Staab Cavalli, Bridges Paraprofessional. First Day, August 11, 2025

Meagan Stiffler, Vision Paraprofessional. First Day, August 11, 2025

Tanley Miller, Bridges Paraprofessional. First Day, August 11, 2025

Maria (Luz Duran) Pierce, Print Shop Personnel. First Day, August 18, 2025

9.4.1. Personnel - 2025-2026 Contracts

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

**Rationale:** 2025-2026 Contracts offered and authorized by the Chief Administrator for the following staff:

- Abel (Josh) Arias, Title IC Education Program Service Provider
- Alexis Hitz, District Technology Coordinator
- Ana Garcia, Title IC Education Program Service Provider
- Angie Arndt, Department Secretary
- Angie Olson, Print Shop Personnel
- Carolyn Koch, Bookkeeper
- Chris Chvala, Computer Support Specialist
- Cindy Wieser, Department Secretary
- Devon Gronenthal, District Technology Coordinator
- Elizabeth Lawrence, Department Secretary
- Emma Moore, District Technology Coordinator

- Jan Marie Locket, Receptionist/Administrative Secretary
  - Janet Ciboron, Print Shop Personnel
  - Jason Trotter, District Technology Coordinator
  - Jeremiah Salyard, District Technology Coordinator
  - Kris Johnson, Brailist
  - Larry Shefcyk, Custodian/Maintenance
  - Linda Shefcyk, Business Manager
  - Maria Rodriguez-Borquez, Title IC Education Program Recruiter
  - Mayra Garcia, Title IC Education Program Department Secretary
  - Morgan Morsett, Executive Secretary
  - Susan Olmer, Bookkeeper
  - Yaribey Rodriguez, Title IC Education Program Service Provider
- The Title IC Education Program Department will hire school tutors throughout the year as necessary as classified following the Title IC Education Grant regulations

#### 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.

- Grants
- LB303 - Create the School Financing Review Commission and change provisions relating to budget authority under the Tax Equity and Educational Opportunities Support Act

#### 10. Committee Reports

**Speaker(s):** Committee Chair

##### 10.1. Budget Committee Report

**Speaker(s):** Budget Committee Chair

**Rationale:** The Budget Committee Chairperson will provide an update.

**Committee Recommendation:**

##### 10.2. Buildings and Grounds Committee Report

**Speaker(s):** Buildings and Grounds Committee Chair

**Rationale:** The Buildings and Grounds Committee Chairperson will provide an update.

**Committee Recommendation:**

##### 10.3. Administrator Evaluation Committee Report

**Speaker(s):** Administrator Evaluation Committee Chair

**Rationale:** Evaluation Committee Chair Marni Danhauer met with Chief Administrator Ostmeyer on August 7, 2025 to review the Evaluation Tool and Evaluation Policy/Procedures.

Evaluation Timeline Proposal:

- **August:** Evaluation Committee Chair and Administrator review Evaluation Tool and Evaluation Policy/Procedures.

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

**Committee Recommendation:**

11. Conference Report

**Speaker(s):** Conference Attendees

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

- AESA Leadership Conference
- Administrator Days
- NASB Leadership Workshop

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; virtual conferencing authorized; requirements; emergency meeting without notice; appearance before public body.**

- (1)(a) Except as provided in subsection (9) of this section, each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.
- (b)(i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committees, such notice shall be given by:
  - (A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and
  - (III) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; or
  - (B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper.

- (ii) In the case of the governing body of a city of the second class or village, any advisory committee of such governing body, or the governing body of a rural or suburban fire protection district, such notice shall be given by:
  - (A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper;
  - (B)(I) Posting to the newspaper's website, if available, and (II) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be

finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper; or (C) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted by the public body in the same three places for each meeting.

- (iii) In the case of a public body not described in subdivision (1)(b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

- (iv) In case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (A) post such notice on its website, if available, (B) request the newspaper submit a post on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (C) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting pursuant to subdivision (1)(b)(iv)(A) and (C) of this section and a written record of the request to the newspaper pursuant to subdivision (1)(b)(iv)(B) of this section. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

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

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

- (e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.
- (2)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(b) of this section are met:
  - (i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;
  - (ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;
  - (iii) The governing body of a public power district having a chartered territory of more than one county in this state;
  - (iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;
  - (v) An educational service unit;
  - (vi) The Educational Service Unit Coordinating Council;
  - (vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;
  - (viii) A community college board of governors;
  - (ix) The Nebraska Brand Committee;
  - (x) A local public health department;
  - (xi) A metropolitan utilities district;
  - (xii) A regional metropolitan transit authority; and
  - (xiii) A natural resources district.

- (b) The requirements for holding a meeting by means of virtual conferencing are as follows:
  - (i) Reasonable advance publicized notice is given as provided in subsection (1) of this section, including providing access to a dial-in number or link to the virtual conference;
  - (ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used;
  - (iii) At least one copy of all documents being considered at the meeting is available at any physical site open to the public where individuals may attend the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act; and

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

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

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

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

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

- (7)(a) Notwithstanding subsections (2) and (5) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsection (1) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

- (b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (4) of this section shall be complied with in conducting such meetings.

- (c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsection (5) of section 84-1413.

- (8) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (2)(a) of this section may hold a meeting by virtual conferencing if:

- (a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body;
- (b) No action is taken by the public body at the virtual meeting; and
- (c) The public body complies with subdivisions (2)(b)(i) and (ii) of this section.

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

- (1) Subject to the Open Meetings Act, the public has the right to attend and the right to speak at meetings of public bodies, and all or any part of a meeting of a public body, except for closed sessions called pursuant to section 84-1410, may be videotaped, televised, photographed, broadcast, or recorded by any person in attendance by means of a tape recorder, a camera, video equipment, or any other means of pictorial or sonic reproduction or in writing. Except for closed sessions called pursuant to section 84-1410, a public body shall allow members of the public an opportunity to speak at each meeting.
- (2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings, including meetings held by virtual conferencing.

- (3) No public body shall require members of the public to identify themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body shall require any member of the public desiring to address the body to identify himself or herself, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.
- (4) No public body shall, for the purpose of circumventing the Open Meetings Act, hold a meeting in a place known by the body to be too small to accommodate the anticipated audience.

- (5) No public body shall be deemed in violation of this section if it holds its meeting in its traditional meeting place which is located in this state.
- (6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if:

- (a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;
- (b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;
- (c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an instate 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 instate location for virtual conferencing as required by subdivision (6)(c) of this section, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting, either in paper or electronic form. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

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

- (1) Each public body shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed.
- (2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public.
- (3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.
- (4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours.

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

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

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

- (1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action.
- (2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.
- (3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section.
- (4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.

Revised 06/2025



## **Regular Board of Education Meeting**

Educational Service Unit 7, Oak Room

2657 44th Ave

Columbus, NE 68601-8537

Monday, June 16, 2025 at 5:30 PM

Posted Locations:

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

Posted Date: 06/06/2025

Attendance Taken at 5:32 PM.

|                   |         |
|-------------------|---------|
| Bob Arp:          | Present |
| Joyce Baumert:    | Present |
| Amy Blaser:       | Present |
| Marni Danhauer:   | Present |
| Karen Gomez:      | Absent  |
| Don Graff:        | Absent  |
| Beth Kabes:       | Absent  |
| Clark Lehr:       | Absent  |
| Dawn Lindsley:    | Present |
| Doug Pauley:      | Present |
| Richard Stephens: | Present |
| Jack Young:       | Present |

Present: 8, Absent: 4.

### **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 President Doug Pauley called the meeting to order at 5:32 pm.

### 1.1. Notification of Open Meetings Law

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

### 1.2. Roll Call

### 1.3. Absent Board Members

Board Members Clark Lehr and Beth Kabes will be absent. They notified Administrator Elmshaeuser and Board President Doug Pauley prior to the meeting.

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

Discuss, consider and take all necessary action to approve Board members Karen Gomez, Beth Kabes and Clark Lehr absences as presented Passed with a motion by Joyce Baumert and a second by Bob Arp.

|                   |        |
|-------------------|--------|
| Karen Gomez:      | Absent |
| Don Graff:        | Absent |
| Beth Kabes:       | Absent |
| Clark Lehr:       | Absent |
| Bob Arp:          | Yea    |
| Joyce Baumert:    | Yea    |
| Amy Blaser:       | Yea    |
| Marni Danhauer:   | Yea    |
| Dawn Lindsley:    | Yea    |
| Doug Pauley:      | Yea    |
| Richard Stephens: | Yea    |
| Jack Young:       | Yea    |

Yea: 8, Nay: 0, Absent: 4

Board member Karen Gomez notified Board President Doug Pauley prior to the meeting of her absence. A notification prior to the meeting was not received from Board member Don Graff.

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 Dawn Lindsley and a second by Joyce Baumert.

|                           |        |
|---------------------------|--------|
| Karen Gomez:              | Absent |
| Don Graff:                | Absent |
| Beth Kabes:               | Absent |
| Clark Lehr:               | Absent |
| Bob Arp:                  | Yea    |
| Joyce Baumert:            | Yea    |
| Amy Blaser:               | Yea    |
| Marni Danhauer:           | Yea    |
| Dawn Lindsley:            | Yea    |
| Doug Pauley:              | Yea    |
| Richard Stephens:         | Yea    |
| Jack Young:               | Yea    |
| Yea: 8, Nay: 0, Absent: 4 |        |

3. Welcome Visitors

Visitors included Beth Ericson, ESU 7 Professional Development Director starting on July 1, 2025 and Lisa Duranski, Early Childhood Special Education Teacher/Visually Impaired Coordinator, to present the Spotlight.

4. Public Comment

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

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

5. Consent Agenda

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

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

Consent Agenda Includes:

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

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

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

|                   |        |
|-------------------|--------|
| Karen Gomez:      | Absent |
| Don Graff:        | Absent |
| Beth Kabes:       | Absent |
| Clark Lehr:       | Absent |
| Bob Arp:          | Yea    |
| Joyce Baumert:    | Yea    |
| Amy Blaser:       | Yea    |
| Marni Danhauer:   | Yea    |
| Dawn Lindsley:    | Yea    |
| Doug Pauley:      | Yea    |
| Richard Stephens: | Yea    |
| Jack Young:       | Yea    |

Yea: 8, Nay: 0, Absent: 4

#### 5.1. Minutes

**This is a consent item.**

#### 5.2. Presentation of Bills #79860 through #80031 totaling \$1,518,762.36

The summary of bills for the current month total:\$1,518,762.36 - Bills #79860 through #80031

General Activity Fund total: \$1,121.70

|       | Amount       | Vendor                           | Description                                              |
|-------|--------------|----------------------------------|----------------------------------------------------------|
| 79870 | \$75,815.96  | B-D Construction                 | Bridges Project                                          |
| 79884 | \$6,150.00   | Diamond Heating and Air          | Learning Academy Data Room AC                            |
| 79889 | \$9,307.80   | Educational Products, Inc.       | Title IC Hygiene Kits                                    |
| 79892 | \$5,000.00   | ESU 1                            | Title III Contracted Service                             |
| 79897 | \$30,238.00  | ESUCC                            | District's SRS Fees                                      |
| 79928 | \$18,080.00  | LastPass                         | LastPass Renewal for ESU 7/School Districts Flow Through |
| 79931 | \$155,195.20 | Linewize (Family Zone)           | ESU 7/School Districts Filter Renews Flow Through        |
| 79946 | \$62,012.00  | On To College                    | John Baylor Test Prep for School Districts Flow Through  |
| 79953 | \$8,100.00   | Romans, Wiemer & Associates      | ESU7 Audit                                               |
| 79954 | \$128,886.95 | Rutt's Heating & Air             | HVAC remodel 9th payment (\$14,298.55 remaining)         |
| 79962 | \$36,090.50  | Staples Business Advantage       | Paper Coop                                               |
| 79963 | \$5,857.40   | State of NE DAS State Accounting | Network service charges                                  |
| 79978 | \$99,922.48  | Yanda's Avl Rental               | South Building AV Upgrade                                |

**This is a consent item.**

- 5.3. Reading of Article I, Section 6, A Concept of Administration.

**This is a consent item.**

- 5.4. Reading of Article I, Section 6, B Administrator.

**This is a consent item.**

- 5.5. Reading of Article I, Section 6, C Duty and Function of the Administrator.

**This is a consent item.**

- 5.6. Reading of Article II, Section 6, B Notice of Budget Meeting.

**This is a consent item.**

5.7. Reading of Article III, Section 1, D Requests, Cost, and Payment.

**This is a consent item.**

5.8. Reading of Article III, Section 1, F Special Education Cooperative.

**This is a consent item.**

5.9. 2025-2026 Contract for Amy Slama, Grant Coordinator

**This is a consent item.**

5.10. 2025-2026 Contract for Cara Neesen, Student Services Principal

**This is a consent item.**

5.11. 2025-2026 Contract for Iris Medina Gonzalez, Provisionally Licensed Mental Health Practitioner

**This is a consent item.**

5.12. 2025-2026 Contract for Kassandra Cornwell, Provisionally Licensed Mental Health Practitioner

**This is a consent item.**

5.13. 2025-2026 Contract for Lynne Webster, Licensed Mental Health Practitioner

**This is a consent item.**

5.14. 2025-2026 Contract for Megan Welch, Mental Health Practitioner

**This is a consent item.**

5.15. 2025-2026 Contract for Merridie Kaup, Mental Health Practitioner

**This is a consent item.**

5.16. 2025-2026 Contract for Sonya Sukup, Licensed Mental Health Practitioner

**This is a consent item.**

5.17. 2025-2026 Contract for Tami Clay, Special Education Director

**This is a consent item.**

5.18. Excess Lodging and Meals  
Excess Lodging and Meals:

- The LMHP Department had excess travel to report:
  - Nebraska School Mental Health Conference, Kearney, NE (May 28-29, 2025)
    - Megan Welch - \$178.00, lodging
    - Merridie Kaup - \$119.90, lodging
    - Sonya Sukup - \$119.90, lodging
    - Ingrid Rodriguez - \$119.90, lodging
    - Kassi Cornwell - \$119.90, lodging
- The Learning Academy had excess travel to report:
  - Nebraska School Mental Health Conference, Kearney, NE (May 28-29, 2025)
    - Brooke Hemmer - \$119.90, lodging

- The Special Education Department had excess travel to report:
  - ESUCC - ESPD (May 6, 2025)
    - Tami Clay - \$89.00

**This is a consent item.**

5.19. Authorization of Administrator to Sign for Federal/State Funds

**This is a consent item.**

6. Spotlight: Early Childhood

Early Childhood Special Education Teacher/Visually Impaired Coordinator, Lisa Duranski, will present the Early Childhood spotlight.

Lisa began with a story of her 16-year-old self caring for an 18-year-old special-needs individual. She started her Special Education teaching career in 1993, and she's starting her 33rd year, doing the exact same job. The Early Childhood team is made up of 12 people: seven Early Childhood Special Education teachers, and 5 Speech Language Pathologists. Anyone can make a referral to the program in the community since they serve ages from birth to five. The children are evaluated and if they qualify for services, an IFSP (Individualized Family Service Plan) is developed for ages birth to three and an IEP (Individualized Education Program) for ages three to five. Children and families receive services until the child goes into kindergarten, where services then transition to their home district with the help of the ESU 7 Early Childhood team. Nebraska has been a birth mandate state since 1978 and is one of five. This means children who require these types of services will get them free of cost. If they live outside these 5 states, they might pay for the services out of pocket. The Early Childhood team serves 18 school districts, which are all of ESU 7's districts except Columbus Public School. They have their own program and operate within their own district. Of those 18 schools, 210 students have been referred and evaluated this past year. Including the Columbus district data, there was a total of 323. The beginning of the year has the lowest numbers since children have moved out of the birth to five range into kindergarten, then as the year continues on, the number rises with the number of referrals. After the presentation, the board members asked questions of the Special Education Coordinator, Lisa Duranski.

- Are they all new referrals? Yes, the 323 were all new referrals. They are evaluated and if found eligible, they begin receiving services. Those who are not found eligible or later no longer qualify do not receive services.
- Who supports kindergartners? Resource teachers in their home districts. The ESU 7 early childhood special education team only supports children if they are under the age of 5.
- Is funding through the state? No, funding is received federally.
- What is the timeline for referral to services? Rules for ages from birth to three are different from ages three to five. Ages birth to three have 45 calendar days to determine services and write goals if they are eligible. They also receive services all year round. Ages three to five have 45 school days, or 60 calendar days, whichever comes first, and typically only receive services during the school year.
- Do you get referrals from people who are not parents? Yes, most referrals actually come from doctors.

- Do you get parents who don't want services? Yes, in cases where there has been a neglect or abuse charge, ESU 7's Early Childhood department is an automatic referral. The child has to be evaluated since there's a high probability of needing services; however, parents can still say no. It has only happened once in Lisa's tenure.
- Do you work with CASA? Occasionally, it can be difficult to figure out what district a child belongs to. School districts are responsible if the child is made a ward in their district.
- Do you only have families for a few months? Sometimes, especially if the child has changed foster care placements.
- Do males ever apply for these types of positions? Yes, there have been 2 physical therapists.
- What is your case load per staff member? It looks different for each person. For example, one Speech Language Pathologist is assigned to Schuyler so she can take on a lot more students. Another teacher has 9 districts she travels to, so she serves fewer students since there is more travel time involved. However, it's about 20 children per staff member.

#### 7. 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 Bob Arp and a second by Doug Pauley.

|                           |        |
|---------------------------|--------|
| Karen Gomez:              | Absent |
| Don Graff:                | Absent |
| Beth Kabes:               | Absent |
| Clark Lehr:               | Absent |
| Bob Arp:                  | Yea    |
| Joyce Baumert:            | Yea    |
| Amy Blaser:               | Yea    |
| Marni Danhauer:           | Yea    |
| Dawn Lindsley:            | Yea    |
| Doug Pauley:              | Yea    |
| Richard Stephens:         | Yea    |
| Jack Young:               | Yea    |
| Yea: 8, Nay: 0, Absent: 4 |        |

#### 8. Policy Changes

The 2025 Legislative session passed AM 1617 to LB 150 which updates Nebraska's Fair Employment Practice Act. This requires ESU 7 to change several of the policies. The change is in the non-discrimination statement and is adding the wording "military or".

Non-Discrimination: I will not make decisions which affect personnel, students, parents, the public, or otherwise on the basis of sex, disability, race (including skin color, hair texture and protective

hairstyles), color, religion, **military or** veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, or on the basis of constitutionally protected speech.

Several bidding references were updated in the federal regulations governing grants and federal audit requirements. The procurement policy has been updated to reflect the new terminology for "**simplified acquisition purchases**."

**Administrator Recommendation:** Discuss, consider and take all necessary action to approve updates to all the policies below.

Discuss, consider and take all necessary action to approve updates to all the policies below. Passed with a motion by Jack Young and a second by Marni Danhauer.

|                   |        |
|-------------------|--------|
| Karen Gomez:      | Absent |
| Don Graff:        | Absent |
| Beth Kabes:       | Absent |
| Clark Lehr:       | Absent |
| Bob Arp:          | Yea    |
| Joyce Baumert:    | Yea    |
| Amy Blaser:       | Yea    |
| Marni Danhauer:   | Yea    |
| Dawn Lindsley:    | Yea    |
| Doug Pauley:      | Yea    |
| Richard Stephens: | Yea    |
| Jack Young:       | Yea    |

Yea: 8, Nay: 0, Absent: 4

Administrator Elmshaeuser explained that after the legislation season finishes, there are typically changes to policy. Since these policies all have similar changes, they've been grouped into one agenda item. The wording change was to add "military or" before "veteran status". And to change the wording of small purchases to "simplified acquisition purchases" to align with the federal language.

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

A. Policy of Non-Discrimination

ESU 7 does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, **military or** veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, gender identity or sexual orientation, or other protected status in its programs and activities and provides equal access to designated youth groups. Reasonable accommodations will be provided to employees with disabilities and to those who are pregnant, have given birth, or

have a related medical condition, as required by law. Complaints or concerns involving discrimination should be addressed to:

Students, Employees, and Others: ~~Marei Ostmeyer~~ **Beth Ericson**, Professional Development Director, 2657 44th Avenue, Columbus, NE 68601 (402) 564-5753 ([bericson@esu7.org](mailto:bericson@esu7.org)).

ESU 7 will aim to complete its investigation within ten (10) working days after receiving a complaint or report, unless extenuating circumstances exist **as determined by the investigator**. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation ~~will not exceed ten (10) additional working days without the consent of the complainant, unless the alleged victim agrees to a longer timeline.~~ **be determined by the investigator and in compliance with any legal requirements.** Periodic status updates will be given to the parties, when appropriate.

ESU 7 ~~will~~ **may, when appropriate or when legally required,** send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within one (1) ~~working day~~ **week** after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 11232g; 34 C.F.R. Part 99, permits ESU 7 to disclose relevant information to a student who was discriminated against or harassed.

### 3. Level 3 (Appeal to the Board)

If the party is not satisfied with the Administrator's determination, he or she may file an appeal in writing with the Board within five (5) working days after receiving the Administrator's determination. The Board will review the appeal, the Administrator's determination, the investigative documentation and decision, and allow the party to address the Board **or a committee of the Board at a Board meeting** to present his or her appeal. ~~The party will be allowed to address the Board at the Board's next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board, Compliance Coordinator and the party.~~ The Board **will or Committee of the Board may, in its discretion,** issue a written determination about the appeal ~~within thirty (30) days after the party addresses the Board.~~ **The Board or Committee of the Board may, in the alternative, vote on the appeal and send the party the outcome of the vote.** The party who filed the appeal will be sent the Board's determination. ~~at the time it is issued, and a copy will be sent to the Compliance Coordinator.~~ The Board's determination, and any actions taken, will be final on behalf of ESU 7.

**Administrator Recommendation:** Discuss, consider and take all necessary action to approve Article V, Section 1, A as presented.

Discuss, consider and take all necessary action to approve Article V, Section 1, A as presented Passed with a motion by Jack Young and a second by Doug Pauley.

|                   |        |
|-------------------|--------|
| Karen Gomez:      | Absent |
| Don Graff:        | Absent |
| Beth Kabes:       | Absent |
| Clark Lehr:       | Absent |
| Bob Arp:          | Yea    |
| Joyce Baumert:    | Yea    |
| Amy Blaser:       | Yea    |
| Marni Danhauer:   | Yea    |
| Dawn Lindsley:    | Yea    |
| Doug Pauley:      | Yea    |
| Richard Stephens: | Yea    |
| Jack Young:       | Yea    |

Yea: 8, Nay: 0, Absent: 4

Administrator Elmshaeuser summarized the rationale statement regarding the additional changes to the non-discrimination policy. All of these changes have been provided and revised by Justin Knight.

10. Handbook Committee Update - Handbook Approvals  
Annually, the Board of Educational Service Unit 7, will review and approve the ESU 7 Employee Handbook and ESU 7 Student/Parent Handbooks. The Handbook Committee will provide an update. Chariperson Joyce Baumert will provide an overview of how the handbook revision process went this year and if any changes are necessary.  
  
**Committee Recommendation:** Discuss, consider and take any action necessary to approve the ESU 7 Student/Parent Handbooks and the ESU 7 Employee Handbook as presented.  
Discuss, consider and take any action necessary to approve the ESU 7 Student/Parent Handbooks and the ESU 7 Employee Handbook as presented Passed with a motion by Bob Arp and a second by Jack Young.  

|                 |        |
|-----------------|--------|
| Karen Gomez:    | Absent |
| Don Graff:      | Absent |
| Beth Kabes:     | Absent |
| Clark Lehr:     | Absent |
| Bob Arp:        | Yea    |
| Joyce Baumert:  | Yea    |
| Amy Blaser:     | Yea    |
| Marni Danhauer: | Yea    |
| Dawn Lindsley:  | Yea    |

Doug Pauley: Yea

Richard Stephens: Yea

Jack Young: Yea

Yea: 8, Nay: 0, Absent: 4

Handbook Committee Chair Joyce Baumert reviewed the handbook changes. The Bridges program description has been changed due to a new teacher/principal. The "Dignity Room" has been changed to "Calm Down Room" to better align with the program structure. There were some wording changes to remove dollar prices regarding damage repair. Overall, the computer application/software usage and permissions were updated. The Level III calendars have been updated.

In the Employee Handbook, some updates include the addition of new Board members, Level III programs name change, and Production to Print Shop name change. Changes were made to the remote work procedure, so that the Chief Administrator has the final decision. Also, the retirement and benefits section was updated to reflect the new percentages determined by the 2025 Legislative session approval of LB 645.

Handbook Committee Member Bob Arp shared how in the first years of the committee there had been major changes and updates, and each year the changes continue to become smaller since the handbooks are more refined.

#### 11. Authorization of the Administrator to Pay July Bills in absence of July Board Meeting

The ESU 7 Board of Education will not meet in July, 2025. This Board action gives authority to the Administrator to pay July bills. The ESU 7 Board will approve these expenses in the next possible Board Meeting.

**Administrator Recommendation:** Discuss, consider and take all necessary action to approve the Administrator's payment of bills in July 2025.

Discuss, consider and take all necessary action to approve the Administrator's payment of bills in July 2025 Passed with a motion by Joyce Baumert and a second by Doug Pauley.

Karen Gomez: Absent

Don Graff: Absent

Beth Kabes: Absent

Clark Lehr: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Marni Danhauer: Yea

Dawn Lindsley: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Jack Young: Yea

Yea: 8, Nay: 0, Absent: 4

July will be the first month bills are signed and paid by Marci Ostmeyer, Chief Administrator, beginning July 1, 2025.

12. Budgeting for additional 1% Budget Authority

Nebraska Statute allows an additional 1% in budgeted property tax asking requiring an affirmative vote of 75% of the governing body for approval. These additional budget authority dollars remain critical as we continue to operate with the one and a half cent levy, no state aid funding for 2025-2026, and spending restrictions for the upcoming years. In the event valuations change or additional funding becomes available, this action will allow ESU 7 additional budget authority to access those dollars.

**Administrator Recommendation:** Discuss, consider and take all necessary action to approve the additional 1% in budgeted tax asking.

Administrator Elmshaeuser stated that we do not have 75% of the board present. This item will be moved and voted on in the August agenda.

13. Budget Hearing and Budget Summary, followed by the Final Tax Request Hearing, and the followed by the Regular Board Meeting - Monday, September 15, 2025 at 5:15 p.m. in the ESU 7 Oak Room

Monday, September 15, at 5:15 pm in the ESU 7 Oak Room - Budget Hearing and Budget Summary, followed by the Final Tax Request Hearing, which will be followed by the Regular Board Meeting to start at 5:30pm or when the Final Tax Request Hearing is concluded, whichever is later.

**Administrator Recommendation:** Discuss, consider and take any necessary action to approve the Monday, September 15 schedule for the Budget Hearing and Budget Summary, Final Tax Request Hearing, and the Regular Board Meeting as presented Discuss, consider and take any necessary action to approve the Monday, September 15 schedule for the Budget Hearing and Budget Summary, Final Tax Request Hearing, and the Regular Board Meeting as presented Passed with a motion by Dawn Lindsley and a second by Jack Young.

Karen Gomez: Absent

Don Graff: Absent

Beth Kabes: Absent

Clark Lehr: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Marni Danhauer: Yea

Dawn Lindsley: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Jack Young: Yea

Yea: 8, Nay: 0, Absent: 4

14. Resolution on Training Requirements

After the passage of LB 1329, school districts are required to determine the length of time for every required annual training. ESU 7 will follow the same requirements for the same training we do for our pre-service days.

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

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

Passed with a motion by Doug Pauley and a second by Jack Young.

Karen Gomez: Absent

Don Graff: Absent

Beth Kabes: Absent

Clark Lehr: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Marni Danhauer: Yea

Dawn Lindsley: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Jack Young: Yea

Yea: 8, Nay: 0, Absent: 4

15. **Administrator's Report General**

- ESUCC Update - No update
- Professional Development and Print Shop Report - Director Ostmeier
- Special Education Report - Director Clay
- Technology Report - Director Ellsworth
- Upcoming Events
  - NASB Leadership Workshops
    - July 28, 2025 - Gearing
    - July 29, 2025 - Kearney
    - July 30, 2025 - Lincoln
  - NASB Area Membership Meetings
    - August 19, 2025 - Valentine
    - August 20, 2025 - Gering
    - August 21, 2025 - Kearney

- **August 26, 2025 - York**
- August 27, 2025 - Norfolk
- September 3, 2025 - North Platte
- September 9, 2025 - Omaha
- September 10, 2025 - Nebraska City
- **September 24, 2025 - Fremont**
- NASB Labor Relations Conference
  - October 1-2, 2025 - Lincoln
- 2025 State Education Conference
  - November 19-21, 2025 - Omaha
- New Board Member Workshop
  - December 3, 2025 - Kearney
- AESA Annual Conference
  - December 3-5, 2025 - Colorado Springs, CO

Director Ostmeyer shared that June 16th was her last Professional Development meeting as the Professional Development Director. Beth Ericson has been sitting in on the last few meetings. The Professional Development team has things in place that are starting to work for next year. The Print Shop's new duplicator has arrived. Its purpose is to print large volumes of the same item at a small cost. For example, a school district sent in envelopes to have their address and logo printed. The machine can do 500 at a time before it needs to be readjusted. For the summer work, the online ordering system has over 900 orders waiting for the first day of school, which does not include hard copy order forms that have been turned in by hand. Regarding the Chief Administrator Transition, Administrator Elmshaeuser and Director Ostmeyer are continuing to meet weekly, adding and crossing off the list. Director Ostmeyer provided a "Sips and Conversation" sign up so she could meet with each board member prior to her first board meeting in August. Beth Ericson shared she has been enjoying getting to know everyone at ESU 7 and getting involved. She has also been meeting with Director Ostmeyer about once a week to go through questions and anything transitional.

Director Ellsworth provided a technology update. District Technology Coordinators are able to do things at the schools they don't usually get to do since school is out of session. This includes resetting computers for the students. Last year, the technology department switched manager software, which has allowed the coordinators less manual work. With the extra time, they are able to do more in-depth work on the multi-year projects this summer. So far, the Technology department has billed over \$20,000 in 16 days this summer. Director Ellsworth also explained that District Technology Coordinators are spending time in other schools since they are not contracted to their home schools during the summer. However, they still get one day a week in their home district to continue being caught up.

|       |                                                 |
|-------|-------------------------------------------------|
| 15.1. | Goal Update<br>Goals - Attached for your Review |
|-------|-------------------------------------------------|

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

- 100% complete: In December, the ESU 7 board hired Marci Ostmeyer as the Chief Administrator of ESU 7 for the 2025-26 school year.

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

- 66% complete: Seven of the 12 board members have been to two professional/personal learning events. Two board members have been to one.

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.

- 25% complete:
  - Clarkson - 10.9.2024
  - Fullerton - 11.11.2024
  - Boone Central - 1.13.2025
  - Osceola - 2.10.2025
  - East Butler - 2.12.2025

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

- 100% complete: Board members along with a Director have attended board meetings for Clarkson, Fullerton, Boone Central, Osceola, and East Butler. Communication materials were details and tailored for each district specific to the services the district receives from ESU 7.

## 15.2. Services Update

- SMART Update (See PDF Attachment)

Administrator Elmshaeuser shared that the 3-year comparison has been provided. There is still research being done as to why the numbers from the previous 2 years are much higher than the current year. A glitch has been discovered in the SIMPL/SMART system. This is being looked into to verify our data moving forward.

## 15.3. Facilities Update

The Administrator will provide a facilities update during this item

Administrator Elmshaeuser shared that the HVAC training has been completed with Rutt's and a service agreement was signed. Director Ellsworth and Business Manager Linda Shefcyk have accounts in the system. The Bridges project completion is still waiting for the sidewalk to be completed for the Fire Marshall to provide written permission for occupancy. Administrator Elmshaeuser explained the importance of it needing to be completed by August 1, 2025 for the beginning of the school year. Director Ostmeyer and Administrator Elmshaeuser will be meeting with Mike Kennedy from RVW. Director Ostmeyer stated a Buildings and Grounds committee meeting would be scheduled in August.

15.4. Personnel - 2025-2026 Contracts

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

2025-2026 Contracts offered and authorized by the Chief Administrator for the following staff:

- Alicia Kardisco-Hastreiter, Paraprofessional
- Ashley Lerch, Paraprofessional
- Barb Brockhaus, Paraprofessional
- Breena Walkenhorst, Paraprofessional
- Harriet Kibalya, Paraprofessional
- Iriana Medel, Paraprofessional
- Jeri Glenn, Paraprofessional
- Joanna Terrazas, Paraprofessional
- Kaylee Olmer, Paraprofessional
- Kristen Cattau, Paraprofessional
- Sherry Olney, Paraprofessional
- Tammy Semrad, Paraprofessional

15.5. Legislative Update

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

Administrator Elmshaeuser, shared the Open Meetings Act and has had some updates, thus the new poster. It went into effect immediately.

Due to LB 645 there have been changes to the contribution of the employee and employer to the retirement plan. Administrator Elmshaeuser explained the different contributions listed in the attached legislative report. Since the funding ratio is above 98%, the contribution rate has dropped a percentage that will increase all employees' checks this month slightly. Board member Bob Arp asked what determined the funding ratio? Administrator Elmshaeuser explained the ratio is currently at 99.9% and almost fully funded by those contributing to the fund.

15.6. AESA Annual Conference

The 2025 AESA Annual Conference Information Request form will be emailed to all board members. Please indicate if you intend on attending and fill out the

necessary information. Please submit the form to Secretary to the Board, Morgan Morsett by August 1, 2025.

## 16. **Committee Reports**

### 16.1. Budget Committee Report

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

#### **Committee Recommendation:**

Budget Committee Chair Dawn Lindsley provided an update. The committee reviewed Special Education changes from last month to this month. The building improvement budget will be reduced since HVAC system is completed. The playground budget costs will be included in next year's budget. It won't be completed until after this fiscal year. Emergency heat cost was also added into the budget due to concerns this past winter with the temperature and heating of the building. In August, the committee will go over any changes from June and July along with grants.

### 16.2. Administrator Evaluation Committee Report

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

#### **Evaluation Timeline:**

- **August:** Evaluation Committee Chair and Administrator review Evaluation Tool and Evaluation Policy/Procedures.
- **March:** Full Board is provided a paper copy of the evaluation questions.
- **April:** Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of April. The chair then forwards on to the full Board for completion by April Board Meeting. Board will send their completed evaluation tool to the Evaluation Committee prior to the April Board Meeting. Administrator completes Evaluation Tool as self-assessment and sends it to Evaluation Chair on or before April 30th.
- **May:** The Committee Chair will send the completed Administrator self-assessment to the full Board after May 1. Evaluation Committee compiles results of full Board completed evaluations prior to the May Board Meeting.
- **June:** Evaluation Committee meets prior to June Board Meeting to review with the Administrator the results of evaluation. Report to full Board in June Board Meeting following Closed Session requirements with Administrator present.

#### **Committee Recommendation:**

Evaluation Committee Chair Marni Danhauer provided an update. There was a great turnout for the evaluation form, which included very positive feedback. There were many proficient and distinguished ratings. Administrator Elmshaeuser has

done a good job keeping ESU 7 moving forward in the year she's been here. There will be future discussion regarding the evaluation timeline and the position change to Marci Ostmeyer.

Board President Doug Pauley thanked Administrator Elmshaeuser and said she provided a great transition for us.

17. Conference Report  
Conference Attendees will report on their learnings.

18. Adjournment  
Board President Doug Pauley adjourned the meeting adjourned at 6:46pm.

## Check Register Summary

ESU7

Batch Year: 25    Bank: 10    Date Range:

| Bank | Check    | Type | Date       | Vendor | Vendor Name                            | Amount     |
|------|----------|------|------------|--------|----------------------------------------|------------|
| 10   | 00080034 | C    | 07/20/2025 | 10013  | ACE HARDWARE                           | 7.98       |
| 10   | 00080035 | C    | 07/20/2025 | 10060  | ADMINISTRATORS IN-SERVICE              | 75.00      |
| 10   | 00080036 | C    | 07/20/2025 | 14974  | ALLO COMMUNICATIONS                    | 184.00     |
| 10   | 00080037 | C    | 07/20/2025 | 14974  | ALLO COMMUNICATIONS                    | 444.00     |
| 10   | 00080038 | C    | 07/20/2025 | 10391  | AMAZON CAPITAL SERVICES *              | 10,277.89  |
| 10   | 00080039 | C    | 07/20/2025 | 11126  | ANN ELISE RECORD                       | 7,500.00   |
| 10   | 00080040 | C    | 07/20/2025 | 10681  | APPLE COMPUTER, INC.                   | 5,921.00   |
| 10   | 00080041 | C    | 07/20/2025 | 388    | APPLIED CONNECTIVE TECHNOLOGIES        | 335.00     |
| 10   | 00080042 | C    | 07/20/2025 | 10103  | B-D CONSTRUCTION                       | 38,065.05  |
| 10   | 00080043 | C    | 07/20/2025 | 16667  | BETH ERICSON                           | 308.90     |
| 10   | 00080044 | C    | 07/20/2025 | 7811   | DICK BLICK                             | 179.28     |
| 10   | 00080045 | C    | 07/20/2025 | 9636   | BLOOMFIELD COMMUNITY SCHOOLS           | 111.65     |
| 10   | 00080046 | C    | 07/20/2025 | 20428  | BOONE CENTRAL SCHOOLS                  | 2,650.59   |
| 10   | 00080047 | C    | 07/20/2025 | 6700   | BROOKE KAVAN                           | 32.16      |
| 10   | 00080048 | C    | 07/20/2025 | 13196  | BSN SPORTS LLC                         | 60.18      |
| 10   | 00080049 | C    | 07/20/2025 | 1996   | CASEY'S MAIL SERVICE LLC               | 417.23     |
| 10   | 00080050 | C    | 07/20/2025 | 30235  | CENTRAL CITY PUB SCHOOL                | 2,362.88   |
| 10   | 00080051 | C    | 07/20/2025 | 16683  | CENTURY BUSINESS PRODUCTS              | 8,574.36   |
| 10   | 00080052 | C    | 07/20/2025 | 30550  | CITY OF COLUMBUS WATER & SANIT         | 450.30     |
| 10   | 00080053 | C    | 07/20/2025 | 30610  | CLARKSON PUBLIC SCHOOLS                | 2,904.38   |
| 10   | 00080054 | C    | 07/20/2025 | 5800   | COBBLESTONE HOTEL                      | 440.00     |
| 10   | 00080055 | C    | 07/20/2025 | 5053   | COMFORT INN                            | 404.85     |
| 10   | 00080056 | C    | 07/20/2025 | 31425  | COURTYARD BY MARRIOTT                  | 231.00     |
| 10   | 00080057 | C    | 07/20/2025 | 31462  | CROSS COUNTY SCHOOL                    | 2,672.94   |
| 10   | 00080058 | C    | 07/20/2025 | 4812   | CUBBY'S, INC.                          | 1,565.12   |
| 10   | 00080059 | C    | 07/20/2025 | 40725  | EAKES OFFICE SOLUTIONS                 | 75.00      |
| 10   | 00080060 | C    | 07/20/2025 | 50060  | EAST BUTLER PUBLIC SCHOOL              | 1,757.65   |
| 10   | 00080061 | C    | 07/20/2025 | 50825  | ED SERVICE UNIT 7-PAYROLL              | 781,538.52 |
| 10   | 00080062 | C    | 07/20/2025 | 50401  | EGAN SUPPLY CO.                        | 28.17      |
| 10   | 00080063 | C    | 07/20/2025 | 50521  | ELGIN PUBLIC SCHOOLS                   | 111.65     |
| 10   | 00080064 | C    | 07/20/2025 | 16209  | ELIZABETH SULLIVAN SCOTT               | 4,000.00   |
| 10   | 00080065 | C    | 07/20/2025 | 14613  | ELYSE BELINA                           | 107.80     |
| 10   | 00080066 | C    | 07/20/2025 | 50582  | EMBASSY SUITES - LA VISTA              | 256.20     |
| 10   | 00080067 | C    | 07/20/2025 | 50595  | ENGINEERED CONTROLS                    | 1,193.00   |
| 10   | 00080068 | C    | 07/20/2025 | 50640  | ESU 1                                  | 2,776.00   |
| 10   | 00080069 | C    | 07/20/2025 | 50650  | ESU 3                                  | 525.00     |
| 10   | 00080070 | C    | 07/20/2025 | 50652  | ESUCC                                  | 20,000.00  |
| 10   | 00080071 | C    | 07/20/2025 | 5533   | FAS-BREAK WINDSHIELD REPAIR            | 982.00     |
| 10   | 00080072 | C    | 07/20/2025 | 60056  | FNBO                                   | 47.15      |
| 10   | 00080073 | C    | 07/20/2025 | 16438  | FNBO - AA                              | 2,726.88   |
| 10   | 00080074 | C    | 07/20/2025 | 16411  | FNBO - CA                              | 4,090.45   |
| 10   | 00080075 | C    | 07/20/2025 | 16489  | FNBO - CK                              | 575.67     |
| 10   | 00080076 | C    | 07/20/2025 | 16470  | FNBO - CW                              | 399.01     |
| 10   | 00080077 | C    | 07/20/2025 | 16365  | FNBO - DE                              | 7,275.61   |
| 10   | 00080078 | C    | 07/20/2025 | 16403  | FNBO - KE                              | 66.71      |
| 10   | 00080079 | C    | 07/20/2025 | 16357  | FNBO - LL                              | 1,553.52   |
| 10   | 00080080 | C    | 07/20/2025 | 16390  | FNBO - MM                              | 1,060.60   |
| 10   | 00080081 | C    | 07/20/2025 | 16381  | FNBO - MO                              | 152.92     |
| 10   | 00080082 | C    | 07/20/2025 | 16462  | FNBO - MV                              | 411.76     |
| 10   | 00080083 | C    | 07/20/2025 | 16500  | FNBO - SO                              | 47.81      |
| 10   | 00080084 | C    | 07/20/2025 | 16756  | FOAMIE HOMIES                          | 2,480.00   |
| 10   | 00080085 | C    | 07/20/2025 | 60800  | FULLERTON PUBLIC SCHOOL                | 1,351.35   |
| 10   | 00080086 | C    | 07/20/2025 | 15342  | GREGG YOUNG CHEVROLET GMC OF COLUMBUS  | 1,896.70   |
| 10   | 00080087 | C    | 07/20/2025 | 80147  | HAMPTON INN                            | 139.00     |
| 10   | 00080088 | C    | 07/20/2025 | 16780  | HAMPTON INN OGALLALA, NE               | 110.00     |
| 10   | 00080089 | C    | 07/20/2025 | 80317  | HEARTLAND COMMUNICATIONS               | 11,315.00  |
| 10   | 00080090 | C    | 07/20/2025 | 80390  | HIGH PLAINS COMMUNITY SCHOOLS          | 2,029.07   |
| 10   | 00080091 | C    | 07/20/2025 | 80507  | HOLIDAY INN EXPRESS                    | 110.00     |
| 10   | 00080092 | C    | 07/20/2025 | 80510  | HOLIDAY INN KEARNEY                    | 119.00     |
| 10   | 00080093 | C    | 07/20/2025 | 80543  | HOMETOWN LEASING                       | 477.45     |
| 10   | 00080094 | C    | 07/20/2025 | 80670  | HOWELLS-DODGE CONSOLIDATED SCHOOL DIST | 988.85     |
| 10   | 00080095 | C    | 07/20/2025 | 80860  | HUMPHREY PUBLIC SCHOOL                 | 2,154.95   |

## Check Register Summary

ESU7

Batch Year: 25    Bank: 10    Date Range:

| Bank | Check    | Type | Date       | Vendor | Vendor Name                              | Amount    |
|------|----------|------|------------|--------|------------------------------------------|-----------|
| 10   | 00080096 | C    | 07/20/2025 | 80880  | HY-VEE                                   | 1,223.45  |
| 10   | 00080097 | C    | 07/20/2025 | 14869  | JESSICA BRUGMAN                          | 300.00    |
| 10   | 00080098 | C    | 07/20/2025 | 16217  | JOHN SANGIOVANNI                         | 4,250.00  |
| 10   | 00080099 | C    | 07/20/2025 | 6300   | KAGAN PROFESSIONAL DEVELOPMENT           | 11,606.00 |
| 10   | 00080100 | C    | 07/20/2025 | 12424  | KASEYA US LLC                            | 963.55    |
| 10   | 00080101 | C    | 07/20/2025 | 12424  | KASEYA US, LLC                           | 963.55    |
| 10   | 00080102 | C    | 07/20/2025 | 16748  | KINSEY STAAB CAVALLI                     | 188.10    |
| 10   | 00080103 | C    | 07/20/2025 | 120129 | LAKEVIEW COMMUNITY SCHOOLS               | 8,483.82  |
| 10   | 00080104 | C    | 07/20/2025 | 14354  | LAURA RODRIGUEZ                          | 96.74     |
| 10   | 00080105 | C    | 07/20/2025 | 120223 | LEIGH COMMUNITY SCHOOLS                  | 2,662.82  |
| 10   | 00080106 | C    | 07/20/2025 | 15369  | LILIANA VELASQUEZ                        | 300.00    |
| 10   | 00080107 | C    | 07/20/2025 | 120314 | LINCOLN JOURNAL STAR                     | 670.95    |
| 10   | 00080108 | C    | 07/20/2025 | 120550 | LOUP POWER DISTRICT                      | 3,803.37  |
| 10   | 00080109 | C    | 07/20/2025 | 120557 | LOVELESS MACHINE & GRINDING              | 119.00    |
| 10   | 00080110 | C    | 07/20/2025 | 16276  | LOVING GUIDANCE LLC                      | 8,410.00  |
| 10   | 00080111 | C    | 07/20/2025 | 16802  | MEAGAN STIFFLER                          | 210.00    |
| 10   | 00080112 | C    | 07/20/2025 | 130378 | MENARDS                                  | 233.24    |
| 10   | 00080113 | C    | 07/20/2025 | 16837  | MORGAN MORSETT                           | 122.36    |
| 10   | 00080114 | C    | 07/20/2025 | 9199   | NACIA                                    | 80.00     |
| 10   | 00080115 | C    | 07/20/2025 | 140066 | NE ASSOC OF SCHOOL BOARDS                | 274.00    |
| 10   | 00080116 | C    | 07/20/2025 | 140351 | NCSA                                     | 1,165.00  |
| 10   | 00080117 | C    | 07/20/2025 | 140460 | NEBRASKA DEPT OF EDUCATION               | 250.00    |
| 10   | 00080118 | C    | 07/20/2025 | 140570 | NEBRASKA TECHNOLOGY & TELECOM.           | 185.75    |
| 10   | 00080119 | C    | 07/20/2025 | 11185  | OBRIST                                   | 85.00     |
| 10   | 00080120 | C    | 07/20/2025 | 16306  | OMNIFY BENEFITS                          | 63.75     |
| 10   | 00080121 | C    | 07/20/2025 | 12122  | One Source The Background Check Company  | 82.00     |
| 10   | 00080122 | C    | 07/20/2025 | 150330 | OSCEOLA PUBLIC SCHOOLS                   | 3,401.55  |
| 10   | 00080123 | C    | 07/20/2025 | 16764  | PAIGE MILLIKEN                           | 98.84     |
| 10   | 00080124 | C    | 07/20/2025 | 160033 | PALMER PUBLIC SCHOOL                     | 1,568.10  |
| 10   | 00080125 | C    | 07/20/2025 | 12017  | PAPER TIGER SHREDDING                    | 103.20    |
| 10   | 00080126 | C    | 07/20/2025 | 160040 | THE PARENT INSTITUTE                     | 2,042.00  |
| 10   | 00080127 | C    | 07/20/2025 | 160095 | PERRY,GUTHERY, HAASE& GESSFORD P.C.,L.L. | 2,452.80  |
| 10   | 00080128 | C    | 07/20/2025 | 10197  | POWERSCHOOL                              | 2,167.55  |
| 10   | 00080129 | C    | 07/20/2025 | 3697   | PYRAMID SCHOOL PRODUCTS                  | 631.80    |
| 10   | 00080130 | C    | 07/20/2025 | 180237 | REALITY WORKS                            | 4,627.84  |
| 10   | 00080131 | C    | 07/20/2025 | 20250  | RUTT'S HEATING & AIR                     | 17,094.45 |
| 10   | 00080132 | C    | 07/20/2025 | 9164   | RVW INC.                                 | 17,581.15 |
| 10   | 00080133 | C    | 07/20/2025 | 190164 | SCHUYLER COMMUNITY SCHOOLS               | 750.00    |
| 10   | 00080134 | C    | 07/20/2025 | 760    | SERVICEMASTER BY SHEVLIN                 | 1,577.00  |
| 10   | 00080135 | C    | 07/20/2025 | 190390 | SHELBY-RISING CITY PUBLIC SCHOOL         | 2,793.23  |
| 10   | 00080136 | C    | 07/20/2025 | 190396 | SHERWIN WILLIAMS                         | 551.67    |
| 10   | 00080137 | C    | 07/20/2025 | 16829  | SHIRTS ARE US                            | 1,180.00  |
| 10   | 00080138 | C    | 07/20/2025 | 190007 | ST EDWARD PUBLIC SCHOOL                  | 1,762.21  |
| 10   | 00080139 | C    | 07/20/2025 | 16810  | ST MICHAEL'S CHURCH AND SCHOOL           | 289.80    |
| 10   | 00080140 | C    | 07/20/2025 | 190850 | STATE OF NEBRASKA DAS STATE ACCTG.       | 5,857.40  |
| 10   | 00080141 | C    | 07/20/2025 | 191085 | SUPER SAVER                              | 414.20    |
| 10   | 00080142 | C    | 07/20/2025 | 2674   | TIRE OUTLET INC                          | 288.00    |
| 10   | 00080143 | C    | 07/20/2025 | 200493 | TWIN RIVER PUBLIC SCHOOL                 | 3,111.29  |
| 10   | 00080144 | C    | 07/20/2025 | 200606 | U & I SANITATION                         | 112.25    |
| 10   | 00080145 | C    | 07/20/2025 | 14389  | UNANIMOUS                                | 60.00     |
| 10   | 00080146 | C    | 07/20/2025 | 10320  | VERIZON WIRELESS                         | 837.35    |
| 10   | 00080147 | C    | 07/20/2025 | 230051 | WALMART CAPITAL ONE - MIG                | 227.43    |
| 10   | 00080148 | C    | 07/20/2025 | 230195 | WAYNE COMM. SCHOOLS                      | 230.00    |
| 10   | 00080149 | C    | 07/20/2025 | 230249 | WEST POINT PUBLIC SCHOOLS                | 3,004.78  |
| 10   | 00080150 | C    | 07/20/2025 | 13420  | WOODRIVER ENERGY LLC                     | 245.80    |
| 10   | 00080151 | A    | 07/20/2025 | 13897  | ADILENE PEREZ                            | 732.90    |
| 10   | 00080152 | A    | 07/20/2025 | 130180 | AMABA, LLC                               | 310.00    |
| 10   | 00080153 | A    | 07/20/2025 | 13218  | BARBARA RAYA                             | 302.40    |
| 10   | 00080154 | A    | 07/20/2025 | 13315  | BROOKE HEMMER                            | 358.40    |
| 10   | 00080155 | A    | 07/20/2025 | 13528  | CARA NEESEN                              | 1,070.72  |
| 10   | 00080156 | A    | 07/20/2025 | 13510  | CHRISTINA HANCOCK                        | 1,100.02  |
| 10   | 00080157 | A    | 07/20/2025 | 50579  | DAN ELLSWORTH                            | 60.48     |

# Check Register Summary

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Batch Year: 25      Bank: 10      Date Range:

| Bank           | Check    | Type | Date       | Vendor | Vendor Name          | Amount         |
|----------------|----------|------|------------|--------|----------------------|----------------|
| 10             | 00080158 | A    | 07/20/2025 | 180474 | DARLENE RODRIGUEZ    | 1,128.67       |
| 10             | 00080159 | A    | 07/20/2025 | 14001  | DEVON GRONENTHAL     | 190.40         |
| 10             | 00080160 | A    | 07/20/2025 | 7099   | HALEY KUNZE          | 239.40         |
| 10             | 00080161 | A    | 07/20/2025 | 15954  | JENNA MATTOX         | 50.80          |
| 10             | 00080162 | A    | 07/20/2025 | 8540   | JOLYNN KAHLANDT      | 337.58         |
| 10             | 00080163 | A    | 07/20/2025 | 11932  | JOSH ARIAS           | 934.50         |
| 10             | 00080164 | A    | 07/20/2025 | 14478  | KASSANDRA CORNWELL   | 117.60         |
| 10             | 00080165 | A    | 07/20/2025 | 13480  | LETISHIA KLEINSCHMIT | 45.29          |
| 10             | 00080166 | A    | 07/20/2025 | 15601  | MARCI HAIGHT         | 153.08         |
| 10             | 00080167 | A    | 07/20/2025 | 2267   | MARCIA OSTMEYER      | 122.35         |
| 10             | 00080168 | A    | 07/20/2025 | 11797  | MARIA RODRIGUEZ      | 1,858.50       |
| 10             | 00080169 | A    | 07/20/2025 | 8788   | NATHALIE VARGAS      | 394.80         |
| 10             | 00080170 | A    | 07/20/2025 | 15962  | NICOLE CHILES        | 64.40          |
| 10             | 00080171 | A    | 07/20/2025 | 12165  | STEPHANIE FOREMAN    | 345.20         |
| 10             | 00080172 | A    | 07/20/2025 | 13447  | SUSAN OLMER          | 442.61         |
| 10             | 00080173 | A    | 07/20/2025 | 11436  | TAMRA CLAY           | 303.80         |
| 10             | 00080174 | A    | 07/20/2025 | 13536  | TERI OPFER           | 61.60          |
| 10             | 00080175 | A    | 07/20/2025 | 10545  | YARIBEY RODRIGUEZ    | 530.60         |
| Total Bank: 10 |          |      |            |        |                      | \$1,074,216.43 |

|                          |                |
|--------------------------|----------------|
| Total Computer Checks:   | \$1,062,960.33 |
| Total Manual Checks:     | \$0.00         |
| Total ACH Checks:        | \$11,256.10    |
| Total Other Checks:      | \$0.00         |
| Total Electronic Checks: | \$0.00         |
| Total Computer Voids:    | \$0.00         |
| Total Manual Voids:      | \$0.00         |
| Total ACH Voids:         | \$0.00         |
| Total Other Voids:       | \$0.00         |
| Total Electronic Voids:  | \$0.00         |
| Grand Total:             | \$1,074,216.43 |
| Number of Checks:        | 142            |

| Batch Year | Batch  | Amount     |
|------------|--------|------------|
| 25         | 000286 | 41,963.13  |
| 25         | 000291 | 161,123.07 |
| 25         | 000292 | 89,591.71  |
| 25         | 000313 | 781,538.52 |

Batch Year: 25     Bank: 10     Date Range:

FPREG01A (build 25.4.3.1)

Selection Criteria

|                                     |          |
|-------------------------------------|----------|
| Batch Year                          | 25       |
| Begin Date                          |          |
| End Date                            |          |
| Include Voids Voided After End Date | Yes      |
| Bank                                | 10       |
| Begin Check                         | 00080034 |
| End Check                           | 00080175 |
| Begin Batch 1                       | All      |
| End Batch 1                         |          |
| Begin Batch 2                       |          |
| End Batch 2                         |          |
| Begin Batch 3                       |          |
| End Batch 3                         |          |
| Begin Batch 4                       |          |
| End Batch 4                         |          |
| Begin Batch 5                       |          |
| End Batch 5                         |          |
| Role ID                             | ALIO     |

## Check Register Summary

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Batch Year: 25    Bank: 10    Date Range:

| Bank | Check    | Type | Date       | Vendor | Vendor Name                           | Amount     |
|------|----------|------|------------|--------|---------------------------------------|------------|
| 10   | 00080176 | C    | 08/20/2025 | 10013  | ACE HARDWARE                          | 37.92      |
| 10   | 00080177 | C    | 08/20/2025 | 10060  | ADMINISTRATORS IN-SERVICE             | 75.00      |
| 10   | 00080178 | C    | 08/20/2025 | 10080  | AESA REGISTRATION                     | 6,230.00   |
| 10   | 00080179 | C    | 08/20/2025 | 14974  | ALLO COMMUNICATIONS                   | 120.51     |
| 10   | 00080180 | C    | 08/20/2025 | 14974  | ALLO COMMUNICATIONS                   | 189.00     |
| 10   | 00080181 | C    | 08/20/2025 | 10391  | AMAZON CAPITAL SERVICES *             | 18,339.40  |
| 10   | 00080182 | C    | 08/20/2025 | 16160  | AMY BLASER                            | 163.10     |
| 10   | 00080183 | C    | 08/20/2025 | 13382  | AMY SCHREIBER                         | 240.00     |
| 10   | 00080184 | C    | 08/20/2025 | 16900  | ANA FRANCISCO Y FRANCISCO             | 105.00     |
| 10   | 00080185 | C    | 08/20/2025 | 14222  | ANIBAL LOPEZ-CRUZ                     | 140.00     |
| 10   | 00080186 | C    | 08/20/2025 | 16950  | ANNE M. HUBBELL                       | 123.90     |
| 10   | 00080187 | C    | 08/20/2025 | 10681  | APPLE COMPUTER, INC.                  | 3,560.50   |
| 10   | 00080188 | C    | 08/20/2025 | 388    | APPLIED CONNECTIVE TECHNOLOGIES       | 335.00     |
| 10   | 00080189 | C    | 08/20/2025 | 10910  | AWARDS & ENGRAVING                    | 55.00      |
| 10   | 00080190 | C    | 08/20/2025 | 10103  | B-D CONSTRUCTION                      | 16,461.00  |
| 10   | 00080191 | C    | 08/20/2025 | 16888  | BARBARA A. HOFF                       | 240.00     |
| 10   | 00080192 | C    | 08/20/2025 | 16985  | BARBARA MICHELLE KELLY                | 3,000.00   |
| 10   | 00080193 | C    | 08/20/2025 | 4383   | BETH CARSTENS                         | 750.00     |
| 10   | 00080194 | C    | 08/20/2025 | 110010 | BETH KABES                            | 87.36      |
| 10   | 00080195 | C    | 08/20/2025 | 20428  | BOONE CENTRAL SCHOOLS                 | 1,055.00   |
| 10   | 00080196 | C    | 08/20/2025 | 6700   | BROOKE KAVAN                          | 73.84      |
| 10   | 00080197 | C    | 08/20/2025 | 1996   | CASEY'S MAIL SERVICE LLC              | 703.52     |
| 10   | 00080198 | C    | 08/20/2025 | 30235  | CENTRAL CITY PUB SCHOOL               | 2,773.66   |
| 10   | 00080199 | C    | 08/20/2025 | 16683  | CENTURY BUSINESS PRODUCTS             | 66.73      |
| 10   | 00080200 | C    | 08/20/2025 | 16896  | CHRISTINA NOKELBY                     | 240.00     |
| 10   | 00080201 | C    | 08/20/2025 | 30550  | CITY OF COLUMBUS WATER & SANIT        | 438.81     |
| 10   | 00080202 | C    | 08/20/2025 | 30610  | CLARKSON PUBLIC SCHOOLS               | 882.07     |
| 10   | 00080203 | C    | 08/20/2025 | 30540  | COLUMBUS PUBLIC LIBRARY               | 88.02      |
| 10   | 00080204 | C    | 08/20/2025 | 31035  | COLUMBUS PUBLIC SCHOOLS GENERAL FUNDS | 1,500.00   |
| 10   | 00080205 | C    | 08/20/2025 | 15792  | COLUMN SOFTWARE PBC                   | 11.28      |
| 10   | 00080206 | C    | 08/20/2025 | 16926  | CRISTINA IBANEZ                       | 149.80     |
| 10   | 00080207 | C    | 08/20/2025 | 31462  | CROSS COUNTY SCHOOL                   | 1,997.97   |
| 10   | 00080208 | C    | 08/20/2025 | 4812   | CUBBY'S, INC.                         | 673.34     |
| 10   | 00080209 | C    | 08/20/2025 | 40235  | DAVID CITY PUBLIC SCHOOL              | 900.00     |
| 10   | 00080210 | C    | 08/20/2025 | 11711  | DAWN LINDSLEY                         | 185.22     |
| 10   | 00080211 | C    | 08/20/2025 | 16179  | DON GRAFF                             | 7.84       |
| 10   | 00080212 | C    | 08/20/2025 | 4456   | DOUG PAULEY                           | 43.94      |
| 10   | 00080213 | C    | 08/20/2025 | 40725  | EAKES OFFICE SOLUTIONS                | 31,123.12  |
| 10   | 00080214 | C    | 08/20/2025 | 50060  | EAST BUTLER PUBLIC SCHOOL             | 293.82     |
| 10   | 00080215 | C    | 08/20/2025 | 50825  | ED SERVICE UNIT 7-PAYROLL             | 786,823.65 |
| 10   | 00080216 | C    | 08/20/2025 | 15458  | ELIZABETH GAMBLIN                     | 240.00     |
| 10   | 00080217 | C    | 08/20/2025 | 14613  | ELYSE BELINA                          | 107.80     |
| 10   | 00080218 | C    | 08/20/2025 | 50595  | ENGINEERED CONTROLS                   | 1,459.00   |
| 10   | 00080219 | C    | 08/20/2025 | 50652  | ESUCC                                 | 12,686.00  |
| 10   | 00080220 | C    | 08/20/2025 | 60017  | FAIRFIELD INN & SUITES BY MARRIOTT    | 979.65     |
| 10   | 00080221 | C    | 08/20/2025 | 60056  | FNBO                                  | 47.29      |
| 10   | 00080222 | C    | 08/20/2025 | 13684  | FLEETCOR TECHNOLOGIES INC             | 63.01      |
| 10   | 00080223 | C    | 08/20/2025 | 16438  | FNBO - AA                             | 343.32     |
| 10   | 00080224 | C    | 08/20/2025 | 16969  | FNBO - BE                             | 419.32     |
| 10   | 00080225 | C    | 08/20/2025 | 16411  | FNBO - CA                             | 1,630.37   |
| 10   | 00080226 | C    | 08/20/2025 | 16489  | FNBO - CK                             | 5,951.26   |
| 10   | 00080227 | C    | 08/20/2025 | 16454  | FNBO - CN                             | 69.23      |
| 10   | 00080228 | C    | 08/20/2025 | 16470  | FNBO - CW                             | 1,691.52   |
| 10   | 00080229 | C    | 08/20/2025 | 16365  | FNBO - DE                             | 15,336.69  |
| 10   | 00080230 | C    | 08/20/2025 | 16357  | FNBO - LL                             | 3,451.49   |
| 10   | 00080231 | C    | 08/20/2025 | 16390  | FNBO - MM                             | 6,432.53   |
| 10   | 00080232 | C    | 08/20/2025 | 16381  | FNBO - MO                             | 1,199.58   |
| 10   | 00080233 | C    | 08/20/2025 | 16500  | FNBO - SO                             | 99.84      |
| 10   | 00080234 | C    | 08/20/2025 | 60800  | FULLERTON PUBLIC SCHOOL               | 300.00     |
| 10   | 00080235 | C    | 08/20/2025 | 16934  | GABRIELA CORREA                       | 187.60     |
| 10   | 00080236 | C    | 08/20/2025 | 15385  | GREGG YOUNG TOYOTA OF COLUMBUS        | 106.06     |
| 10   | 00080237 | C    | 08/20/2025 | 80147  | HAMPTON INN                           | 2,075.50   |

## Check Register Summary

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Batch Year: 25    Bank: 10    Date Range:

| Bank | Check    | Type | Date       | Vendor | Vendor Name                              | Amount    |
|------|----------|------|------------|--------|------------------------------------------|-----------|
| 10   | 00080238 | C    | 08/20/2025 | 12440  | HAMPTON INN BY HILTON COLUMBUS           | 110.00    |
| 10   | 00080239 | C    | 08/20/2025 | 16870  | HAYLE SANBORN                            | 240.00    |
| 10   | 00080240 | C    | 08/20/2025 | 80317  | HEARTLAND COMMUNICATIONS                 | 672.43    |
| 10   | 00080241 | C    | 08/20/2025 | 80390  | HIGH PLAINS COMMUNITY SCHOOLS            | 1,081.56  |
| 10   | 00080242 | C    | 08/20/2025 | 4944   | HOBBY LOBBY                              | 2.69      |
| 10   | 00080243 | C    | 08/20/2025 | 80510  | HOLIDAY INN KEARNEY                      | 1,259.55  |
| 10   | 00080244 | C    | 08/20/2025 | 80543  | HOMETOWN LEASING                         | 477.45    |
| 10   | 00080245 | C    | 08/20/2025 | 14680  | HOWARD & SONS ASPHALT MAINTENANCE        | 2,000.00  |
| 10   | 00080246 | C    | 08/20/2025 | 80670  | HOWELLS-DODGE CONSOLIDATED SCHOOL DIST   | 1,393.17  |
| 10   | 00080247 | C    | 08/20/2025 | 80860  | HUMPHREY PUBLIC SCHOOL                   | 2,680.55  |
| 10   | 00080248 | C    | 08/20/2025 | 80880  | HY-VEE                                   | 2,527.76  |
| 10   | 00080249 | C    | 08/20/2025 | 10561  | INNOVATIVE OFFICE SOLUTIONS, LLC         | 2,060.00  |
| 10   | 00080250 | C    | 08/20/2025 | 16772  | INSTITUTE FOR EXCELLENCE IN WRITING, LLC | 511.00    |
| 10   | 00080251 | C    | 08/20/2025 | 16861  | JACLYN SMITH                             | 240.00    |
| 10   | 00080252 | C    | 08/20/2025 | 9393   | JENNIFER NOLAN                           | 100.00    |
| 10   | 00080253 | C    | 08/20/2025 | 14869  | JESSICA BRUGMAN                          | 37.50     |
| 10   | 00080254 | C    | 08/20/2025 | 50610  | JILL ERICKSON                            | 750.00    |
| 10   | 00080255 | C    | 08/20/2025 | 16977  | JORDAN BRABEC                            | 53.06     |
| 10   | 00080256 | C    | 08/20/2025 | 6319   | JOURNEYED.COM, INC.                      | 500.00    |
| 10   | 00080257 | C    | 08/20/2025 | 20184  | KAREN BAUMERT                            | 65.00     |
| 10   | 00080258 | C    | 08/20/2025 | 12424  | KASEYA US, LLC                           | 963.55    |
| 10   | 00080259 | C    | 08/20/2025 | 15652  | KELSI L. AMEN                            | 240.00    |
| 10   | 00080260 | C    | 08/20/2025 | 110235 | KIDDIE CAB                               | 10,368.00 |
| 10   | 00080261 | C    | 08/20/2025 | 4839   | KSB SCHOOL LAW                           | 1,250.00  |
| 10   | 00080262 | C    | 08/20/2025 | 120124 | LAKESHORE                                | 239.94    |
| 10   | 00080263 | C    | 08/20/2025 | 120129 | LAKEVIEW COMMUNITY SCHOOLS               | 8,252.63  |
| 10   | 00080264 | C    | 08/20/2025 | 12408  | LAURIE SCHLAUTMAN                        | 65.00     |
| 10   | 00080265 | C    | 08/20/2025 | 140045 | LEARNING FORWARD                         | 884.00    |
| 10   | 00080266 | C    | 08/20/2025 | 120223 | LEIGH COMMUNITY SCHOOLS                  | 152.79    |
| 10   | 00080267 | C    | 08/20/2025 | 120550 | LOUP POWER DISTRICT                      | 5,441.92  |
| 10   | 00080268 | C    | 08/20/2025 | 10600  | M&O DOOR PRODUCTS                        | 533.83    |
| 10   | 00080269 | C    | 08/20/2025 | 130060 | MADISON HIGH SCHOOL                      | 5,175.87  |
| 10   | 00080270 | C    | 08/20/2025 | 130070 | MAILBOX, THE                             | 29.36     |
| 10   | 00080271 | C    | 08/20/2025 | 5410   | MARK BRADY                               | 12.95     |
| 10   | 00080272 | C    | 08/20/2025 | 16624  | MARY JO KAMPSCHNIEDER                    | 65.00     |
| 10   | 00080273 | C    | 08/20/2025 | 477    | MARZANO RESOURCES, LLC                   | 6,400.00  |
| 10   | 00080274 | C    | 08/20/2025 | 13390  | MELISSA EDSON                            | 240.00    |
| 10   | 00080275 | C    | 08/20/2025 | 130378 | MENARDS                                  | 225.31    |
| 10   | 00080276 | C    | 08/20/2025 | 16640  | MEREDITH M. CROGAN                       | 65.00     |
| 10   | 00080277 | C    | 08/20/2025 | 10499  | MICHELLE RUIPER                          | 2,250.00  |
| 10   | 00080278 | C    | 08/20/2025 | 130547 | MNJ TECHNOLOGIES                         | 634.20    |
| 10   | 00080279 | C    | 08/20/2025 | 4251   | NATUS MEDICAL                            | 1,558.20  |
| 10   | 00080280 | C    | 08/20/2025 | 140351 | NCSA                                     | 3,905.00  |
| 10   | 00080281 | C    | 08/20/2025 | 140020 | NCTM CONFERENCE REGISTRATION             | 429.00    |
| 10   | 00080282 | C    | 08/20/2025 | 140570 | NEBRASKA TECHNOLOGY & TELECOM.           | 185.68    |
| 10   | 00080283 | C    | 08/20/2025 | 17000  | NICHOLE FLYNN                            | 781.20    |
| 10   | 00080284 | C    | 08/20/2025 | 11185  | OBRIST                                   | 450.00    |
| 10   | 00080285 | C    | 08/20/2025 | 16306  | OMNIFY BENEFITS                          | 63.75     |
| 10   | 00080286 | C    | 08/20/2025 | 12122  | One Source The Background Check Company  | 39.00     |
| 10   | 00080287 | C    | 08/20/2025 | 150330 | OSCEOLA PUBLIC SCHOOLS                   | 1,828.04  |
| 10   | 00080288 | C    | 08/20/2025 | 16063  | Occupational Health Services             | 145.00    |
| 10   | 00080289 | C    | 08/20/2025 | 160033 | PALMER PUBLIC SCHOOL                     | 940.22    |
| 10   | 00080290 | C    | 08/20/2025 | 160450 | PIZZA RANCH                              | 217.42    |
| 10   | 00080291 | C    | 08/20/2025 | 16632  | RACHEL MARTY                             | 65.00     |
| 10   | 00080292 | C    | 08/20/2025 | 11703  | ROBERT ARP                               | 5.60      |
| 10   | 00080293 | C    | 08/20/2025 | 180462 | ROCKLER WOODWORKING & HARDWARE           | 4,312.00  |
| 10   | 00080294 | C    | 08/20/2025 | 20250  | RUTT'S HEATING & AIR                     | 2,485.00  |
| 10   | 00080295 | C    | 08/20/2025 | 190164 | SCHUYLER COMMUNITY SCHOOLS               | 2,184.65  |
| 10   | 00080296 | C    | 08/20/2025 | 760    | SERVICEMASTER BY SHEVLIN                 | 2,302.00  |
| 10   | 00080297 | C    | 08/20/2025 | 15687  | SHARI LEIGHANN BABB                      | 160.00    |
| 10   | 00080298 | C    | 08/20/2025 | 190390 | SHELBY-RISING CITY PUBLIC SCHOOL         | 1,675.68  |
| 10   | 00080299 | C    | 08/20/2025 | 190396 | SHERWIN WILLIAMS                         | 252.59    |

# Check Register Summary

ESU7

Batch Year: 25    Bank: 10    Date Range:

| Bank | Check    | Type | Date       | Vendor | Vendor Name                        | Amount   |
|------|----------|------|------------|--------|------------------------------------|----------|
| 10   | 00080300 | C    | 08/20/2025 | 16993  | SHILO MARIE BIRNIE                 | 60.62    |
| 10   | 00080301 | C    | 08/20/2025 | 16829  | SHIRTS ARE US                      | 46.00    |
| 10   | 00080302 | C    | 08/20/2025 | 190007 | ST EDWARD PUBLIC SCHOOL            | 1,041.03 |
| 10   | 00080303 | C    | 08/20/2025 | 3816   | STAPLES BUSINESS ADVANTAGE         | 1,470.42 |
| 10   | 00080304 | C    | 08/20/2025 | 190850 | STATE OF NEBRASKA DAS STATE ACCTG. | 5,857.40 |
| 10   | 00080305 | C    | 08/20/2025 | 191085 | SUPER SAVER                        | 183.91   |
| 10   | 00080306 | C    | 08/20/2025 | 2780   | SUSAN PRESLER                      | 2,500.00 |
| 10   | 00080307 | C    | 08/20/2025 | 200481 | TRI-STATE LAW CONFERENCE/TAESE     | 2,440.00 |
| 10   | 00080308 | C    | 08/20/2025 | 200493 | TWIN RIVER PUBLIC SCHOOL           | 5,474.76 |
| 10   | 00080309 | C    | 08/20/2025 | 200606 | U & I SANITATION                   | 112.25   |
| 10   | 00080310 | C    | 08/20/2025 | 10320  | VERIZON WIRELESS                   | 747.31   |
| 10   | 00080311 | C    | 08/20/2025 | 230048 | WALMART CAPITAL ONE - BUS          | 165.11   |
| 10   | 00080312 | C    | 08/20/2025 | 230051 | WALMART CAPITAL ONE - MIG          | 642.47   |
| 10   | 00080313 | C    | 08/20/2025 | 16942  | YUDISLEY VAZQUEZ                   | 156.80   |
| 10   | 00080314 | A    | 08/20/2025 | 13897  | ADILENE PEREZ                      | 1,253.00 |
| 10   | 00080315 | A    | 08/20/2025 | 14710  | AMY RICHARDS                       | 179.27   |
| 10   | 00080316 | A    | 08/20/2025 | 1082   | ANGEL D STORY                      | 312.20   |
| 10   | 00080317 | A    | 08/20/2025 | 13218  | BARBARA RAYA                       | 302.40   |
| 10   | 00080318 | A    | 08/20/2025 | 16667  | BETH ERICSON                       | 273.70   |
| 10   | 00080319 | A    | 08/20/2025 | 13528  | CARA NEESEN                        | 173.60   |
| 10   | 00080320 | A    | 08/20/2025 | 50579  | DAN ELLSWORTH                      | 47.88    |
| 10   | 00080321 | A    | 08/20/2025 | 180474 | DARLENE RODRIGUEZ                  | 1,317.40 |
| 10   | 00080322 | A    | 08/20/2025 | 14001  | DEVON GRONENTHAL                   | 204.40   |
| 10   | 00080323 | A    | 08/20/2025 | 7560   | ESI HOSTED SERVICES                | 363.41   |
| 10   | 00080324 | A    | 08/20/2025 | 4294   | JACK YOUNG                         | 25.83    |
| 10   | 00080325 | A    | 08/20/2025 | 15806  | JEREMIAH SALYARD                   | 14.45    |
| 10   | 00080326 | A    | 08/20/2025 | 11932  | JOSH ARIAS                         | 1,397.20 |
| 10   | 00080327 | A    | 08/20/2025 | 4600   | JOYCE A. BAUMERT                   | 123.90   |
| 10   | 00080328 | A    | 08/20/2025 | 11983  | KENDRA GUSTAFSON                   | 108.50   |
| 10   | 00080329 | A    | 08/20/2025 | 190384 | LARRY SHEFCYK                      | 64.82    |
| 10   | 00080330 | A    | 08/20/2025 | 15601  | MARCI HAIGHT                       | 99.04    |
| 10   | 00080331 | A    | 08/20/2025 | 11797  | MARIA RODRIGUEZ                    | 2,228.81 |
| 10   | 00080332 | A    | 08/20/2025 | 7501   | MARNI DANHAUER                     | 79.80    |
| 10   | 00080333 | A    | 08/20/2025 | 4650   | MELINDA VELECELA                   | 33.96    |
| 10   | 00080334 | A    | 08/20/2025 | 8788   | NATHALIE VARGAS                    | 468.30   |
| 10   | 00080335 | A    | 08/20/2025 | 180365 | RENAISSANCE LEARNING, INC          | 488.80   |
| 10   | 00080336 | A    | 08/20/2025 | 190888 | RICHARD STEPHENS                   | 60.20    |
| 10   | 00080337 | A    | 08/20/2025 | 8664   | SADDLEBACK EDUCATIONAL, INC        | 1,007.95 |
| 10   | 00080338 | A    | 08/20/2025 | 12165  | STEPHANIE FOREMAN                  | 178.79   |
| 10   | 00080339 | A    | 08/20/2025 | 13447  | SUSAN OLMER                        | 317.31   |
| 10   | 00080340 | A    | 08/20/2025 | 11436  | TAMRA CLAY                         | 349.16   |
| 10   | 00080341 | A    | 08/20/2025 | 230361 | WENDY WOLFE                        | 60.20    |
| 10   | 00080342 | A    | 08/20/2025 | 10545  | YARIBEY RODRIGUEZ                  | 301.70   |
| 10   | 00080343 | C    | 08/20/2025 | 16381  | FNBO - MO                          | 645.42   |

**Total Bank: 10    \$1,052,776.96**

|                                 |                       |
|---------------------------------|-----------------------|
| <b>Total Computer Checks:</b>   | <b>\$1,040,940.98</b> |
| <b>Total Manual Checks:</b>     | <b>\$0.00</b>         |
| <b>Total ACH Checks:</b>        | <b>\$11,835.98</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>\$1,052,776.96</b> |
| <b>Number of Checks:</b>        | <b>168</b>            |

Batch Year: 25      Bank: 10      Date Range:

| Batch Year | Batch  | Amount     |
|------------|--------|------------|
| 25         | 000323 | 140,575.53 |
| 25         | 000328 | 15,338.62  |
| 25         | 000336 | 109,393.74 |
| 25         | 000339 | 786,823.65 |
| 25         | 000344 | 645.42     |

Batch Year: 25      Bank: 10      Date Range:

FPREG01A (build 25.4.6.1)

Selection Criteria

|                                     |          |
|-------------------------------------|----------|
| Batch Year                          | 25       |
| Begin Date                          |          |
| End Date                            |          |
| Include Voids Voided After End Date | Yes      |
| Bank                                | 10       |
| Begin Check                         | 00080176 |
| End Check                           | 00080343 |
| Begin Batch 1                       | All      |
| End Batch 1                         |          |
| Begin Batch 2                       |          |
| End Batch 2                         |          |
| Begin Batch 3                       |          |
| End Batch 3                         |          |
| Begin Batch 4                       |          |
| End Batch 4                         |          |
| Begin Batch 5                       |          |
| End Batch 5                         |          |
| Role ID                             | ALIO     |

|         |                                |              |         |            |
|---------|--------------------------------|--------------|---------|------------|
| 6/18/25 | Deposit - Golf fees            | \$875.00     |         | \$7,522.58 |
| 7/16/25 | Deposit - memorial             | \$75.00      |         | \$7,597.58 |
| 7/29/25 | Deposit - Rutt's golf donation | \$250.00     |         | \$7,847.58 |
| 8/6/25  | Alicia Hastreiter - memorial   |              | \$75.00 | \$7,772.58 |
|         |                                |              |         |            |
|         |                                |              |         |            |
|         |                                |              |         |            |
|         |                                | Expenditures | \$75.00 |            |
|         |                                |              |         |            |

#### **Article IV, Section 10, G Professional Evaluations**

The Board delegates to the Administrator the responsibility of developing, organizing and implementing a system-wide program for evaluating professional employees. The Administrator shall develop effective evaluation procedures and instruments. The evaluation process is to be conducted in such a manner as to be consistent with and advance the mission and goals of ESU.

This evaluation policy is intended to set forth expectations for the administration and not to give rights to employees. As such, a failure to complete observations or evaluations of the designated duration and frequency shall not give the professional employee rights with regard to continued employment. Such failures, however, are to be considered in evaluating the responsible evaluator's performance.

1. Communication of Evaluation Process. Annual communication of the evaluation process to those being evaluated shall be made by providing a copy of the evaluation instrument to the professional staff at the beginning of each evaluation year.
2. Duration and frequency of observations and written evaluations. The duration and frequency of observations and written evaluations are to be as follows:
  - a. Probationary Professional Employees.
    - i. Probationary professional employee for purposes of this evaluation policy means a professional employee who has served under a contract with the ESU for less than three successive years.
    - ii. Formal observations of probationary employees are to be based upon actual observations for an entire instructional period, one complete service delivery activity or one hour.
    - iii. Probationary employees are to be formally observed and evaluated at least twice per year.
  - b. Permanent Employees.
    - i. Permanent professional employee for purposes of this evaluation policy means a professional employee who has served under a contract with the ESU for at least three successive years.
    - ii. Formal observations and evaluations of permanent teachers are to be based upon actual classroom observations for an entire instructional period, one complete service delivery activity, or one hour.
    - iii. Permanent professional employees are to be formally observed and evaluated at least once every two years.
  - c. Employees' Responsibility. Professional employees are expected to inform the responsible evaluator of instructional periods or professional activities that would be conducive to an evaluation and to make themselves readily available to be evaluated. In the event the responsible evaluator has not initiated the evaluation

process nearing the time within which an evaluation is to be completed, the employee has a responsibility to notify the responsible evaluator such that the evaluation can be completed when due.

- d. Informal Observations and Evaluations. Informal observations and evaluations may be conducted as the administration determines to be appropriate.
  - e. Additional Observations and Evaluations. The duration and frequency of observations and written evaluations is specified as a minimum expectation for the evaluators. Observations and evaluations of greater frequency or number than required may be conducted and made at the request of the employee or at the discretion of the evaluator.
3. Evaluation Criteria. Professional employees performing instructional duties shall be evaluated based upon the following evaluation criteria:
- Planning and Preparation
  - The Environment
  - Delivery of Service
  - Personal and Professional Conduct

For professional employees in non-instructional capacities, the Administrator shall establish such other evaluation criteria as the Administrator determines appropriate given the duties of the employee; provided that personal and professional conduct be included.

In preparing summative evaluations, evaluators are to consider not only the formal observations conducted, but also informal observations and other relevant information concerning the performance of the employee in each of the evaluation criteria.

4. Communication of Deficiencies. The evaluation process is to include documented communication to the evaluated employee specifying deficiencies, specific means for the correction of the noted deficiency, and an adequate timeline for implementing the concrete suggestions for improvement.

As professionals, professional employees may be assigned responsibility to provide suggestions for improvement plans or job growth strategies and shall have the duty of complying with such requests. Further, in the event improvement plans or other similar performance measures are implemented, professional employees shall have the duty to comply with such plans.

Professional employees are expected to be cooperative, professional, and to exhibit a willingness to improve performance and to accept constructive criticisms and suggestions of the evaluator.

5. Responses to Evaluations. Professional employees will be given seven calendar days from receipt of an evaluation in which to give a written response to the evaluation.
6. Plan for Training Evaluators. All evaluators shall possess a valid Nebraska Administrator's Certificate and be trained to use the evaluation system. Training sessions in the use of the evaluation system will be provided by the Administrator or designee to all evaluators prior to their participation in evaluations. Refresher training is to be conducted as the Administrator determines to be needed.

|                   |                                                                            |
|-------------------|----------------------------------------------------------------------------|
| Legal Reference:  | NDE Rule 10- 007.06 (as guidance only; not directly applicable to the ESU) |
| Date of Adoption: | December 16, 2019                                                          |
| Date of Review:   | August 18, 2025                                                            |

#### **Article IV, Section 10, I Reduction in Force**

The board of Educational Service Unit may determine that a reduction in force of certificated staff members is appropriate due to changes in financial support, changes in programs necessary to support member school districts, a decline in the taxable value of property located within the service unit, increased costs of operating the service unit, or another change or changes in circumstances. If the board, in its sole discretion, determines that a reduction of certificated staff is necessary, the administrator shall notify those employees whose contracts may be reduced.

In the event a program is discontinued and personnel staffing that program are terminated, such staff members shall have first opportunity at filling any other ESU 7 vacancy should they be fully qualified for such a position.

The employment of a permanent employee may not be terminated through a reduction in force while a probationary employee is retained to render a service that the permanent employee is qualified to perform by reason of certification and endorsement, or when certification is not applicable, by reason of college credits in the teaching area.

##### **1. Definitions**

- a. Certification as used herein shall refer to the holding of a certificate as that term is defined and approved by the Nebraska Department of Education, or license issued by the Department of Health and Human Services.
- b. Definition of Reduction of Force.
  - i. A reduction in force shall consist of a reduction of one or more positions or a reduction in the percentage of employment of one or more certificated staff members, even if the number of percentage of employment of the certificated staff overall may be increased by other hirings or increases in the percentage of employment of other employees.

##### **2. Amendment, Termination of Nonrenewal of Contract Due to Reduction in Force**

- a. Definitions for Reduction in Force Policy.
  - i. Attrition shall mean any normal turnover of staff such as resignation and retirement.
- b. Notification for Staff Reduction.
  - i. Before a reduction in force shall occur, it shall be the responsibility of the Administrator of Educational Service Unit 7 to present competent evidence demonstrating that a change in circumstances such as financial exigency,

change in service model, or a diminution of demand for services by the school districts served by Educational Service Unit 7 has occurred necessitating a reduction in force. Any alleged change in circumstances must be specifically related to the certificated employee to be reduced in force. The Board, based upon the evidence produced at the hearing, shall be required to specifically find that there are no other vacancies for which the employee to be reduced is qualified by endorsement or professional training to perform.

1. In considering whether a reduction in force is necessary the normal attrition of personnel shall be taken into account by the Board.

### 3. Reduction in Force Procedure

- a. Reduction in force of instructional staff shall be made on a program by program basis.
  - i. The reduction in force procedure for Educational Service Unit 7 instructional staff (which as used herein shall mean special education teachers, regular education teachers, early childhood special education teachers, and any other teachers so designated by the administrator within a particular school district or, where applicable, districts, shall be subject to the following considerations:
    1. Attrition
    2. Elimination of positions held by non-certified or non-degree employees where practicable.
- b. Restriction of Right to Administrative Position. Due to the confidential and unique personal working relationship necessary between the administration and the board, a certificated employee who is not currently serving in a predominantly administrative capacity shall have no rights under this policy to any administrative position within the service unit.
- c. Criteria for Reduction in Force. The criteria set forth below shall be considered in selecting the personnel to be reduced. The criteria are not listed in any order of priority, and shall be given the weight that the board considers appropriate:
  - i. Flexibility of assignment.
  - ii. Acceptability of service to school districts or programs where such employee might be assigned.
  - iii. Special training, experience, or expertise other than in the areas of certification and endorsement which might be of benefit to the service unit in the delivery of services to schools, districts or programs.
  - iv. Contributions to the service unit or special programs conducted by the service unit.
  - v. Consideration of which endorsements or certification areas will be of greater or lesser importance to the service unit based upon future curriculum and service needs as anticipated by the administrator, based upon projected elimination or diminution of programs or services of the service unit.

- d. Consideration of Uninterrupted Service. If, after consideration of the criteria listed above, it is the opinion of the Administrator that there is no significant difference between or among certificated employees being considered for reduction, the employee(s) with the longest uninterrupted service to the district shall be retained.
- i. Uninterrupted length of service is defined as the number of continuous full-time equivalent years of employment in the unit as a certificated staff member.
  - ii. A full-time equivalent year is defined as employment on a full-time basis for an entire school year.
  - iii. Less than full-time employment reduces the staff member's full-time equivalent employment for a school year. For example, a staff member employed on a half-time basis would be credited with half a year full-time equivalent employment.
  - iv. A break in service will terminate a staff member's seniority and length of service under this provision. That period of time when a staff member is on a leave of absence shall not constitute a break in service; however, any years of absences or fractions of years of leave of absence will not count as years of employment for the purposes of determining the length of a staff member's uninterrupted service.

## Recall Policy.

### 1. Recall Rights

- a. A certificated employee reduced in force according to this policy shall have preferred rights to re-employment for a period of twenty-four months commencing at the end of the current year.
- a. A certificated employee shall prior to the last date of the employee's service notify or verify for the Educational Service Unit 7 Administrator or designee the certificated employee's mailing address to be used for notification of recall.
- b. Certificated employees who are recalled by Educational Service Unit 7 shall notify the Administrator or designee in writing within ten calendar days of receipt of the recall notice of their acceptance or rejection of recall to the position in the full time equivalency (FTE) offered by the Board of Educational Service Unit 7. If the certificated employee does not accept the recall assignment and full time equivalency offered by the Board of Educational Service Unit 7, the Board will be deemed to have fulfilled its obligations and the Board need not consider the employee who has been reduced in force for any further recall.
- c. If the reduction in force of a certificated employee based upon the provisions of this policy would place Educational Service Unit 7 or schools served in non-compliance of any federal or state law or regulations requiring specific affirmative action employment practices, Educational Service Unit 7 may vary from these provisions as necessary to comply with such laws of regulations.

2. The Educational Service Unit 7 policy to recall certificated employees whose contract has been terminated or amended to less than full time employment due to reduction in force as follows:

- a. A First Priority Recall by District(s)-Certificated employees shall be recalled by Educational Service Unit 7 on the basis of total service to the unit as compared with other recall candidates who were serving in the same district in the affected employee's most recent employment with the unit. No certificated employee of Educational Service Unit 7 shall be assigned or reassigned to any vacancy in a district where a reduction in force has occurred, until such position has been offered to employee(s) who have been reduced in force and who are qualified by seniority and/or endorsement who were serving the school district in question at the time his or reduction in force occurred.
- b. First Priority Recall by Program-Certificated employees shall be recalled by Educational Service Unit 7 to a program from which they have been reduced in force on the basis of total service to the unit as compared with other recall candidates who were serving such a program in their most recent employment with the unit. No certificated Educational Service Unit 7 employee shall be assigned or reassigned to any vacancy in a program where a reduction in force has occurred until such position has been offered to employees who have been reduced in force from such programs and who are qualified by seniority and /or endorsement who were serving the program at the time the reduction in force occurred.
- c. Second Priority Recall-The second priority will be to recall those certificated employees still having preferred right to re-employment to vacant positions in districts or programs other than those in which they were serving at the time of their reduction in force provided that a vacancy still exists after reassignment of current staff. Recall of the second priority certificated employees shall occur on the basis of seniority and/or endorsement.

|                            |                                                                                                                                 |
|----------------------------|---------------------------------------------------------------------------------------------------------------------------------|
| Legal Reference:           | §§ 79-846 to 79-848<br>§§ 79-1234 to 79-1239                                                                                    |
| Date of Adoption:          | July 18, 1983                                                                                                                   |
| Date(s) of Review/Revision | February 17, 1997<br>July 21, 1997<br>May 20, 2002<br>July 15, 2002<br>October 15, 2012<br>December 16, 2019<br>August 18, 2025 |

#### **Article IV, Section 10, J Request for Release**

Certificated employees are encouraged to notify their immediate supervisor of their plans to resign as soon as practicable. The Board of Education will generally accept all tendered resignations, effective at the end of the current school year, submitted prior to March 15th.

The Board delegates to the Administrator the authority to formally ask certificated employees in writing whether they intend to accept employment with the ESU for the following school year. The Administrator shall give employees a deadline to respond to such requests, so long as the deadline occurs after March 14th. Any employee who fails to respond or declines to accept employment for the following school year may be terminated from employment if they refuse to resign.

The Administrator is further authorized to file a complaint with the Professional Practices Commission for any teacher who abrogates their contract with the ESU.

Notwithstanding anything to the contrary herein, the Board is not obligated to accept or reject any tendered resignation if the employee is involved in a disciplinary matter or for any other reason that the Board deems to be in the best interest of the ESU.

|                            |                 |
|----------------------------|-----------------|
| Date of Adoption:          | August 21, 2023 |
| Date(s) of Review/Revision | August 18, 2025 |

## Section 11 - Classified Employees

### Article IV, Section 11, A Classified and Non-Certificated Employees Defined

Classified employee, for purposes of the Board policies, means any employee or assignment which is not within the definition of “professional employee” as set forth in the Board policies.

“Non-certificated employee,” for purposes of the Board policies, is a classified employee and means any employee who is not a teacher, nurse, or otherwise in a position or assignment which requires a certificate issued by the Commissioner of Education.

|                   |                   |
|-------------------|-------------------|
| Legal Reference:  | § 79-1234(2)      |
| Date of Adoption: | February 18, 2019 |
| Date of Review:   | August 18, 2025   |

#### **Article IV, Section 11, B "At Will" Status**

All employees and assignments that do not require a certificate issued by the Commissioner of Education shall be on an "at will" basis. Non-certificated employees shall have no property right in continued employment and need not be given a hearing or any other procedural or substantive due process prior to termination of employment.

Nothing in Board policy, administrative regulations or practices, employee handbooks, or in any evaluation instrument or in the evaluation process for non-certificated employees shall be or is intended to create or be a contract or part of a contract with a non-certificated employee which shall in any way be construed to be contrary to the "at will" employment of non-certificated employees. No administrator or other employee of the ESU has any authority to (1) enter into any agreement of employment with a professional employee for any specific period of time, or (2) to make any agreement contrary to an at-will employment relationship without specific Board approval.

|                   |                   |
|-------------------|-------------------|
| Legal Reference:  |                   |
| Date of Adoption: | February 18, 2019 |
| Date of Review:   | August 18, 2025   |

|                          |        |                                   |
|--------------------------|--------|-----------------------------------|
| GVNL631                  | 130007 | Dell                              |
| CN-0T9401-71618-59K-AC8E | 130008 | Dell                              |
| 8N9525H475J              | 50043  | iPod Touch                        |
| DLXRMGWQH6Q8             |        | iPad Pro Smart Keyboard           |
| W80214EZAGV              | 220000 | MacBookPro                        |
| QP90304HZE7              | 60020  | iMac (24-inch Early 2008)         |
| C1MTQ22JH3QF             |        | MacBook Air (13-inch, Early 2015) |
| C07XK911JYVW             | 70070  | Mac Mini (2018)                   |
| C07XK8JZYVW              | 70072  | Mac Mini (2018)                   |
| C07XKR69JYVW             | 70086  | Mac Mini (2018)                   |
| C07XKLY0JYVW             | 70087  | Mac Mini (2018)                   |
| C07XKLNNJYVW             | 70088  | Mac Mini (2018)                   |
| C07XK9WEJYVW             | 70075  | Mac Mini (2018)                   |
| C07XKJZHJYVW             | 70076  | Mac Mini (2018)                   |
| C07XKA2LJYVW             | 70079  | Mac Mini (2018)                   |
| C07XK8FXJYVW             | 70083  | Mac Mini (2018)                   |
| C02HX31KDV30             |        | MacBook (13-inch) Mid 2012        |
| W861531ZU2P              | 20024  | iMac (Early 2006)                 |
| C1MT60HBH3QF             | 100175 | MacBook Air (13-inch, Early 2015) |
| 11-XL535                 | 60002  | IBM                               |
| W8735BH3Z5W              | 150142 | MacBook                           |
| 4H633025WBY              | 150145 | MacBook                           |
| W893063V66H              | 90006  | MacBook Pro (Mid 2009)            |
| W85180S8RJ3              | 120037 | PowerBook G4 17,Äù                |
| W882447A0P5              | 120020 | MacBook (Early 2008)              |
| W8835HST0P1              | 120021 | MacBook (Early 2008)              |
| W8835HTN0P1              | 120022 | MacBook (Early 2008)              |
| W8835HT60P1              | 120023 | MacBook (Early 2008)              |
| W8835HTS0P1              | 120024 | MacBook (Early 2008)              |
| W8835HTF0P1              | 120025 | MacBook (Early 2008)              |
|                          | 110045 |                                   |
|                          | 110050 |                                   |
| W89270WQ9GV              | 100027 | MacBook                           |
| PD26800233031            | 120223 | BenQ                              |
|                          |        | Sanyo Pro                         |
| 25035140 (G)             | 40011  | Sharp                             |
| W882447B0P5              | 316    | MacBook (Early 2008)              |
| KY924039G2QXA            | 393    | Might Mouse                       |
| W88244790P5              | 429    | MacBook (Early 2008)              |
| W87489YMZ63              |        | MacBook (Late 2007)               |
| W873440FZ5W              | XXY    | MacBook (Mid 2007)                |

|                 |        |                              |
|-----------------|--------|------------------------------|
| W87110S8WGU     | XXX    | MacBook (Late 2006)          |
| W87343TVZ5W     |        | MacBook (Mid 2007)           |
| W894625T7XK     | 457    | MacBook Pro 15,Äù (Mid 2009) |
| 4H63301YWBV     | 241    | MacBook                      |
| W87222TDYA6     | 431    | MacBook (Mid 2007)           |
| 4H7020CMWGU     | 214    | MacBook (Late 2006)          |
| W89461WH7XK     | 452    | MacBook Pro 15,Äù (Mid 2009) |
| W8747K38Z63     | 230    | MacBook (Late 2007)          |
| 2A8150KAXMM     | 311    | Cinema Display (Early 2007)  |
| W87110M4WGU     | 212    | MacBook (Late 2006)          |
| 4H633010WBV     | 192    | MacBook (13-inch)            |
| W8735BSHZ5W     | 195    | MacBook (Mid 2007)           |
|                 | 60000  | secretarial                  |
| W87343VXZ5W     | 193    | MacBook (Mid 2007)           |
| W87222T6YA6     | 204    | MacBook (Mid 2007)           |
| W88361AG0P5     | 430    | MacBook (Early 2008)         |
| W88361AF0P5     | 368    | MacBook (Early 2008)         |
|                 | 40081  |                              |
|                 | 40091  |                              |
|                 | 40092  |                              |
|                 | 40126  |                              |
|                 | 40127  |                              |
| 4H63300XWBV     | 210    | MacBook (13-inch)            |
| 8N9529X875J     | 482    | Touch                        |
| PD26800234031   | 120224 | BenQ                         |
|                 | 30012  |                              |
|                 | 30013  |                              |
|                 | 30014  |                              |
|                 | 30030  |                              |
| 61B4415WE       | 120211 | NEC                          |
| W8031ECTATM     | 190000 | MacBook Pro (Mid 2010)       |
| QT32901XN4M     | 160020 | PowerBook G4 15,Äù           |
|                 | 140014 |                              |
|                 | 120085 |                              |
| KCZKZ002K4211   | 120063 | Pocket Video Camera          |
| 1327907092434QR | 120065 | LaCie                        |
| 1327907092436QR | 120066 | LaCie                        |
| 1327907093531QR | 120067 | LaCie                        |
| 1327907092430QR | 120068 | LaCie                        |
| 2055780         | 120076 | ACAnywhere                   |
| OEAP011167      | 120062 |                              |

|                   |        |                                 |
|-------------------|--------|---------------------------------|
|                   | 20191  |                                 |
|                   | 20198  | PowerShred                      |
|                   | 70011  | XGA                             |
|                   | 70020  | Maroon Tweed, Black Back & Base |
|                   | 70021  | Maroon Tweed, Black Back & Base |
|                   | 70022  | Maroon Tweed, Black Back & Base |
|                   | 70023  | Maroon Tweed, Black Back & Base |
|                   | 70024  | Maroon Tweed, Black Back & Base |
|                   | 70025  | Maroon Tweed, Black Back & Base |
|                   | 70031  | Gray Laminate, Black Legs       |
|                   | 70032  | Gray Laminate, Black Legs       |
|                   | 70033  | Gray Laminate, Black Legs       |
|                   | 70034  | Gray Laminate, Black Legs       |
|                   | 70035  | Gray Laminate, Black Legs       |
|                   | 70042  | Maroon Tweed, Foot Rest Base    |
|                   | 70026  | Maroon Tweed, Black Back & Base |
|                   | 10014  |                                 |
| 320011094         | 120128 | Avocent                         |
| 6926              | 120095 | Dukane 101                      |
| SG936UZ07B        | 120000 | ProCurve (Admin)                |
| GB015A29Z38       | 120071 | 16GB                            |
|                   | 230000 | 36x40 wooden                    |
|                   | 230001 | 36x40 wooden                    |
| 2G1WB58K681212062 |        | 2008 Chevy Impala               |
| 2G1WB57K891286912 |        | 2009 Chevy Impala               |
| N811304           | 50031  |                                 |
|                   | 80017  |                                 |
|                   | 80020  | 2,Äôx5,Äô                       |
|                   | 80021  | 2,Äôx5,Äô                       |
|                   | 80022  | 2,Äôx5,Äô                       |
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|               | 80114 | 2,Äôx5,Äô |
|               | 80115 | 2,Äôx5,Äô |
|               | 80116 | 2,Äôx5,Äô |
|               | 80117 | 2,Äôx5,Äô |
|               | 80118 | 2,Äôx5,Äô |
|               | 80119 | 2,Äôx5,Äô |
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|               | 80121 | 2,Äôx5,Äô |
|               | 80122 | 2,Äôx5,Äô |
|               | 80123 | 2,Äôx5,Äô |
|               | 80126 | Wood      |
| SAS0949330857 | 60019 | Smart UPS |

|                |        |                                       |
|----------------|--------|---------------------------------------|
|                | 100031 |                                       |
| HW051LKZZ39    | 100030 | ipad                                  |
|                | 20257  | Wood, 24x97.5                         |
| CN10A9100495   | 100032 | NeatReceipts Portable Scanner         |
| CN10A8100699   | 100035 | NeatReceipts Portable Scanner         |
| CN10A9100480   | 100036 | NeatReceipts Portable Scanner         |
| C02FL1F6DH2M   | 100057 | MacBook Pro (13-inch)                 |
| G7232410       | 120225 | Sanyo                                 |
| CN113D100317   | 100094 | NeatReceipts Portable Scanner         |
| C07FK4P7DDR5   | 120227 | 2nd Generation                        |
| 4H6381BUWBY    | 150152 | MacBook (Late 2006)                   |
| 4H63302JWBY    | 150153 | MacBook (Late 2006)                   |
| 4H633024WBY    | 150154 | MacBook (Late 2006)                   |
| W872223AYA6    | 150155 | MacBook (Mid 2007)                    |
| 4H6381C8WBY    | 150156 | MacBook (Late 2006)                   |
| C02H410WDV17   | 110121 | MacBook Pro (13-inch Late 2011)       |
| C02H410YDV17   | 110140 | MacBook Pro (13-inch, Late 2011)      |
| C02GR0F6DV17   | 100072 | MacBook Pro                           |
| 10900008       | 40149  | Savin                                 |
| CN07N2H07W     | 20266  | Design Jet Poster Printer             |
| JR673000508F7  | 70061  | LFZ410                                |
| C02JLICRDR55   | 120253 | MacBook Pro (Retina, 13 Late 2012)    |
|                |        | Wireless                              |
| C07GN0G9DKDJ   |        | Mac Mini Server (Mid 2011)            |
| C02H410VDV17   |        | MacBook Pro (13-inch, Late 2011)      |
| ÔªC1MK31CGDV31 | 100091 | MacBook Pro (13-inch, Mid 2012)       |
| C1MK31DFDV31   | 100111 | MacBook Pro                           |
| C1MK4013DV31   | 100093 | MacBook (13-inch) Mid 2012            |
| 3347CTOMP2ZC50 | 100096 | ThinkPad S230u                        |
| C1MKR29RDV30   | 190022 | MacBook (13-inch) Mid 2012            |
| C1MKR29NDV30   | 190023 | MacBook (13-inch) Mid 2012            |
| C1MKW1QBDV30   | 170008 | MacBook (13-inch) Mid 2012            |
| C02HX31LDV30   | 190027 | MacBook (13-inch) Mid 2012            |
| DN6G8DZSDFHY   | 210019 | iPad 2, 32GB, Wi-Fi only              |
| DMPM37A0FK11   | 120277 | iPad Air, Wifi 32GB                   |
| D25LP08MF8J8   | 60040  | iMac (21-inch, Late 2013)             |
| 25013099 (A)   | 40152  | Sharp                                 |
| C1MMP2AHDV30   | 190026 | MacBook Pro (13-inch, Mid 2012)       |
| C1MMP35CDV30   | 190030 | MacBook Pro (13-inch, Mid 2012)       |
| C02HX31PDV30   |        | MacBook (13-inch) Mid 2012            |
| C02FPTEJDH2G   | 190010 | MacBook Pro 13,À (Feb 2011, Oct 2011) |

|               |        |                                        |
|---------------|--------|----------------------------------------|
| C02FPT2GDH2G  | 190011 | MacBook Pro 13,Äù (Feb 2011, Oct 2011) |
| 45004728      | 40151  |                                        |
| C1MPL8H6G944  | 140067 | MacBook Air (13-inch, Early 2015)      |
| C1MPL8J3G944  | 190042 | MacBook Air (13-inch, Early 2015)      |
| C1MPL8MJG944  |        | MacBook Air (13-inch, Early 2015)      |
| C1MPL8GFG944  |        | MacBook Air (13-inch, Early 2015)      |
| C1MPL8HMG944  | 210037 | MacBook Air (13-inch, Early 2015)      |
| C1MPL8GSG944  |        | MacBook Air (13-inch, Early 2015)      |
| C02HX31JDV30  | 190026 | MacBook Pro (13-inch, Mid 2012)        |
| C1MPL8GGG944  | 140071 | MacBook Air (13-inch, Early 2015)      |
| C1MPL8HUG944  | 140054 | MacBook Air (13-inch, Early 2015)      |
| C1MPL7U5G944  | 140060 | MacBook Air (13-inch, Early 2015)      |
| C1MPL6LPG944  | 170013 | MacBook Air (13-inch, Early 2015)      |
| DMPPGYV2FK11  | 190032 | iPad Air, Wifi 32GB                    |
| C1MR357BG944  | 60041  | MacBook Air (13-inch, Early 2015)      |
| C1MRP2WWH3QF  | 190034 | MacBook Air (13-inch, Early 2015)      |
| C1MPL8GAG944  | 190035 | MacBook Air (13-inch, Early 2015)      |
| C1MS8D6EH3QF  | 120304 | MacBook Air (13-inch, Early 2015)      |
| V5MF670633L   | 120308 | PowerLite 1985WU                       |
| C1MRQP9ZH3QF  |        | MacBook Air (13-inch, Early 2015)      |
| C1MRQPA9H3QF  |        | MacBook Air (13-inch, Early 2015)      |
| C1MRP2NEH3QF  |        | MacBook Air (13-inch, Early 2015)      |
| AQ1550162200  | 125008 | Smart UPS                              |
| SAS1619252331 | 125009 | Smart UPS                              |
| AS1843360506  |        | Smart UPS                              |
| SAS1619252335 | 125011 | Smart UPS                              |
| SAS1628162911 | 125012 | Smart UPS                              |
|               |        | Super Dynamic Outdoor IP Bullet Camera |
| 24832527      |        | 2011 Dodge Grand Caravan               |
| X3L5720214L   | 120316 | PowerLite 2255U                        |
|               | 120317 | Mifi 7730L                             |
| C1MTC479H3QF  | 210028 | MacBook Air (13-inch, Early 2015)      |
| C1MTC42FH3QF  |        | MacBook Air (13-inch, Early 2015)      |
| C1MTQ1Z1H3QF  | 190037 | MacBook Air (13-inch, Early 2015)      |
| C1MTQ22AH3QF  |        | MacBook Air (13-inch, Early 2015)      |
| C1MTQ229H3QF  | 190040 | MacBook Air (13-inch, Early 2015)      |
| C1MTQ223H3QF  | 180053 | MacBook Air (13-inch, Early 2015)      |
| C1MTQ225H3QF  | 210023 | MacBook Air (13-inch, Early 2015)      |
| C1MTQ1VSH3QF  | 210025 | MacBook Air (13-inch, Early 2015)      |
| C1MTQ231H3QF  | 210022 | MacBook Air (13-inch, Early 2015)      |
| C1MTQ22GH3QF  | 180024 | MacBook Air (13-inch, Early 2015)      |

|              |        |                                            |
|--------------|--------|--------------------------------------------|
| C1MT60GTH3QF | 100173 | MacBook Air (13-inch, Early 2015)          |
| C1MT628AH3QF | 100174 | MacBook Air (13-inch, Early 2015)          |
| 75006274     | 40210  | Sharp                                      |
| FPTV3AMEHPGO | 110161 | iPad Pro Smart Keyboard                    |
| DMPPNE27FK11 |        | iPad Air, Wifi 32GB                        |
| C1MV71CUJ1WL | 100177 | MacBook Air (13-inch, 2017)                |
| C1MV71GGJ1WL | 100178 | MacBook Air (13-inch, 2017)                |
| C1MV71FTJ1WL | 100180 | MacBook Air (13-inch, 2017)                |
| C1MV71BUJ1WL | 100181 | MacBook Air (13-inch, 2017)                |
| X3L5740545L  | 125029 | PowerLite                                  |
| C07VC6J3JG2X | 125038 | MR912LL/A                                  |
| C1MS21MFH3QK | 100127 | MacBook Air (13-inch, Early 2015)          |
| GCGVLEHAHLFD | 190053 | iPad (5th gen) Wi-Fi 128GB                 |
| C1MWH56KJ1WL | 260000 | MacBook Air (13-inch, 2017)                |
| C1MWH15GJ1WL | 210031 | MacBook Air (13-inch, 2017)                |
| C1MWH567J1WL | 210032 | MacBook Air (13-inch, 2017)                |
| C1MWH1ZHJ1WL | 190060 | MacBook Air (13-inch, 2017)                |
| C1MWH156J1WL | 190043 | MacBook Air (13-inch, 2017)                |
| C1MWH28MJ1WL | 140070 | MacBook Air (13-inch, 2017)                |
| C1MWH623J1WL | 170018 | MacBook Air (13-inch, 2017)                |
| C1MWH3TJJ1WL | 180054 | MacBook Air (13-inch, 2017)                |
|              | 180057 | MacBook Air (13-inch, 2017)                |
| C1MWH15QJ1WL | 260000 | MacBook Air (13-inch, 2017)                |
| X3NL8X0280L  | 300029 | PowerLite 2250U                            |
| GAGHV2000629 | 300033 | Smart APP LCD                              |
| FCECDAD8C9D5 | 300045 | UVC-G3-DOME                                |
| C07XH9JUJYVW | 70069  | Mac Mini (2018)                            |
| C07XKS9GJYVW | 70071  | Mac Mini (2018)                            |
| C07XKREJYVW  | 70085  | Mac Mini (2018)                            |
| C07XKKNFJYVW | 70073  | Mac Mini (2018)                            |
| C07XKRUZJYVW | 70074  | Mac Mini (2018)                            |
| C07XK97VJYVW | 70077  | Mac Mini (2018)                            |
| C07XK8B2JYVW | 70078  | Mac Mini (2018)                            |
| C07XKJ7XJYVW | 70080  | Mac Mini (2018)                            |
| C07XKKQ6JYVW | 70081  | Mac Mini (2018)                            |
| C07XKR9SJYVW | 70082  | Mac Mini (2018)                            |
| C07XK905JYVW | 70084  | Mac Mini (2018)                            |
| GBGHY2001358 | 70113  | Smart APP LCD                              |
| FVFYH175JK78 | 210033 | MacBook Air - Retina (13-inch, Early 2018) |
| C1MS8D5RH3QF | 120303 | MacBook Air (13-inch, Early 2015)          |
| C1MS8D6CH3QF | 120306 | MacBook Air (13-inch, Early 2015)          |

|                              |        |                                   |
|------------------------------|--------|-----------------------------------|
| DMRZKGFJMF3M                 | 120450 | iPad (7th Gen) Wi-fi              |
| 85138665                     | 40301  |                                   |
| C1MS8D73H3QF                 | 120305 | MacBook Air (13-inch, Early 2015) |
| C1MRM57RH3QK                 |        | MacBook Air (13-inch, Early 2015) |
| CN-0M4TJG-BLK00-7C1-4SQI-A01 | 120508 | Dell Universal Dock               |
| 1FBAX9YG2LKA05039            |        | 2020 Transit Passenger Wagon      |
| W804315YATQ                  | 140000 | MacBook Pro (Mid 2010)            |
| C02H410XDV17                 | 120265 | MacBook Pro (13-inch, Late 2011)  |
| DN6G8E26DFHY                 | 170010 | iPad 32GB                         |
| C1MWH64PJ1WL                 | 270000 | MacBook Air (13-inch, 2017)       |
| C02H4136DV17                 | 110120 | MacBook Pro (13-inch, Late 2011)  |
| C02HX31EDV30                 |        | MacBook Pro (13-inch) Mid 2012    |

Nebraska Rural Community Schools Association

Invoice



Nebraska Rural Community Schools Association  
440 S.13th St, Ste B  
Lincoln, NE 68508

Invoice #: 1069

Date: 7/1/2025

Bill To:

Educational Service Unit 7  
2657 44th Ave  
Columbus NE 68601

For: 2025-26 NRCSA Membership Dues

Item

Amount

2025-26 NRCSA Dues Renewal

\$850.00

Invoice Total

\$850.00

Make all checks payable to **NRCSA**

If you have any questions concerning this invoice, contact Jeff Bundy at (402) 202-6028  
or e-mail: [jbundy@nrdsa.net](mailto:jbundy@nrdsa.net)



PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM  
(EXEMPT)

Employee ID: 012084

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

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

1. **Term of Employment.** This contract shall commence on the **1** day of **September, 2025**. This contract shall terminate on the **31** day of **August, 2026**, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of **225** days of service in any given fiscal year, which is exclusive of holidays.
2. **At-Will Nature of Employment; Duties of Employee.** The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: **Professional Development Coordinator**. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.
3. **Employment Status.** The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in Neb. Rev. Stat. § 79-1234.
4. **Days and Hours of Employment.** The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.
5. **Compensation.** The Employee shall be paid an annual salary of **\$100,676.16** subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments of **\$8,389.68** in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of **October** and on the 20th day of each month thereafter.
6. **Fringe Benefits.** ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.
7. **Policies, Rules and Regulations.** The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and

regulations of ESU may be changed at any time, with or without notice to the Employee.

8. **Termination of Employment.** This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.
9. **Duty to Report.** The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:
  - Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
  - Any arrest for any reason;
  - Any criminal conviction;
  - Any sentence of incarceration;
  - Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
  - Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
  - Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.
  - The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.
10. **Compensation Upon Termination.** The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.
11. **Deductions.** The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.
12. **Private Automobiles.** ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.
13. **Entirety of Contract and Amendments.** The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.
14. **Applicable Law.** This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.
15. **Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

The Chief Administrator recommends approval of this contract to the Board for consideration. Contract will not be binding until the necessary board signatures are obtained.

Executed by the Board of ESU 7 this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

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Secretary, Board of ESU 7

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President, Board of ESU 7

## Workflow

### Attached Workflow

Contracts

### Current Status

Approved

### Submitted Date

06/16/2025 at 02:07 PM

### Workflow Steps

✓ Completed

1

Signed by Amy Richards on 06/16/2025 at 02:48 PM

**Signature:** Amy Richards

✓ Completed

2

Approved by Kris Elmshaeuser on 06/16/2025 at 03:10 PM

Amy Richards

Completed: 6/16/2025 3:10:38 PM



PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM  
(EXEMPT)

Employee ID: 012092

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

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

1. **Term of Employment.** This contract shall commence on the **1** day of **September, 2025**. This contract shall terminate on the **31** day of **August, 2026**, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of **225** days of service in any given fiscal year, which is exclusive of holidays.
2. **At-Will Nature of Employment; Duties of Employee.** The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: **Professional Development Coordinator**. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.
3. **Employment Status.** The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in Neb. Rev. Stat. § 79-1234.
4. **Days and Hours of Employment.** The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.
5. **Compensation.** The Employee shall be paid an annual salary of **\$100,689.40** subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments of **\$8,390.78** in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of **October** and on the 20th day of each month thereafter.
6. **Fringe Benefits.** ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.
7. **Policies, Rules and Regulations.** The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and

regulations of ESU may be changed at any time, with or without notice to the Employee.

8. **Termination of Employment.** This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.
9. **Duty to Report.** The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:
  - Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
  - Any arrest for any reason;
  - Any criminal conviction;
  - Any sentence of incarceration;
  - Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
  - Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
  - Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.
  - The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.
10. **Compensation Upon Termination.** The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.
11. **Deductions.** The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.
12. **Private Automobiles.** ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.
13. **Entirety of Contract and Amendments.** The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.
14. **Applicable Law.** This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.
15. **Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

The Chief Administrator recommends approval of this contract to the Board for consideration. Contract will not be binding until the necessary board signatures are obtained.

Executed by the Board of ESU 7 this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

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Secretary, Board of ESU 7

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President, Board of ESU 7

## Workflow

### Attached Workflow

Contracts

### Current Status

Approved

### Submitted Date

05/29/2025 at 10:02 AM

### Workflow Steps



Completed

1

Signed by Brandy Thompson on 05/29/2025 at 10:28 AM

**Signature:** Brandy Thompson



Completed

2

Approved by Kris Elmshaeuser on 05/29/2025 at 11:31 AM

Brandy Thompson

Completed: 5/29/2025 11:31:35 AM



PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM  
(EXEMPT)

Employee ID: 010391

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

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

1. **Term of Employment.** This contract shall commence on the **1** day of **September, 2025**. This contract shall terminate on the **31** day of **August, 2026**, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of **225** days of service in any given fiscal year, which is exclusive of holidays.
2. **At-Will Nature of Employment; Duties of Employee.** The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: **Professional Development Coordinator**. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.
3. **Employment Status.** The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in Neb. Rev. Stat. § 79-1234.
4. **Days and Hours of Employment.** The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.
5. **Compensation.** The Employee shall be paid an annual salary of **\$111,616.98** subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments of **\$9,301.42** in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of **September** and on the 20th day of each month thereafter.
6. **Fringe Benefits.** ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.
7. **Policies, Rules and Regulations.** The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and

regulations of ESU may be changed at any time, with or without notice to the Employee.

8. **Termination of Employment.** This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.
9. **Duty to Report.** The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:
  - Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
  - Any arrest for any reason;
  - Any criminal conviction;
  - Any sentence of incarceration;
  - Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
  - Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
  - Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.
  - The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.
10. **Compensation Upon Termination.** The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.
11. **Deductions.** The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.
12. **Private Automobiles.** ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.
13. **Entirety of Contract and Amendments.** The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.
14. **Applicable Law.** This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.
15. **Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

The Chief Administrator recommends approval of this contract to the Board for consideration. Contract will not be binding until the necessary board signatures are obtained.

Executed by the Board of ESU 7 this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

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Secretary, Board of ESU 7

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President, Board of ESU 7

## Workflow

### Attached Workflow

Contracts

### Current Status

Approved

### Submitted Date

05/29/2025 at 10:02 AM

### Workflow Steps

✓ Completed

1

Signed by Brooke Kavan on 06/03/2025 at 02:51 PM

**Signature:** Brooke Kavan

✓ Completed

2

Approved by Kris Elmshaeuser on 06/03/2025 at 03:57 PM

Brooke Kavan

Completed: 6/3/2025 3:57:14 PM



### PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

Employee ID: 000507

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

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

1. **Term of Employment.** This contract shall commence on the **1** day of **September, 2025**. This contract shall terminate on the **31** day of **August, 2026**, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of **225** days of service in any given fiscal year, which is exclusive of holidays.
2. **At-Will Nature of Employment; Duties of Employee.** The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: **Professional Development Coordinator**. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.
3. **Employment Status.** The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in Neb. Rev. Stat. § 79-1234.
4. **Days and Hours of Employment.** The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.
5. **Compensation.** The Employee shall be paid an annual salary of **\$110,315.76** subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments of **\$9,192.98** in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of **September** and on the 20th day of each month thereafter.
6. **Fringe Benefits.** ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.
7. **Policies, Rules and Regulations.** The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and

regulations of ESU may be changed at any time, with or without notice to the Employee.

8. **Termination of Employment.** This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.
9. **Duty to Report.** The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:
  - Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
  - Any arrest for any reason;
  - Any criminal conviction;
  - Any sentence of incarceration;
  - Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
  - Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
  - Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.
  - The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.
10. **Compensation Upon Termination.** The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.
11. **Deductions.** The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.
12. **Private Automobiles.** ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.
13. **Entirety of Contract and Amendments.** The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.
14. **Applicable Law.** This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.
15. **Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

The Chief Administrator recommends approval of this contract to the Board for consideration. Contract will not be binding until the necessary board signatures are obtained.

Executed by the Board of ESU 7 this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

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Secretary, Board of ESU 7

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President, Board of ESU 7

## Workflow

### Attached Workflow

Contracts

### Current Status

Approved

### Submitted Date

05/29/2025 at 10:02 AM

### Workflow Steps



Completed

1

Signed by Brooke Koliha on 05/29/2025 at 10:05 AM

**Signature:** Brooke M. Koliha



Completed

2

Approved by Kris Elmshaeuser on 05/29/2025 at 11:36 AM

Brooke Koliha

Completed: 5/29/2025 11:36:26 AM



### PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

Employee ID: 000485

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

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

1. **Term of Employment.** This contract shall commence on the **1** day of **September, 2025**. This contract shall terminate on the **31** day of **August, 2026**, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of **245** days of service in any given fiscal year, which is exclusive of holidays.
2. **At-Will Nature of Employment; Duties of Employee.** The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: **Grant Coordinator**. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.
3. **Employment Status.** The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in Neb. Rev. Stat. § 79-1234.
4. **Days and Hours of Employment.** The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.
5. **Compensation.** The Employee shall be paid an annual salary of **\$109,283.69** subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments of **\$9,106.97** in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of **September** and on the 20th day of each month thereafter.
6. **Fringe Benefits.** ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.
7. **Policies, Rules and Regulations.** The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and

regulations of ESU may be changed at any time, with or without notice to the Employee.

8. **Termination of Employment.** This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.
9. **Duty to Report.** The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:
  - Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
  - Any arrest for any reason;
  - Any criminal conviction;
  - Any sentence of incarceration;
  - Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
  - Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
  - Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.
  - The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.
10. **Compensation Upon Termination.** The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.
11. **Deductions.** The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.
12. **Private Automobiles.** ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.
13. **Entirety of Contract and Amendments.** The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.
14. **Applicable Law.** This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.
15. **Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

The Chief Administrator recommends approval of this contract to the Board for consideration. Contract will not be binding until the necessary board signatures are obtained.

Executed by the Board of ESU 7 this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

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Secretary, Board of ESU 7

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President, Board of ESU 7

## Workflow

### Attached Workflow

Contracts

### Current Status

Approved

### Submitted Date

05/29/2025 at 10:02 AM

### Workflow Steps

✓ Completed

1

Signed by Cynthia Alarcon on 05/30/2025 at 12:08 PM

**Signature:** Cynthia Alarcon

✓ Completed

2

Approved by Kris Elmshaeuser on 05/30/2025 at 12:08 PM

Cynthia Alarcon

Completed: 5/30/2025 12:08:32 PM



### PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

Employee ID: 005134

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

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

1. **Term of Employment.** This contract shall commence on the **1** day of **September, 2025**. This contract shall terminate on the **31** day of **August, 2026**, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of **245** days of service in any given fiscal year, which is exclusive of holidays.
2. **At-Will Nature of Employment; Duties of Employee.** The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: **Network Operations Director**. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.
3. **Employment Status.** The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in Neb. Rev. Stat. § 79-1234.
4. **Days and Hours of Employment.** The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.
5. **Compensation.** The Employee shall be paid an annual salary of **\$152,467.66** subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments of **\$12,705.64** in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of **September** and on the 20th day of each month thereafter.
6. **Fringe Benefits.** ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.
7. **Policies, Rules and Regulations.** The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and

regulations of ESU may be changed at any time, with or without notice to the Employee.

8. **Termination of Employment.** This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.
9. **Duty to Report.** The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:
  - Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
  - Any arrest for any reason;
  - Any criminal conviction;
  - Any sentence of incarceration;
  - Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
  - Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
  - Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.
  - The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.
10. **Compensation Upon Termination.** The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.
11. **Deductions.** The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.
12. **Private Automobiles.** ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.
13. **Entirety of Contract and Amendments.** The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.
14. **Applicable Law.** This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.
15. **Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

The Chief Administrator recommends approval of this contract to the Board for consideration. Contract will not be binding until the necessary board signatures are obtained.

Executed by the Board of ESU 7 this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

Workflow

Attached  
Workflow

Contracts

Current Status

Approved

Submitted Date

05/29/2025 at 10:02 AM

Workflow Steps

 Completed

1

Signed by Daniel Ellsworth on 06/01/2025 at 08:28 PM  
Signature: Dan Ellsworth

 Completed

2

Approved by Kris Elmshaeuser on 06/02/2025 at 12:55 PM

Daniel Ellsworth

Completed: 6/2/2025 12:55:27 PM



### PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

Employee ID: 012068

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

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

1. **Term of Employment.** This contract shall commence on the **1** day of **September, 2025**. This contract shall terminate on the **31** day of **August, 2026**, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of **225** days of service in any given fiscal year, which is exclusive of holidays.
2. **At-Will Nature of Employment; Duties of Employee.** The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: **Professional Development Coordinator**. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.
3. **Employment Status.** The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in Neb. Rev. Stat. § 79-1234.
4. **Days and Hours of Employment.** The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.
5. **Compensation.** The Employee shall be paid an annual salary of **\$105,185.72** subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments of **\$8,765.48** in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of **October** and on the 20th day of each month thereafter.
6. **Fringe Benefits.** ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.
7. **Policies, Rules and Regulations.** The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and

regulations of ESU may be changed at any time, with or without notice to the Employee.

8. **Termination of Employment.** This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.
9. **Duty to Report.** The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:
  - Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
  - Any arrest for any reason;
  - Any criminal conviction;
  - Any sentence of incarceration;
  - Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
  - Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
  - Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.
  - The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.
10. **Compensation Upon Termination.** The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.
11. **Deductions.** The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.
12. **Private Automobiles.** ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.
13. **Entirety of Contract and Amendments.** The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.
14. **Applicable Law.** This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.
15. **Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

The Chief Administrator recommends approval of this contract to the Board for consideration. Contract will not be binding until the necessary board signatures are obtained.

Executed by the Board of ESU 7 this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

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Secretary, Board of ESU 7

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President, Board of ESU 7

## Workflow

### Attached Workflow

Contracts

### Current Status

Approved

### Submitted Date

05/29/2025 at 10:02 AM

### Workflow Steps



Completed

1

Signed by Ernie Valentine on 05/29/2025 at 11:57 AM

**Signature:** Ernie Valentine



Completed

2

Approved by Kris Elmshaeuser on 05/29/2025 at 01:23 PM

Ernie Valentine

Completed: 5/29/2025 1:23:41 PM



### PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

Employee ID: 005002

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

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

1. **Term of Employment.** This contract shall commence on the **1** day of **September, 2025**. This contract shall terminate on the **31** day of **August, 2026**, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of **225** days of service in any given fiscal year, which is exclusive of holidays.
2. **At-Will Nature of Employment; Duties of Employee.** The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: **Professional Development Coordinator**. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.
3. **Employment Status.** The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in Neb. Rev. Stat. § 79-1234.
4. **Days and Hours of Employment.** The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.
5. **Compensation.** The Employee shall be paid an annual salary of **\$108,900.90** subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments of **\$9,075.08** in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of **September** and on the 20th day of each month thereafter.
6. **Fringe Benefits.** ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.
7. **Policies, Rules and Regulations.** The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and

regulations of ESU may be changed at any time, with or without notice to the Employee.

8. **Termination of Employment.** This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.
9. **Duty to Report.** The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:
  - Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
  - Any arrest for any reason;
  - Any criminal conviction;
  - Any sentence of incarceration;
  - Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
  - Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
  - Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.
  - The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.
10. **Compensation Upon Termination.** The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.
11. **Deductions.** The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.
12. **Private Automobiles.** ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.
13. **Entirety of Contract and Amendments.** The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.
14. **Applicable Law.** This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.
15. **Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

The Chief Administrator recommends approval of this contract to the Board for consideration. Contract will not be binding until the necessary board signatures are obtained.

Executed by the Board of ESU 7 this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

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Secretary, Board of ESU 7

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President, Board of ESU 7

## Workflow

### Attached Workflow

Contracts

### Current Status

Approved

### Submitted Date

05/29/2025 at 10:02 AM

### Workflow Steps



Completed

1

Signed by Kendra Gustafson on 06/10/2025 at 08:09 AM

**Signature:** Kendra Gustafson



Completed

2

Approved by Kris Elmshaeuser on 06/10/2025 at 10:49 AM

Kendra Gustafson

Completed: 6/10/2025 10:49:20 AM



### PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

Employee ID: 012467

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

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

1. **Term of Employment.** This contract shall commence on the **1** day of **September, 2025**. This contract shall terminate on the **31** day of **August, 2026**, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of **200** days of service in any given fiscal year, which is exclusive of holidays.
2. **At-Will Nature of Employment; Duties of Employee.** The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: **Grant Coordinator**. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.
3. **Employment Status.** The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in Neb. Rev. Stat. § 79-1234.
4. **Days and Hours of Employment.** The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.
5. **Compensation.** The Employee shall be paid an annual salary of **\$85,476.80** subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments of **\$7,123.07** in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of **October** and on the 20th day of each month thereafter.
6. **Fringe Benefits.** ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.
7. **Policies, Rules and Regulations.** The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and

regulations of ESU may be changed at any time, with or without notice to the Employee.

8. **Termination of Employment.** This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.
9. **Duty to Report.** The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:
  - Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
  - Any arrest for any reason;
  - Any criminal conviction;
  - Any sentence of incarceration;
  - Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
  - Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
  - Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.
  - The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.
10. **Compensation Upon Termination.** The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.
11. **Deductions.** The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.
12. **Private Automobiles.** ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.
13. **Entirety of Contract and Amendments.** The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.
14. **Applicable Law.** This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.
15. **Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

The Chief Administrator recommends approval of this contract to the Board for consideration. Contract will not be binding until the necessary board signatures are obtained.

Executed by the Board of ESU 7 this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

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Secretary, Board of ESU 7

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President, Board of ESU 7

## Workflow

### Attached Workflow

Contracts

### Current Status

Approved

### Submitted Date

05/29/2025 at 10:02 AM

### Workflow Steps



Completed

1

Signed by Marci Haight on 07/29/2025 at 08:08 AM

**Signature:** Marci Haight



Completed

2

Approved by Marcia Ostmeyer on 08/06/2025 at 07:47 AM

Marci Haight

Completed: 8/6/2025 7:47:33 AM



### PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

Employee ID: 009563

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

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

1. **Term of Employment.** This contract shall commence on the **1** day of **September, 2025**. This contract shall terminate on the **31** day of **August, 2026**, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of **225** days of service in any given fiscal year, which is exclusive of holidays.
2. **At-Will Nature of Employment; Duties of Employee.** The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: **Professional Development Coordinator**. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.
3. **Employment Status.** The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in Neb. Rev. Stat. § 79-1234.
4. **Days and Hours of Employment.** The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.
5. **Compensation.** The Employee shall be paid an annual salary of **\$110,305.69** subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments of **\$9,192.14** in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of **September** and on the 20th day of each month thereafter.
6. **Fringe Benefits.** ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.
7. **Policies, Rules and Regulations.** The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and

regulations of ESU may be changed at any time, with or without notice to the Employee.

8. **Termination of Employment.** This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.
9. **Duty to Report.** The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:
  - Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
  - Any arrest for any reason;
  - Any criminal conviction;
  - Any sentence of incarceration;
  - Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
  - Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
  - Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.
  - The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.
10. **Compensation Upon Termination.** The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.
11. **Deductions.** The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.
12. **Private Automobiles.** ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.
13. **Entirety of Contract and Amendments.** The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.
14. **Applicable Law.** This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.
15. **Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

The Chief Administrator recommends approval of this contract to the Board for consideration. Contract will not be binding until the necessary board signatures are obtained.

Executed by the Board of ESU 7 this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

Workflow

Attached  
Workflow

Contracts

Current Status

Approved

Submitted Date

05/29/2025 at 10:02 AM

Workflow Steps

✓ Completed

1

Signed by Mark Brady on 05/29/2025 at 02:22 PM  
Signature: Mark Brady

✓ Completed

2

Approved by Kris Elmshaeuser on 05/30/2025 at 06:35 AM

Mark Brady

Completed: 5/30/2025 6:35:40 AM



PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM  
(EXEMPT)

Employee ID: 000450

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

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

1. **Term of Employment.** This contract shall commence on the **1** day of **September, 2025**. This contract shall terminate on the **31** day of **August, 2026**, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of **225** days of service in any given fiscal year, which is exclusive of holidays.
2. **At-Will Nature of Employment; Duties of Employee.** The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: **Title IC Education Program Education Liaison**. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.
3. **Employment Status.** The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in Neb. Rev. Stat. § 79-1234.
4. **Days and Hours of Employment.** The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.
5. **Compensation.** The Employee shall be paid an annual salary of **\$84,117.97** subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments of **\$7,009.83** in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of **October** and on the 20th day of each month thereafter.
6. **Fringe Benefits.** ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.
7. **Policies, Rules and Regulations.** The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and

regulations of ESU may be changed at any time, with or without notice to the Employee.

8. **Termination of Employment.** This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.
9. **Duty to Report.** The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:
  - Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
  - Any arrest for any reason;
  - Any criminal conviction;
  - Any sentence of incarceration;
  - Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
  - Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
  - Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.
  - The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.
10. **Compensation Upon Termination.** The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.
11. **Deductions.** The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.
12. **Private Automobiles.** ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.
13. **Entirety of Contract and Amendments.** The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.
14. **Applicable Law.** This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.
15. **Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

The Chief Administrator recommends approval of this contract to the Board for consideration. Contract will not be binding until the necessary board signatures are obtained.

Executed by the Board of ESU 7 this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

Workflow

Attached  
Workflow

Contracts

Current Status

Approved

Submitted Date

05/29/2025 at 10:02 AM

Workflow Steps

 Completed

1

Signed by Martha Gascon-Guarcas on 07/17/2025 at 07:48 PM  
**Signature:** Martha V. Gascón-Guarcas

 Completed

2

Approved by Marcia Ostmeyer on 08/06/2025 at 07:49 AM

Martha Gascon-Guarcas  
Completed: 8/6/2025 7:49:05 AM



PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM  
(EXEMPT)

Employee ID: 012696

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

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

1. **Term of Employment.** This contract shall commence on the **1** day of **September, 2025**. This contract shall terminate on the **31** day of **August, 2026**, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of **245** days of service in any given fiscal year, which is exclusive of holidays.
2. **At-Will Nature of Employment; Duties of Employee.** The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: **Grant Writer**. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.
3. **Employment Status.** The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in Neb. Rev. Stat. § 79-1234.
4. **Days and Hours of Employment.** The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.
5. **Compensation.** The Employee shall be paid an annual salary of **\$81,307.20** subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments of **\$6,775.60** in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of **October** and on the 20th day of each month thereafter.
6. **Fringe Benefits.** ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.
7. **Policies, Rules and Regulations.** The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and

regulations of ESU may be changed at any time, with or without notice to the Employee.

8. **Termination of Employment.** This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.
9. **Duty to Report.** The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:
  - Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
  - Any arrest for any reason;
  - Any criminal conviction;
  - Any sentence of incarceration;
  - Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
  - Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
  - Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.
  - The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.
10. **Compensation Upon Termination.** The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.
11. **Deductions.** The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.
12. **Private Automobiles.** ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.
13. **Entirety of Contract and Amendments.** The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.
14. **Applicable Law.** This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.
15. **Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

The Chief Administrator recommends approval of this contract to the Board for consideration. Contract will not be binding until the necessary board signatures are obtained.

Executed by the Board of ESU 7 this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

---

Secretary, Board of ESU 7

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President, Board of ESU 7

## Workflow

### Attached Workflow

Contracts

### Current Status

Approved

### Submitted Date

05/29/2025 at 10:02 AM

### Workflow Steps

✓ Completed

1

Signed by Michelle Olson on 06/13/2025 at 11:00 AM

**Signature:** Michelle Olson

✓ Completed

2

Approved by Kris Elmshaeuser on 06/16/2025 at 03:10 PM

Michelle Olson

Completed: 6/16/2025 3:10:48 PM



### PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

Employee ID: 008664

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

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

1. **Term of Employment.** This contract shall commence on the **1** day of **September, 2025**. This contract shall terminate on the **31** day of **August, 2026**, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of **225** days of service in any given fiscal year, which is exclusive of holidays.
2. **At-Will Nature of Employment; Duties of Employee.** The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: **Professional Development Coordinator**. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.
3. **Employment Status.** The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in Neb. Rev. Stat. § 79-1234.
4. **Days and Hours of Employment.** The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.
5. **Compensation.** The Employee shall be paid an annual salary of **\$118,343.97** subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments of **\$9,862.00** in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of **September** and on the 20th day of each month thereafter.
6. **Fringe Benefits.** ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.
7. **Policies, Rules and Regulations.** The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and

regulations of ESU may be changed at any time, with or without notice to the Employee.

8. **Termination of Employment.** This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.
9. **Duty to Report.** The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:
  - Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
  - Any arrest for any reason;
  - Any criminal conviction;
  - Any sentence of incarceration;
  - Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
  - Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
  - Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.
  - The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.
10. **Compensation Upon Termination.** The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.
11. **Deductions.** The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.
12. **Private Automobiles.** ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.
13. **Entirety of Contract and Amendments.** The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.
14. **Applicable Law.** This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.
15. **Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

The Chief Administrator recommends approval of this contract to the Board for consideration. Contract will not be binding until the necessary board signatures are obtained.

Executed by the Board of ESU 7 this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

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Secretary, Board of ESU 7

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President, Board of ESU 7

## Workflow

### Attached Workflow

Contracts

### Current Status

Approved

### Submitted Date

05/29/2025 at 10:02 AM

### Workflow Steps

✓ Completed

1

Signed by Otis Pierce on 05/29/2025 at 10:27 AM

**Signature:** Otis Pierce

✓ Completed

2

Approved by Kris Elmshaeuser on 05/29/2025 at 11:36 AM

Otis Pierce

Completed: 5/29/2025 11:36:34 AM



PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM  
(EXEMPT)

Employee ID: 011509

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

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

1. **Term of Employment.** This contract shall commence on the **1** day of **September, 2025**. This contract shall terminate on the **31** day of **August, 2026**, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of **245** days of service in any given fiscal year, which is exclusive of holidays.
2. **At-Will Nature of Employment; Duties of Employee.** The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: **Information Technology Specialist**. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.
3. **Employment Status.** The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in Neb. Rev. Stat. § 79-1234.
4. **Days and Hours of Employment.** The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.
5. **Compensation.** The Employee shall be paid an annual salary of **\$90,203.03** subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments of **\$7,516.92** in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of **September** and on the 20th day of each month thereafter.
6. **Fringe Benefits.** ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.
7. **Policies, Rules and Regulations.** The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and

regulations of ESU may be changed at any time, with or without notice to the Employee.

8. **Termination of Employment.** This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.
9. **Duty to Report.** The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:
  - Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
  - Any arrest for any reason;
  - Any criminal conviction;
  - Any sentence of incarceration;
  - Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
  - Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
  - Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.
  - The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.
10. **Compensation Upon Termination.** The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.
11. **Deductions.** The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.
12. **Private Automobiles.** ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.
13. **Entirety of Contract and Amendments.** The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.
14. **Applicable Law.** This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.
15. **Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

The Chief Administrator recommends approval of this contract to the Board for consideration. Contract will not be binding until the necessary board signatures are obtained.

Executed by the Board of ESU 7 this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

Workflow

Attached  
Workflow

Contracts

Current Status

Approved

Submitted Date

05/29/2025 at 10:02 AM

Workflow Steps

 Completed

1

Signed by Richard Stuart on 05/29/2025 at 10:10 AM  
**Signature:** Richard Stuart

 Completed

2

Approved by Kris Elmshaeuser on 05/29/2025 at 11:36 AM

Richard Stuart  
Completed: 5/29/2025 11:36:16 AM



PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM  
(EXEMPT)

Employee ID: 011550

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

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

1. **Term of Employment.** This contract shall commence on the **1** day of **September, 2025**. This contract shall terminate on the **31** day of **August, 2026**, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of **200** days of service in any given fiscal year, which is exclusive of holidays.
2. **At-Will Nature of Employment; Duties of Employee.** The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: **ASD Behavior Specialist**. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.
3. **Employment Status.** The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in Neb. Rev. Stat. § 79-1234.
4. **Days and Hours of Employment.** The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.
5. **Compensation.** The Employee shall be paid an annual salary of **\$84,792.82** subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments of **\$7,066.07** in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of **September** and on the 20th day of each month thereafter.
6. **Fringe Benefits.** ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.
7. **Policies, Rules and Regulations.** The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and

regulations of ESU may be changed at any time, with or without notice to the Employee.

8. **Termination of Employment.** This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.
9. **Duty to Report.** The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:
  - Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
  - Any arrest for any reason;
  - Any criminal conviction;
  - Any sentence of incarceration;
  - Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
  - Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
  - Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.
  - The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.
10. **Compensation Upon Termination.** The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.
11. **Deductions.** The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.
12. **Private Automobiles.** ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.
13. **Entirety of Contract and Amendments.** The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.
14. **Applicable Law.** This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.
15. **Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

The Chief Administrator recommends approval of this contract to the Board for consideration. Contract will not be binding until the necessary board signatures are obtained.

Executed by the Board of ESU 7 this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

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Secretary, Board of ESU 7

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President, Board of ESU 7

## Workflow

### Attached Workflow

Contracts

### Current Status

Approved

### Submitted Date

05/29/2025 at 10:02 AM

### Workflow Steps

✓ Completed

1

Signed by Stephanie Foreman on 05/29/2025 at 10:21 AM

**Signature:** Stephanie L Foreman

✓ Completed

2

Approved by Kris Elmshaeuser on 05/29/2025 at 11:35 AM

Stephanie Foreman

Completed: 5/29/2025 11:35:55 AM



### PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

Employee ID: 009520

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

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

1. **Term of Employment.** This contract shall commence on the **1** day of **September, 2025**. This contract shall terminate on the **31** day of **August, 2026**, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of **245** days of service in any given fiscal year, which is exclusive of holidays.
2. **At-Will Nature of Employment; Duties of Employee.** The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: **Network & Computer Systems Engineer**. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.
3. **Employment Status.** The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in Neb. Rev. Stat. § 79-1234.
4. **Days and Hours of Employment.** The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.
5. **Compensation.** The Employee shall be paid an annual salary of **\$111,232.67** subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments of **\$9,269.39** in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of **September** and on the 20th day of each month thereafter.
6. **Fringe Benefits.** ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.
7. **Policies, Rules and Regulations.** The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and

regulations of ESU may be changed at any time, with or without notice to the Employee.

8. **Termination of Employment.** This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.
9. **Duty to Report.** The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:
  - Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
  - Any arrest for any reason;
  - Any criminal conviction;
  - Any sentence of incarceration;
  - Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
  - Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
  - Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.
  - The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.
10. **Compensation Upon Termination.** The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.
11. **Deductions.** The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.
12. **Private Automobiles.** ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.
13. **Entirety of Contract and Amendments.** The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.
14. **Applicable Law.** This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.
15. **Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

The Chief Administrator recommends approval of this contract to the Board for consideration. Contract will not be binding until the necessary board signatures are obtained.

Executed by the Board of ESU 7 this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

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Secretary, Board of ESU 7

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President, Board of ESU 7

## Workflow

### Attached Workflow

Contracts

### Current Status

Approved

### Submitted Date

05/29/2025 at 10:02 AM

### Workflow Steps



Completed

1

Signed by Travis Kassing on 06/10/2025 at 07:35 AM

**Signature:** Travis Kassing



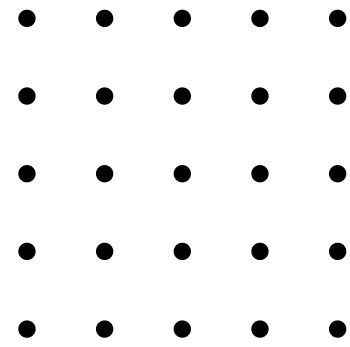
Completed

2

Approved by Kris Elmshaeuser on 06/10/2025 at 10:49 AM

Travis Kassing

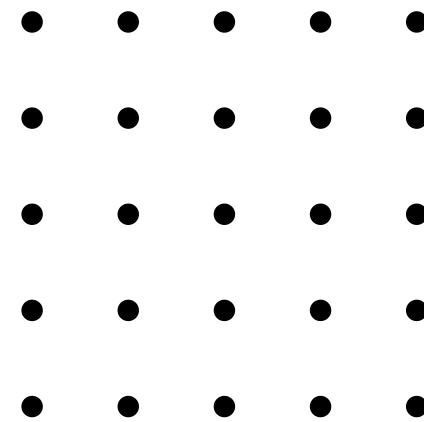
Completed: 6/10/2025 10:49:13 AM



For ESU 7 Board

# ESU 7 101

August 2025



# Fast Facts– ESU 7

## Geographic Area

**3500 sq miles**

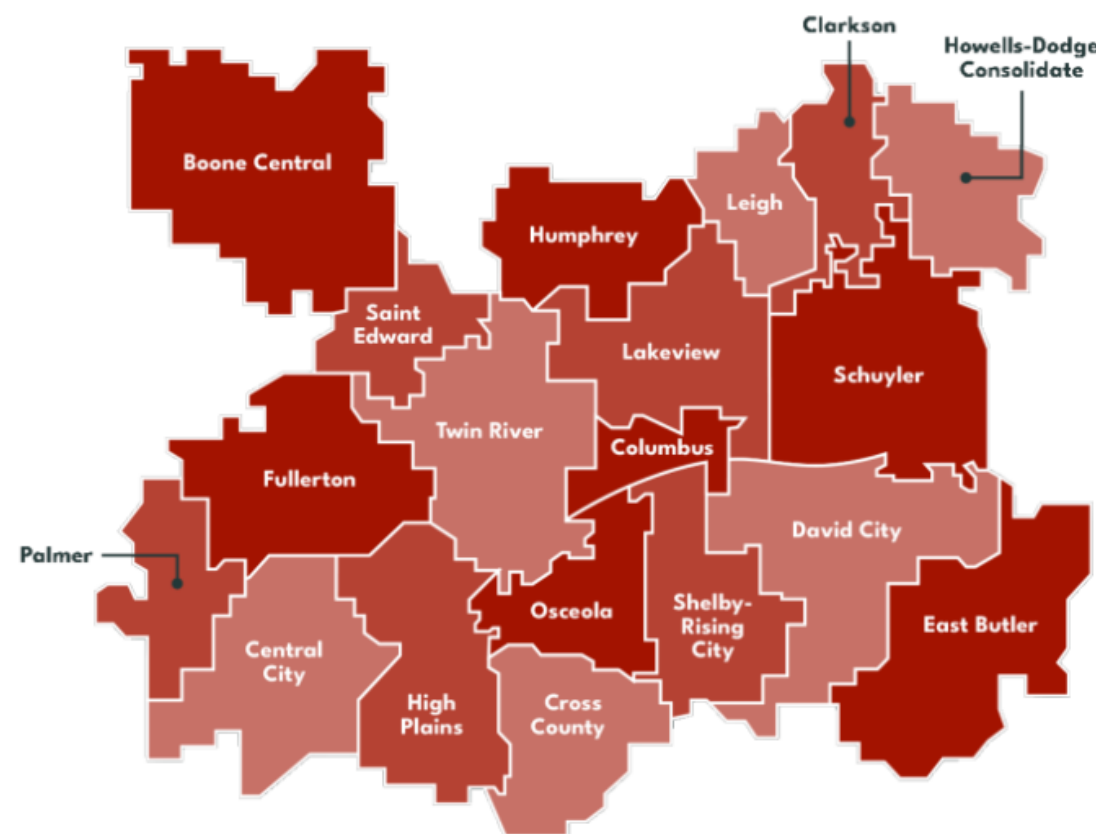
Border to Border

80.4 miles >> Boone Central To East Butler

93.5 miles >> Howells– Dodge to Palmer

58 miles >> Humphrey to Cross County

55.7 miles >> Fullerton to Schuyler



## People (Schools)

19 Public School District Superintendents

63 Public School District Principals

1001 Public School Teachers

13087 Public School Students

20 non-public schools

(newest is Lindsay Academy)

## People (ESU 7)

15 Departments

12 Agency Team Members

3 Directors

106 Employees

Combined 728 years of experience AT ESU 7

(Longest is 39 years) (Shortest is 1 day)

## 12 member board

(years on the board)

Richard Stephens (18)

Doug Pauley & Jack Young (11)

Joyce Baumert (10)

Marni Danhauer (7)

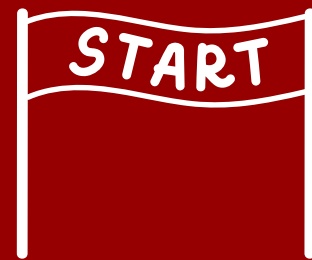
Dawn Lindsley & Bob Arp (4)

Amy Blaser & Karen Gomez & Don Graff (2)

Beth Kabes & Clark Lehr (1)

# Timeline

## (All available on ESU 7 Website- About Us)



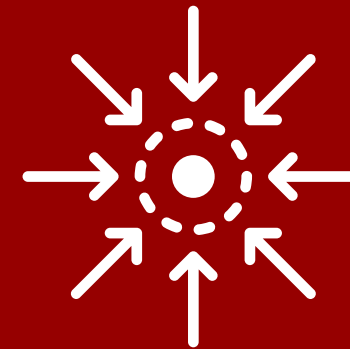
**1965**

ESUs created by  
State Statute  
(LB 301)



**1968**

ESU 7 became  
fully operational



**1998**

**Established Core Services (LB 806)**  
3 Core Areas:  
1. Professional Development  
2. Technology  
3. Instructional Materials  
Outlined an advisory and approval process that requires ESUs to annually prepare a core service plan that must be approved by  $\frac{2}{3}$  of the public school districts being served whose student population represents more than 50% of the total student population of the ESU



**2001**

Committee established to  
develop a system of  
accreditation that mirrors  
school process of  
accreditation

# Information



## Accreditation/Rule 84

Nebraska Department of Education-  
Rule 84

Rule 84



## Service Planning/ SMART

SMART (formerly known as SIMPL).

# Beliefs And Mission



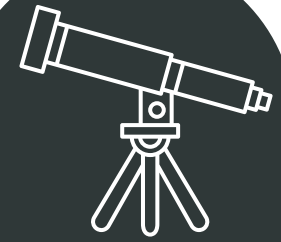
## Beliefs

1. People First
2. Leading with Trust and Reliability
3. Customized and Innovative services
4. Best Practice Expertise
5. Intentional data-driven service planning
6. Authentic Collaboration
7. Maximizing efficiencies.



## Mission

The mission of ESU 7 is to provide leadership and support through customized and innovative services.



## Vision

To be a leader in innovative service delivery, ESU 7 prioritizes three areas: People, Services and Efficiency

# Contact Marci

 402-809-1566

 [mostmeyer@esu7.org](mailto:mostmeyer@esu7.org)



## June '25 Treasurer Report

|                                                       |                         |                         |                             |                             |                            |                 |
|-------------------------------------------------------|-------------------------|-------------------------|-----------------------------|-----------------------------|----------------------------|-----------------|
| Beginning Balance JUNE 1, 2025                        |                         |                         |                             | \$72,297.22                 |                            |                 |
| RECEIPTS                                              |                         |                         |                             |                             |                            |                 |
| Property taxes                                        |                         |                         | \$227,811.06                |                             |                            |                 |
| SPED                                                  |                         |                         | \$584,511.33                |                             |                            |                 |
| General/Flow Through                                  |                         |                         | \$213,378.25                |                             |                            |                 |
| Grants                                                |                         |                         | \$278,470.00                |                             |                            |                 |
| TOTAL RECEIPTS                                        |                         |                         | \$1,304,170.64              | \$1,304,170.64              |                            |                 |
|                                                       |                         |                         |                             | \$1,376,467.86              |                            |                 |
| Transfer to Money Market                              |                         |                         |                             | \$205,000.00                | +                          |                 |
| Total Funds Available                                 |                         |                         |                             | \$1,581,467.86              |                            |                 |
| DISBURSEMENTS:                                        |                         |                         |                             |                             |                            |                 |
| General Fund                                          |                         |                         | \$857,933.15                |                             |                            |                 |
| SPED                                                  |                         |                         | \$374,200.68                |                             |                            |                 |
| Grants                                                |                         |                         | \$288,493.23                |                             |                            |                 |
| Total DISBURSEMENTS Check #79860 thru #80033          |                         |                         | \$1,520,627.06              | \$1,520,627.06              | -                          |                 |
| Ending balance, JUNE 30, 2025                         |                         |                         |                             | \$60,840.80                 |                            |                 |
| Checking balance                                      |                         |                         |                             |                             |                            | \$60,840.80     |
| Money Market Deposit Account at First National Bank   |                         |                         |                             |                             |                            | \$5,815,000.00  |
| Money Market Deposit Account at First National Bank   |                         |                         |                             |                             |                            | \$100,000.00    |
| Money Market Deposit Account at Bank of Clarks        |                         |                         |                             |                             |                            | \$100,000.00    |
| Money Market Deposit Account at Columbus Bank & Trust |                         |                         |                             |                             |                            | \$100,000.00    |
| Certificate of Deposit - Great Western Bank           |                         |                         |                             |                             |                            | \$200,000.00    |
| Certificate of Deposit - First National Bank-Columbus |                         |                         |                             |                             |                            | \$100,000.00    |
| Certificate of Deposit - First National Bank-Columbus |                         |                         |                             |                             |                            | \$1,000,000.00  |
| TOTAL CASH ON HAND (includes cash reserve)            |                         |                         |                             |                             |                            | \$7,475,840.80  |
| CASH RESERVE                                          | \$1,649,584.44          |                         |                             |                             |                            |                 |
| Funds that are due to ESU 7                           |                         |                         |                             |                             |                            |                 |
| Grants                                                |                         |                         |                             | (\$397,857.29)              |                            |                 |
| Production/Art Media Accounts Receivable              |                         |                         | (\$18,500.25)               |                             |                            |                 |
| Network Support Accounts Receivable                   |                         |                         | (\$2,083.73)                |                             |                            |                 |
| Misc. Flow thru Accounts Receivable                   |                         |                         | (\$31,205.50)               |                             |                            |                 |
| Outstanding Receivables                               |                         |                         |                             | (\$51,789.48)               |                            |                 |
| Total due to ESU 7                                    |                         |                         |                             | (\$449,646.77)              |                            |                 |
|                                                       |                         |                         |                             |                             |                            |                 |
|                                                       | 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            | \$212,598.74            | 6.28%                       | 6.44%                       | Total budget spent to date | \$11,335,105.16 |
| January                                               | \$204,916.22            | \$218,968.52            | 6.89%                       | 6.64%                       |                            |                 |
| February                                              | \$200,293.65            | \$209,107.64            | 6.73%                       | 6.34%                       | NOTES                      |                 |
| March                                                 | \$202,230.23            | \$227,262.37            | 6.80%                       | 6.89%                       |                            |                 |
| April                                                 | \$194,408.59            | \$208,706.72            | 6.53%                       | 6.33%                       |                            |                 |
| May                                                   | \$203,683.68            | \$221,697.53            | 6.85%                       | 6.72%                       |                            |                 |
| June                                                  | \$216,633.54            | \$212,543.79            | 7.28%                       | 6.44%                       |                            |                 |
| July                                                  | \$195,107.67            |                         | 6.56%                       | 0.00%                       |                            |                 |
| August                                                | \$208,707.54            |                         | 7.01%                       | 0.00%                       |                            |                 |
| Approved Total General Budget for Levy \$             |                         |                         | \$2,975,174.95              | \$3,299,168.88              |                            |                 |
| Total Spent to date                                   |                         |                         | \$2,432,381.55              | \$2,128,339.88              |                            |                 |
| Dollars approved from cash reserve                    |                         |                         |                             | \$0.00                      |                            |                 |

## July '25 Treasurer Report

|                                                       |                         |                         |                             |                             |                            |                 |
|-------------------------------------------------------|-------------------------|-------------------------|-----------------------------|-----------------------------|----------------------------|-----------------|
| Beginning Balance JULY 1, 2025                        |                         |                         |                             | \$62,729.43                 |                            |                 |
| RECEIPTS                                              |                         |                         |                             |                             |                            |                 |
| Property taxes                                        |                         |                         | \$29,104.31                 |                             |                            |                 |
| SPED                                                  |                         |                         | \$209,655.03                |                             |                            |                 |
| General/Flow Through                                  |                         |                         | \$201,408.52                |                             |                            |                 |
| Grants                                                |                         |                         | \$150,968.22                |                             |                            |                 |
| TOTAL RECEIPTS                                        |                         |                         | \$591,136.08                | \$591,136.08                |                            |                 |
|                                                       |                         |                         |                             | \$653,865.51                |                            |                 |
| Transfer to Money Market                              |                         |                         |                             | \$480,000.00                | +                          |                 |
| Total Funds Available                                 |                         |                         |                             | \$1,133,865.51              |                            |                 |
| DISBURSEMENTS:                                        |                         |                         |                             |                             |                            |                 |
| General Fund                                          |                         |                         | \$404,516.27                |                             |                            |                 |
| SPED                                                  |                         |                         | \$375,609.61                |                             |                            |                 |
| Grants                                                |                         |                         | \$274,090.55                |                             |                            |                 |
| Total DISBURSEMENTS Check #80034 thru #80175          |                         |                         | \$1,054,216.43              | \$1,054,216.43              | -                          |                 |
| Ending balance, JULY 31, 2025                         |                         |                         |                             | \$79,649.08                 |                            |                 |
| Checking balance                                      |                         |                         |                             |                             |                            | \$79,649.08     |
| Money Market Deposit Account at First National Bank   |                         |                         |                             |                             |                            | \$5,335,000.00  |
| Money Market Deposit Account at First National Bank   |                         |                         |                             |                             |                            | \$100,000.00    |
| Money Market Deposit Account at Bank of Clarks        |                         |                         |                             |                             |                            | \$100,000.00    |
| Money Market Deposit Account at Columbus Bank & Trust |                         |                         |                             |                             |                            | \$100,000.00    |
| Certificate of Deposit - Great Western Bank           |                         |                         |                             |                             |                            | \$200,000.00    |
| Certificate of Deposit - First National Bank-Columbus |                         |                         |                             |                             |                            | \$100,000.00    |
| Certificate of Deposit - First National Bank-Columbus |                         |                         |                             |                             |                            | \$1,000,000.00  |
| TOTAL CASH ON HAND (includes cash reserve)            |                         |                         |                             |                             |                            | \$7,014,649.08  |
| CASH RESERVE                                          | \$1,649,584.44          |                         |                             |                             |                            |                 |
| Funds that are due to ESU 7                           |                         |                         |                             |                             |                            |                 |
| Grants                                                |                         |                         |                             | (\$583,399.16)              |                            |                 |
| Outstanding Receivables                               |                         |                         |                             | (\$62,891.71)               |                            |                 |
| Total due to ESU 7                                    |                         |                         |                             | (\$646,290.87)              |                            |                 |
|                                                       |                         |                         |                             |                             |                            |                 |
|                                                       | 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 |
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| December                                              | \$207,245.41            | \$212,598.74            | 6.28%                       | 6.44%                       | Total budget spent to date | \$12,332,505.48 |
| January                                               | \$204,916.22            | \$218,968.52            | 6.89%                       | 6.64%                       |                            |                 |
| February                                              | \$200,293.65            | \$209,107.64            | 6.73%                       | 6.34%                       | NOTES                      |                 |
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| April                                                 | \$194,408.59            | \$208,706.72            | 6.53%                       | 6.33%                       |                            |                 |
| May                                                   | \$203,683.68            | \$221,697.53            | 6.85%                       | 6.72%                       |                            |                 |
| June                                                  | \$216,633.54            | \$212,543.79            | 7.28%                       | 6.44%                       |                            |                 |
| July                                                  | \$195,107.67            | \$202,459.41            | 6.56%                       | 6.14%                       |                            |                 |
| August                                                | \$208,707.54            |                         | 7.01%                       | 0.00%                       |                            |                 |
| Approved Total General Budget for Levy \$             |                         |                         | \$2,975,174.95              | \$3,299,168.88              |                            |                 |
| Total Spent to date                                   |                         |                         | \$2,432,381.55              | \$2,330,799.29              |                            |                 |
| Dollars approved from cash reserve                    |                         |                         |                             | \$0.00                      |                            |                 |

# ESUCC Update- August 2025

## What is ESUCC?

Nebraska's ESU Coordinating Council (ESUCC) is a dynamic organization that works closely with each of Nebraska's seventeen educational service units (ESU). The ESUCC board is made up of an administrator from each unit. Together, the ESUCC provides critical, cost-effective services to Nebraska students, teachers, school leaders and school districts.

# ESUCC Update- August 2025

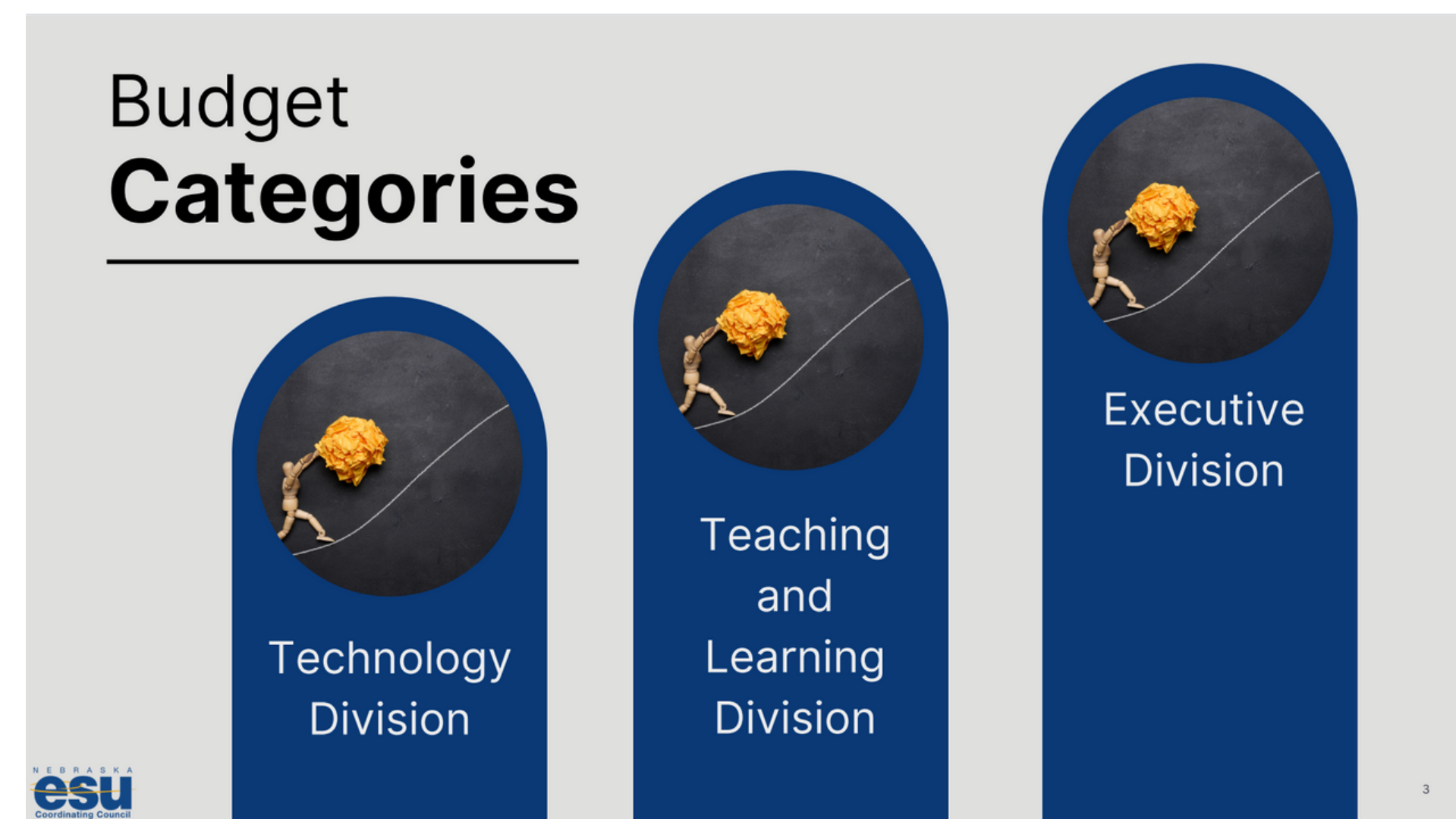
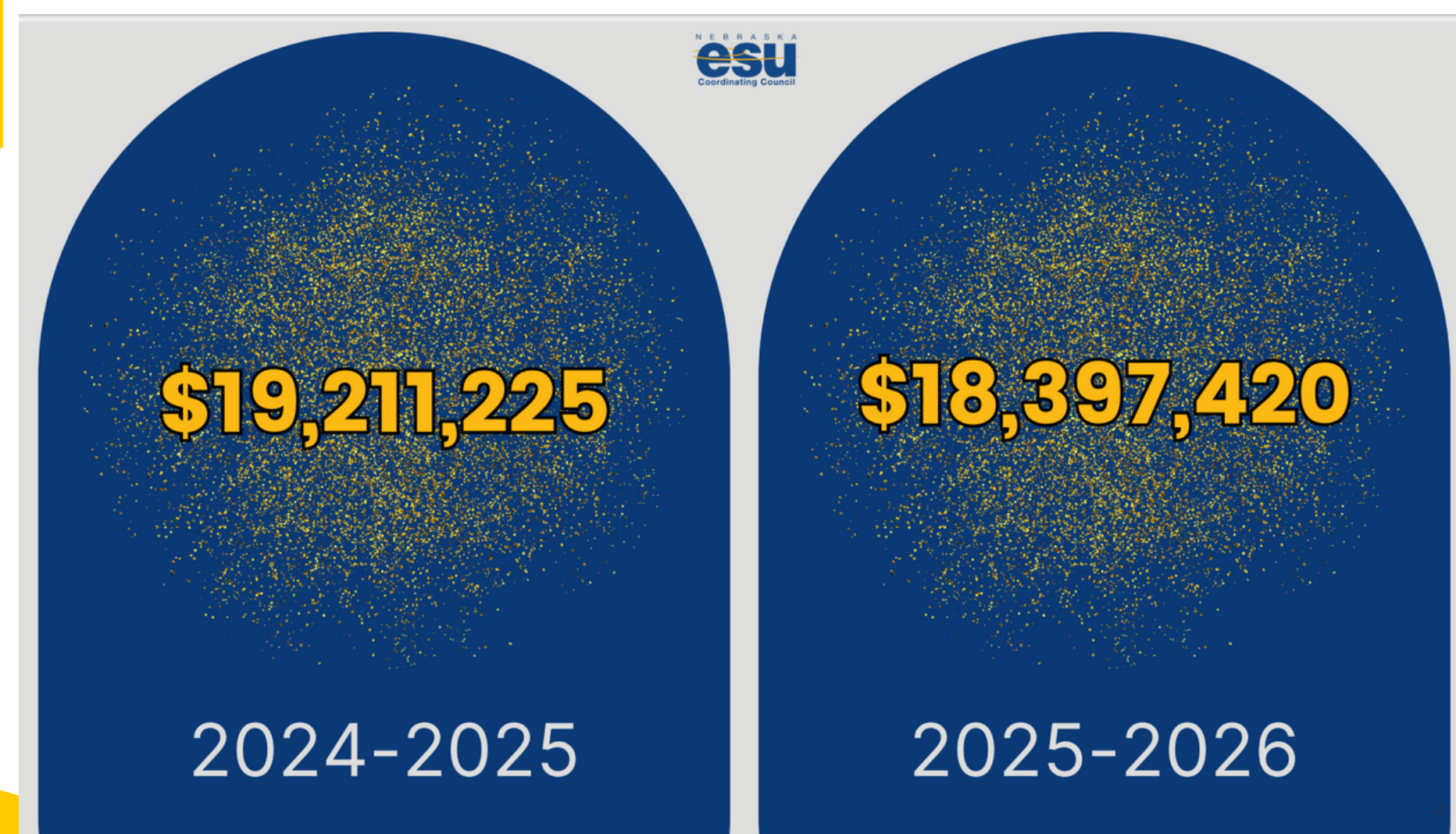
## **Rule 84- Meeting July 22, 2025 in Kearney**

Joint meeting with representatives from ESUs and Nebraska  
Department of Education  
10 Priority Areas

003.02A1 The ESU administrator or his or her designee shall participate in two jointly established meetings with representatives of the Department and the ESU Coordinating Council annually to establish the *focus* and *coordination* of necessary core services based on priorities and on needs that are identified through the analysis of data.

# ESUCC Update- August 2025

## Budget Preview & ESUCC Meeting July 23, 2025 in Kearney



# Marci's ESUpdates 8.18.25

☎ 402-809-1566 (CELL)  
✉ [mostmeyer@esu7.org](mailto:mostmeyer@esu7.org)



## SIPS AND CONVERSATIONS

- Met with 12 of 12 board members



### **Open communication:**

- Recommendations on Discussion and Action Items in August board meeting
- Timely updates issues regarding facilities and finance
- Monthly updates on Transition Plan (July and August)
- Met one-on-one with each board member (July/August)

### **Community Involvement:**

- Connecting with the Columbus Chamber's Rylee Seim

### **Caring for our Staff:**

- Leading the ESU 7 All Staff meeting on August 11<sup>th</sup>
- Supporting displaced Learning Academy staff
- Meeting with ESU 7 Directors to review and respond to personnel needs
- Walk through of all departments and visiting with personnel

### **Provide vision and leadership to support our schools**

- Met with ESU 7 Executive Committee in July to plan for the year
- Ensured the roll over to the new service year was complete

### **Business and Finance**

- Problem solving with uncertain grant funds
- Continuing to make responsive changes to 25-26 ESU 7 Budget

### **Professional Growth**

- Attended NASB's Leadership Development with President Pauley and Vice President Young.
- Attended Administrator Days in Kearney end of July.

## Transition Plan Update

### **Phase I- Pre-Transition Activities** **Hire Date to June 30, 2025**



- Meet with Interim Administrator Kris Elmshaeuser and Former Administrator Larianne Polk for information on staff, services, budget and facilities.
- Review the ESU 7 Strategic Plan, vision, mission, continuous improvement plans and other documents.

#### **STAFF**



- Have one-on-one conversations with each ESU 7 Director
- Meet with Executive Secretary to prepare for July 1 start date
- Conduct a Staff Survey
  - ESU 7's Chief Administrator regularly visits schools to ask 'What are we doing well that you'd like us to keep doing?' and 'What is something we could do to improve?' I'd ask the same things of our staff in a survey.



#### **SERVICES**



- Ensure all processes, trainings, and hires are in place to enact the 25-26 Service Plan on August 1, 2025
- Continue to follow the developments in Literacy to determine next steps for ESU support

#### **BUDGET**



- Review ESU 7's 67 budgets (19 general, 17 special education & 31 grants)
- Analyze valuation estimation (April) to anticipate budget expectations for 25-26
- Meet with ESU 7 Business Manager and Interim Administrator to be part of 25-26 Budget process



#### **FACILITIES**

- Attend briefings on Bridges construction to ensure timely completion

#### **BOARD COMMUNICATION**



- Face to Face Conversations
  - Have a one-on-one conversations with each board member
- Regularly report progress on transition.

**Postponed items are still planned. The timeline has moved later.**

# **Phase II- First 30 Days** **July 2025**

## **STAFF**



- Create a communications plan
- Meet one-on-one with each Agency Team member

## **SERVICES**



- Meet with the Superintendent Executive Committee for planning and assurance that ESU 7's service delivery will remain consistent
- Ensure final pieces are in place for the 24-25 Service Plan and prepare for the rollover to the new year

## **BUDGET**



- Continue to meet with Business Manager for the 25-26 Budget
- Prepare for the September Budget Hearing

## **FACILITIES**



- Conduct a walkthrough of all facilities to evaluate current conditions, safety standards, and overall utilization
- Meet with Building and Grounds Engineer to review maintenance plans and any known infrastructure needs
- Identify short-term facility improvements that align with budget constraints

## **BOARD COMMUNICATION**



- Schedule a series of meetings with the board to understand board expectations, discuss strategic goals, and review board-specific priorities

# **Phase III- Next 90 Days** **August 2025 to October 2025**

## **STAFF**



- Create a detailed communications plan for staff, schools, and board
- Engage with staff through our All Staff meetings.
- Unveil the What I Expect... What I need document

## **SERVICES**



- Meet individually with each ESU 7 Superintendent
- Conduct a detailed evaluation of all 24-25 services, including data analysis on performance and stakeholder satisfaction.
- Prepare for the 26-27 Service Planning Process

## **BUDGET**



- August- Make revisions based actual valuation numbers
- August- Focus on grants and make changes to general & SPED budgets
- Ready for September's Budget Hearing, Tax Asking and budget approval by full ESU 7 Board
- Submit budget document to Nebraska Department of Education by September 30th

## **FACILITIES**

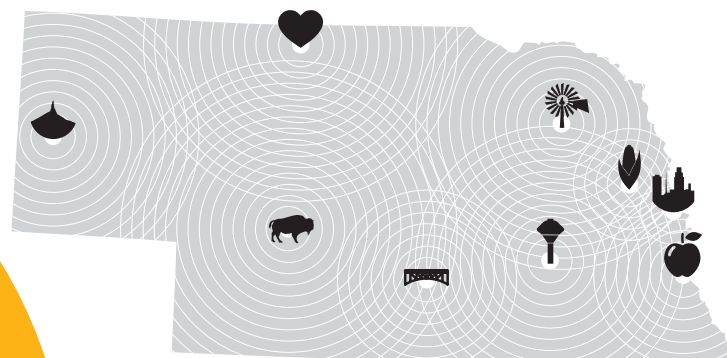


- Develop a short-term facilities improvement plan focused on safety, functionality, and accessibility.
- Assess facility usage patterns and consider strategies for optimizing space.
- Engage with facilities management on cost-effective improvements or necessary maintenance projects.

## **BOARD COMMUNICATION**



- Formulate short-term and long-term goals and objectives in alignment with ESU 7's Strategic Plan, mission, vision and board expectations.



# 2025 AREA MEMBERSHIP MEETINGS

**Leadership - Training - Recognition - Networking - Vision**

Valentine - Gering - Kearney - York - Norfolk - North Platte - Omaha - Nebraska City - Fremont

[www.NASBonline.org](http://www.NASBonline.org)

# 2025 REGISTRATION

## REGISTER NOW FOR THE MEETING NEAREST YOU

|                         |               |                     |
|-------------------------|---------------|---------------------|
| Tuesday, August 19      | Valentine     | Register by Aug 13  |
| Wednesday, August 20    | Gering        | Register by Aug 13  |
| Thursday, August 21     | Kearney       | Register by Aug 13  |
| Tuesday, August 26      | York          | Register by Aug 21  |
| Wednesday, August 27    | Norfolk       | Register by Aug 21  |
| Wednesday, September 3  | North Platte  | Register by Aug 28  |
| Tuesday, September 9    | Omaha         | Register by Sept 4  |
| Wednesday, September 10 | Nebraska City | Register by Sept 4  |
| Wednesday, September 24 | Fremont       | Register by Sept 18 |

### TO REGISTER

Go to [www.NASBonline.org](http://www.NASBonline.org), and log in using your email and password. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.

Registration fees for each meeting and dinner are as follows:

NASB Member Registration \$89

Cancellation Fee \$25

*No refunds after the registration deadlines.*

## 2025 AGENDA

4:30 PM - REGISTRATION, NETWORKING & EXHIBITORS

5:00 PM - OPENING SESSION

5:10 PM - LEGISLATIVE UPDATE

5:35 PM - BREAK & EXHIBITORS

5:50 PM - TRAINING SESSIONS #1

6:30 PM - BREAK & EXHIBITORS

6:45 PM - TRAINING SESSIONS #2

7:25 PM - NETWORKING DINNER & AWARDS/RECOGNITION

15 AWARDS OF ACHIEVEMENT POINTS WILL BE EARNED FOR ATTENDING



# 2025 SESSION BREAKDOWN

## 5:00 PM - WELCOME & OPENING SESSION

JOHN SPATZ, NASB EXECUTIVE DIRECTOR AND MEMBERS OF THE NASB BOARD OF DIRECTORS

## 5:10 PM - LEGISLATIVE UPDATE

WHAT THEY ATE, WHAT GOT COLD, AND WHAT'S STILL ON THE TABLE

COLBY COASH, NASB ASSOCIATE EXECUTIVE DIRECTOR AND DIRECTOR OF GOVERNMENT RELATIONS

## 5:50 PM - TRAINING SESSIONS 1

**BRAIN SCIENCE – FEAR AND ANXIETY VS EXECUTIVE FUNCTION ...** The mental health of students and staff has taken center stage in recent years, especially as social media and other external influences increasingly affect brain development. This session will explore the neuroscience behind fear and anxiety and how they interact with executive function – the brain's ability to manage emotions, focus attention, and make decisions. We will discuss how toxic stress impacts brain development and how we can develop more resilient school districts, school buildings, classrooms, and students. - *John Spatz, Executive Director*

 **WHAT'S NEW WITH SPARQ DATA SOLUTIONS? ...** Learn about our newest product, Sparq Online Publishing. We will walk you through the functionality and how this new application will increase visibility, improve your ability to update your policies quickly and efficiently, and streamline how you receive updates from NASB. Additionally, we will walk through changes and updates to our Sparq Negotiations and Meetings platforms. - *Darion Miller & Nicole Kobus, Sparq Data Solutions*

 **IT'S NOT JUST WHAT YOU DO ... IT'S HOW YOU DO IT: STRATEGIES TO TAKE YOUR GOVERNANCE TEAM TO THE NEXT LEVEL ...** Evaluation of the superintendent and board is the first step toward reciprocal accountability and contributes to a high functioning board-superintendent relationship. Explore board responsibilities, with a focus on cultivating a high-performing leadership team. Whether you are a new board member or an experienced leader, you will gain practical insights and resources to help the board lead with purpose and model accountability through evaluation and self-assessment. - *Members from NASB's Board Leadership team*

## 6:45 PM - TRAINING SESSIONS 2

**RUN GOVERNMENT LIKE A BUSINESS ...** If the state of Nebraska was a business, what Key Performance Indicators (KPIs) would we evaluate to determine success? This session will evaluate our KPIs and identify our performance. - *John Spatz, Executive Director*

 **WHAT MAKES POOLING UNIQUE AND BENEFICIAL FOR SCHOOLS? ...** If you're new to your district, new to serving on the school board, or your district is new to ALICAP, this session is perfect for you! We will cover how being a member owner of a pool is exceptional, but also fiscally savvy, for your public school. Public entities are allowed to self-insure, and ALICAP is a prime example of that permission. Come listen to how pooling works best for you and how your school can maximize membership. - *Megan Boldt, Associate Executive Director, Director of ALICAP/Insurance*

**FROM VISION TO IMPACT: DRIVING STRATEGIC ALIGNMENT THROUGH COMMUNITY ENGAGEMENT ...** Strategic planning is a visionary roadmap sustained through community trust. We will explore how the board leads and supports a process that is inclusive, transparent, and aligned with district priorities. Learn how to engage stakeholders to ensure goals, initiatives, and resources are connected, and get the tools and strategies to help align vision with action to drive lasting impact. - *Members from NASB's Board Leadership team*



Perfect for a newer School Board Member





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LINCOLN, NE 68502  
WWW.NASBONLINE.ORG

RETURN SERVICE REQUESTED



# 2025 AREA MEMBERSHIP MEETINGS

Leadership - Training - Recognition - Networking - Vision

Valentine - Gering - Kearney - York - Norfolk - North Platte - Omaha - Nebraska City - Fremont

CHEER ON THE BIG RED IN KC AT THE



# SPARQ TAILGATE



THURSDAY, AUGUST 28 - 4:00 TO 8:00 PM

ARROWHEAD STADIUM - LOT G

KANSAS CITY, MO

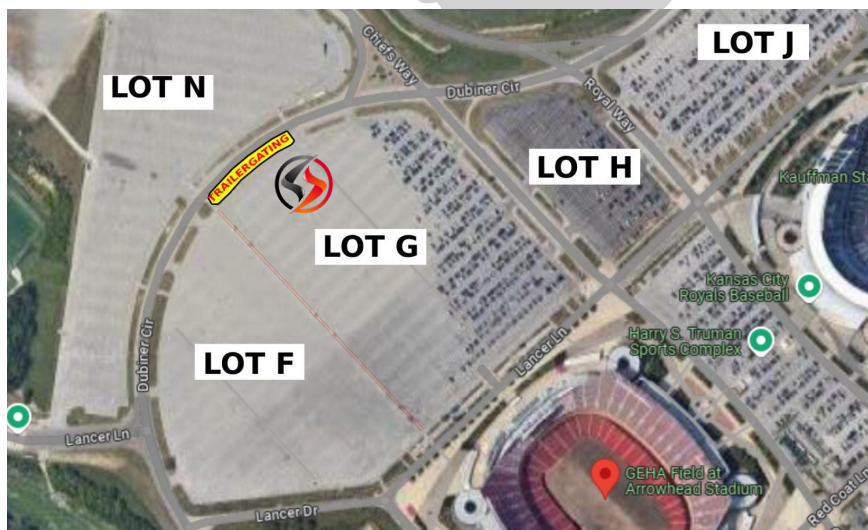


**SPARQ DATA**  
—SOLUTIONS—

JOIN US IN KANSAS CITY ON  
THURSDAY, AUGUST 28 - 4:00 TO 8:00 PM  
AS NEBRASKA PLAYS CINCINNATI AT  
ARROWHEAD STADIUM FOR THE

# SPARQ TAILGATE

WE WILL BE SET UP AT THE TOP (WEST) EDGE OF  
LOT G, ALONG DUBLINER CIRCLE IN THE GRASSY AREA.  
LOOK FOR THE SPARQ FLAG.



FOOD AND DRINKS PROVIDED.  
LET'S NETWORK IN KANSAS CITY AND GO BIG RED!

RSVP TO NICOLE BY AUGUST 22 AT [nkobus@sparqdata.com](mailto:nkobus@sparqdata.com)



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## EHA OPEN ENROLLMENT FOR BOARD MEMBERS

1 message

---

**Sallie Horky** <shorky@nasbonline.org>  
To: Sallie Horky <shorky@nasbonline.org>

Mon, Jul 28, 2025 at 2:47 PM

Board Members,

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

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

For more information, please reach out to your school district or ESU or Greg Long at [greg@ehaplan.org](mailto:greg@ehaplan.org).

Thank you,

Sallie

**Sallie Horky**

*Chief Operating Officer*



1311 Stockwell Street, Lincoln, NE 68502

Direct: 402-817-0303, Office: 800-422-4572

Cellular: 402-450-7346, FAX: 402-858-4603

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*My Strengths: Harmony, Consistency, Responsibility, Discipline, Communication*

*Our Vision: LIVE – Leadership, Innovation, Vision and Engagement*

---

**Re: Awards - AMM**

1 message

**Marci Ostmeyer** <mostmeyer@esu7.org>

Mon, Aug 11, 2025 at 12:54 PM

To: Shari Becker &lt;sbecker@nasbonline.org&gt;, Morgan Morsett &lt;mmorsett@esu7.org&gt;

Thank you, Shari.

On Mon, Aug 11, 2025 at 11:22AM Shari Becker <[sbecker@nasbonline.org](mailto:sbecker@nasbonline.org)> wrote:

Hello Marci,

The NASB Area Membership Meetings are coming up soon. At the meetings, we will recognize board members who have moved up a level in our Awards of Achievement program, as well as collective boards earning a board award. Below is a list of the awards and recipients for your ESU. Please consider registering the board members for an Area Membership Meeting so we can recognize and celebrate them.

Additional information on the meetings can be found on our website [Area Membership Meetings \(nasbonline.org\)](https://nasbonline.org). Thank you.

|                |                        |
|----------------|------------------------|
| Karen Gomez    | Point Award - Level I  |
| Beth Kabes     | Point Award - Level I  |
| Donald Graff   | Point Award - Level I  |
| Amy Blaser     | Point Award - Level I  |
| Clark Lehr     | Point Award - Level I  |
| Bob Arp        | Point Award - Level IV |
| Marni Danhauer | Point Award - Level V  |
| Dawn Lindsley  | Point Award - Level V  |
| Jack Young     | Point Award - Level VI |

**Shari L. Becker**  
Director of Education Leadership Search Service



1311 Stockwell Street

Lincoln, Nebraska 68502

Direct: 402-817-0114

Toll Free: 800-422-4572

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**UPCOMING EVENTS FOR 2025**

*Learn more and register using the Events tab of*  
[www.NASBonline.org](http://www.NASBonline.org)

-

**AREA MEMBERSHIP MEETINGS**

Tuesday, August 19 - Valentine

Wednesday, August 20 - Gering

Thursday, August 21 - Kearney

Tuesday, August 26 - York

Wednesday, August 27 - Norfolk

Wednesday, September 3 - North Platte

Tuesday, September 9 - Omaha

Wednesday, September 10 - Nebraska City

Wednesday, September 24 - Fremont

**STILL TO COME**

Labor Relations Conference, State Education Conference, New Board Member Workshop

*All Dates & Locations Tentative & Subject to Change*

**Lastpass Security Score:**

Last year, staff improved their security score to 60%. This year we are asking them to reach 70%. Next year will be 80%. Techs must reach 95% this year. ESU 7 is leading the state with an average score of 75%

**EduRoam:**

EduRoam is a common Wifi network offered in most high schools and college campuses nationwide. Your device will automatically join EduRoam at these locations.

EduRoam is now available at these schools: ESU 7, Boone Central, Clarkson, Cross County, East Butler, Fullerton, High Plains, Howells-Dodge, Humphrey, Lakeview, Leigh, Osceola, Palmer, Schuyler, Shelby-Rising City, Saint Edward, Twin River, Lindsay Holy Family, University of Nebraska

**Zoom Team Chat:**

Zoom Chat was demonstrated to all staff recently as a universal way to communicate with one another and with school personnel. This product is meant to broaden our horizons and improve communication region and statewide.

**Zoom Phones:**

Implementation is now complete. Staff were introduced to the new system at all staff and emergency services were explained.

# ESU 7 Board Report 8.18.25

## Beth Ericson

### Professional Development Director

- I am in my second month already and I knew that ESU 7 was an amazing place, but it has become even more apparent! Wow, there is an incredible group of people who belong to the ESU 7 family. I am so honored to be a part of this family who are positively impacting education in our region!
- We are gearing up for the statewide focus on literacy and in July, Brooke Koliha, Tami Clay, and I attended the state literacy conference and heard teacher and author, Lindsay Kemeny give very practical ideas on how to increase literacy in classrooms. Brooke and I each received a copy of her book!
- We just learned that we received a CLSD literacy grant from NDE. More information will be coming soon.
- Brandy Thompson and I spent several hours working on the new service of strategic planning. We met with the team from Cross County at the end of July, and are meeting with Boone Central leadership team this week. Our focus will be on using existing structures within ESU 7 such as our Data Dig process and how we determine service planning through the principal/superintendent “Dot Day”. The strategic planning processes will have a similar structure. Here is a [ONE PAGER](#) we created to describe our work!
- I was at Administrators Days in Kearney where I attended sessions on: The new NDE portal, The new iteration of AQuESTT, NACIA, met with a company about a new pilot program to help dyslexics with writing, presented my final SPED director session, learned about new AI tools, and listened to some of our own team present. We had several PD members present this year: Amy Richards, Ernie Valentine, Brooke Kavan, Brandy Thompson, and Mark Brady all presented. [HERE](#) are our collective notes!
- We hosted two instructional model trainings - Danielson on campus and Marzano at the Columbus Community Building.
- New Teachers (New New and Experienced) were both at ESU 7 and learned about what we offer and had an excellent presentation from Bobby Truhe from KSB School Law.
- On August 1st, I held my first PD team retreat at the BEAUTIFUL Columbus Community Building. We developed core values our team wants to focus on for this year, reviewed things we do in an activity called “The Way We’ve Always Done It” and discussed priorities we want to set for this year. Out of that retreat came our [GOAL DOCUMENT](#) for our department for 25-26.

## **Special Education**

August 18, 2025

- June and July
  - Completed 18 IDEA applications to NDE for schools
  - Completed 17 Maintenance of Effort Eligibility reports to NDE for schools
  - Assisted with 17 IDEA Final Reimbursement Requests to NDE for schools
  - Prepared and chaired the ESPD (State ESU Sped Director group)
  - Held three onboarding days for new staff
  - Early Childhood teachers and SLPs served students all summer as required
  - Five grant applications approved for 25-26
- August
  - Worked on Learning Academy building issues and alternate planning for teachers and students.
  - Consulted with schools on Special Education issues
  - Beginning of the year staff communication and support
  - Welcomed 66 ESU 7 staff members and 5 contracted staff members for the 25-26 school year



# ESU 7 Goals 2025-2026: Board and Administrator

**Stay tuned for updates!**

## **Board of Education**

- Goal 1: By July 2026, the ESU 7 board will formalize a process to mentor and onboard new board members.
- Goal 2: By July 2026, the ESU 7 board will attend at least two professional/personal learning events annually.
- Goal 3: By July 2026, 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 2026, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district and train board members on the meaning of the data.



## Year End 2022-2023



Services  
**63**



Service  
Participants  
**13,002**

ESU Hours  
**19,398**



Dollars Saved  
Through  
Cooperative  
Purchasing  
(2021-2022)  
**\$557,852**

## Year End 2023-2024



Services  
**67**



Service  
Participants  
**14,650**

ESU Hours  
**18,202**



Dollars Saved  
Through  
Cooperative  
Purchasing  
(2022-2023)  
**\$453,893**

## Year End 2024-2025



Services  
**69**



Service  
Participants  
**13,111**

ESU Hours  
**12,591**

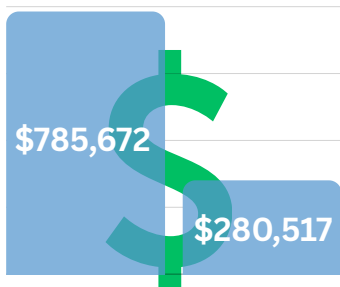


Dollars Saved  
Through  
Cooperative  
Purchasing  
(2023-2024)  
**\$540,105**



Percentage of ESU service offerings from the master catalog supporting AQUESTT.

8% 8% 28% 12% 12% 16% 16%

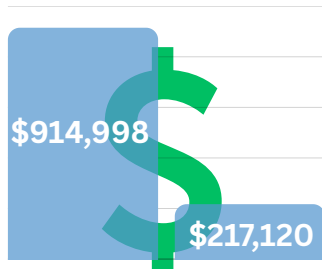


Dollars Saved Through  
Cooperative Efficient  
Service Delivery



Percentage of ESU service offerings from the master catalog supporting AQUESTT.

8% 8% 28% 12% 12% 16% 16%

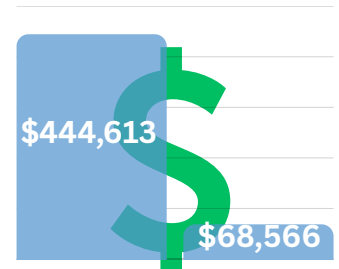


Dollars Saved Through  
Cooperative Efficient  
Service Delivery



Percentage of ESU service offerings from the master catalog supporting AQUESTT.

8% 8% 28% 12% 12% 16% 16%



Dollars Saved Through  
Cooperative Efficient  
Service Delivery



## Administrator Evaluation

### **PURPOSE**

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

### **PREFACE**

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

### **RESOURCES FOR THE BOARD'S REVIEW**

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

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

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



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

**LEVELS DEFINED:**

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



**QUESTIONS ON THE ELECTRONIC EVALUATION:**

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

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