

**DATE:**

**TO:** ESU #1 Board of Directors

**FROM:** Bill Heimann, Administrator

**RE:** Tuesday, April 15, 2025 Board Meeting

There will be a meeting of the ESU #1 Board of Directors, on Tuesday, April 15, 2025, at 5:30 PM in the

ESU #1 Conference Room  
211 Tenth Street  
Wakefield, NE 68784-5014

Consideration, discussion and any action necessary will be taken on the following items.

- A. Notification of Open Meetings Law
- B. Roll Call\*
- C. Consent Agenda\*
  - C.1. Previous Minutes (copy attached)
  - C.2. Financial Reports\*
    - C.2.a. Revenue Report/Treasurer's Report
    - C.2.b. Cash Summary/Expenditure Report
  - C.3. Bills for April
  - C.4. Administrator's Monthly Report
    - C.4.a. ESU1 Logo and Branding
    - C.4.b. Federal Programs
    - C.4.c. ESU1 Collaborative Conversations
    - C.4.d. Legislative Update
- D. Public Comment
- E. Property/Liability Insurance
- F. 2025-26 ESU1 Calendar
- G. Northeast Nebraska Network Consortium Interlocal Agreement
- H. Flexible Spending Account Third Party Provider
- I. Classified Staff Compensation for 2025-26
- J. Tower School Facility
- K. Personnel\*
  - K.1. Consider, discuss, and take necessary action on employee contracts and personnel changes.
    - K.1.a. Resignation(s)
    - K.1.b. New Hire(s)
    - K.1.c. Contract Change(s)
    - K.1.d. Termination(s)
- L. Adjournment

This agenda contains a list of subjects known at the time of its distribution on . A copy of the agenda reflecting any changes will be kept in the ESU #1 Administrative office and will be readily available for public inspection during normal office hours. Except for items of emergency nature, the agenda will not be enlarged later than twenty-four hours before the

scheduled commencement of the meeting. The Board reserves the right to change the order of business discussed.

\*Action Items

# 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) Until January 1, 2025:

(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committee, such notice shall be published in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website.

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

(A) Publication in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website; or

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

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

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

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

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

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

(2) Beginning January 1, 2025:

(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (2)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory 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 established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

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

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

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

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

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

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

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

(3)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (3)(b) of this section are met:

(i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;

(ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;

(iii) The governing body of a public power district having a chartered territory of more than one county in this state;

(iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

(vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority; and

(xiii) A natural resources district.

(b) The requirements for holding a meeting by means of virtual conferencing are as follows:

(i) Reasonable advance publicized notice is given as provided in subsections (1) and (2) of this section, including providing access to a dial-in number or link to the virtual conference;

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

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

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

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

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

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

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

(8)(a) Notwithstanding subsections (3) and (6) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsections (1) and (2) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (5) of this section shall be complied with in conducting such meetings.

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

84-1413.

(9) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (3)(a) of this section may hold a meeting by virtual conferencing if:

(a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body;

(b) No action is taken by the public body at the virtual meeting; and

(c) The public body complies with subdivisions (3)(b)(i) and (ii) of this section.

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

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

(d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;

(e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and

(f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Revised 07/2024

  
**Nebraska Council**  
of School Administrators  
455 South 11<sup>th</sup> Street, Suite A  
Lincoln, NE 68508  
(402) 476-8050  
ncsa.org

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

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(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.

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(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) Until January 1, 2025:

(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in

subdivision (1)(a)(i) of section 84-1409 or such body's advisory committee, such notice shall be published in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website.

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

(A) Publication in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website; or

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

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

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

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

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

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

(2) Beginning January 1, 2025:

(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (2)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory 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 established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

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

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

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

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

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

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

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

(3)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (3)(b) of this section are met:

(i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;

(ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;

(iii) The governing body of a public power district having a chartered territory of more than one county in this state;

(iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

(vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority; and

(xiii) A natural resources district.

(b) The requirements for holding a meeting by means of virtual conferencing are as follows:

(i) Reasonable advance publicized notice is given as provided in subsections (1) and (2) of this section, including providing access to a dial-in number or link to the virtual conference;

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

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

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

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

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

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

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

(8)(a) Notwithstanding subsections (3) and (6) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsections (1) and (2) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (5) of this section shall be complied with in conducting such meetings.

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

(9) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (3)(a) of this section may hold a meeting by virtual conferencing if:

(a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body;

(b) No action is taken by the public body at the virtual meeting; and

(c) The public body complies with subdivisions (3)(b)(i) and (ii) of this section.

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

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

(d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;

(e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and

(f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Revised 07/2024

# NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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## Snapshots



### IN THIS EDITION OF BOARD NOTES

THIS MONTH IN ...

TRAINING, NETWORKING, ENGAGEMENT & EVENTS

WE'VE REACHED THE HALFWAY POINT OF THE LEGISLATIVE SESSION

NATIONAL WALK @ LUNCH DAY - APRIL 30

AT THE BOARD TABLE

FEDERAL ADVOCACY FLY-IN ... WRAP-UP

RELY ON NASB'S NATURAL GAS PROGRAMS

YOUR 2025 NASB AFFILIATES

YOUR NASB BOARD OF DIRECTORS & STAFF

... AND MUCH MORE!

The NASB provides programs, services, and advocacy to strengthen public education for all Nebraskans. Learn more at [www.NASBonline.org](http://www.NASBonline.org)

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## THIS MONTH IN ...

A quick snapshot of the various programs, services, support and events NASB has planned for its members in the coming month!

**ANNIVERSARIES ...** We are proud to recognize Megan Boldt and Jim Luebbe on milestone anniversaries with NASB!

Megan Boldt, Associate Executive Director and Director of ALICAP is celebrating her 20th year with NASB. Megan joined NASB as an underwriting specialist for the ALICAP and insurance program, before becoming director in 2012. Jim Luebbe, Director of Policy Services, is celebrating his 25th year with NASB. Jim has worked as a school board policy consultant for the Association since 2000, updating and customizing the Policy Manuals for scores of districts across the entire state. He is a former member of the NASB Board of Directors and was a board member at Centennial Public Schools in Utica for 11 years. Jim also oversees NJUMP and CJUMP, the Interlocal Pools created for public agencies to purchase natural gas and related services.

**ADVOCACY & GOVERNMENT RELATIONS ...** We are over half way through this year's Session. Check out the update on Pages 4-6. As always, keep tabs on both the GR pages and Bills page of NASBOnline.org! Call Colby & Matt any time!

**ALICAP & INSURANCE ...** It's that time of year again! ALICAP's renewal process will be going LIVE April 1! ALICAP members, be on the lookout for the renewal communication email the first week in April, with information due back April 30. ALICAP's team is available if any school has questions.

**BOARD LEADERSHIP ...** Check out "At the Board Table" on pages 8-9 to learn about all things Board Leadership.

**DATA ANALYTICS ...** Trying to make sense of your students' NSCAS standardized test scores can be confusing. The state provides student proficiency data with a comparison to state averages, but there may be more helpful comparisons to consider. NASB's Data Analytics can help you to compare your proficiency scores and average scale scores along with other relevant data to nearby districts or to districts of a similar size to better evaluate your students' academic achievement.

**EDUCATION LEADERSHIP SEARCH SERVICE ...** The 2024-25 search season is beginning to wrap up. It is a great time to make plans if your district/ESU has a Superintendent/Administrator who is planning to retire after the 2025-26 year. Contact Shari with questions on search protocol or to schedule a proposal.

**ENERGY PURCHASING ...** Natural gas prices have been moving upward for the past month, but are now wavering between predictions for warmer temperatures and outlooks for more export terminal approvals under the Trump administration. Our market consultants monitor the daily volatility watching for gas purchasing opportunities. Contact us now while NJUMP and CJUMP are in the process of adding several new districts to our gas purchasing programs during this annual sign-up period.

**GALLUP STRENGTHS ...** In recognition of March Madness, this month's featured Gallup theme is **Competition**. People with Competition are driven by the desire to win. Their natural inclination to compare their achievements to others' can produce a high-performance culture. Competition talents can inspire a breakthrough performance and create an environment of excellence. Contact Shari to schedule a Gallup retreat.

**MEMBER ENGAGEMENT ...** It's been great seeing so many of you at the Finance Workshops, and in D.C. this past month! Open Meetings Law Workshops begin this week, and start thinking School Law and Golf this June in Kearney too! Recent district visits include Aurora, Chase County, Clarkson, Crete, Dorchester, Fillmore Central, Hampton, Hayes Center, Hitchcock County, Howells-Dodge, Humphrey, Leigh, Medicine Valley, Ogallala, Ravenna, South Platte, & Wood River.

**POLICY ...** The NDE has published a draft of its Behavioral Intervention and Classroom Management Policy with its March 7 State Board Meeting Agenda. Last year, LB 1329, sect. 21, modified state statute 79.262.01 and tasked the NDE with developing a model policy on this subject. Districts will be required to adopt NDE's policy or a similar one by August 1, 2025. As you review the draft, you may also wish to consider how it will work with your district's Student Discipline or Suspension and Expulsion policies.

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<https://members.nasbonline.org/events>

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. 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.



**Open Meetings Law Workshop - Tuesday, March 25 - Gering**

**Open Meetings Law Workshop - Wednesday, March 26 - Kearney**

**\*Amplified Finance Workshop - Thursday, March 27 - Kearney**

**Open Meetings Law Workshop - Monday, March 31 - Norfolk**



**Open Meetings Law Workshop - Tuesday, April 1 - Lincoln**

**Budget & Finance Workshop - Wednesday, April 9 - Norfolk**

**Budget & Finance Workshop - Wednesday, April 16 - Kearney**

**National Walk at Lunch Day - Wednesday, April 30**



**NASB Member Golf Outing - Wednesday, June 11 - Kearney**

**School Law Seminar - June 11-12 - Kearney**



**Leadership Workshops - Gering, Kearney & Lincoln**

**Other Events, August through December 2025 ...**

**Area Membership Meetings - Labor Relations - State Education Conference - New Board Member Workshop**

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# OF BILLS TRACKED

108

<https://nasb.envisiams.com/legislative-bills>

BILLS WE TESTIFIED ON

66

THOSE WE SUPPORT

29

THOSE WE OPPOSE

35

NEUTRAL

1

SBM's WHO HAVE SAT  
IN THE CHAIR ON OUR  
BEHALF!

12!



I'M JUST A BILL ...

Introduction

Committee

General File

Select File

Final Reading

Governor

Law

<https://members.nasbonline.org/government-relations>  
<https://nasb.envisiams.com/legislative-bills>

The following have been tabbed Priority Bills, meaning they will be the primary focus moving forward, now that Committee Hearings wrap up this Friday. As we've seen in previous years, there may be attempts to attach other bills onto those, but these will likely be the primary vehicles. We will be paying close attention to the omnibus bills crafted by the Education Committee.

## PRIORITY BILLS

### LB 89 (Kauth) Adopt the Stand With Women Act

Mandates policy regarding use of restrooms and locker rooms, and the participation in sports by students. (On General File)

### LB 303 (Hughes at the request of the Governor) Change provisions relating to foundation aid and certain certification dates and provide for base levy adjustments under TEEOSA and create the School Finance Reform Commission

Lowers max levy cap from \$1.05 to \$1.02 (25-26). Increases foundation from \$1500/student to \$1590/student (25-26), changes base levy adjustment to 0.30. Creates school finance reform commission. MUST advocate for a school board voice on the committee.

### LB 383 (Storer at the request of the Governor) Adopt the Parental Rights in Social Media Act

### LB 440 (Spivey) Adopt the Education Leave and Support Act

Creates the Education Leave and Support Act and fund. Funded by 0.35% of employee and employer match of wage for purposes of reimbursing schools for substitute teachers covering for educators on FMLA. Would be an increase to a district's budget.

### LB 538 (Hardin) Require school boards and postsecondary educational institutions to adopt a policy and provide training relating to discrimination and antisemitism and provide for Title VI coordinators - Strommen Priority

Requires school policy adoption on discrimination to include antisemitism. Requires training in antisemitism as part of harassment training to students and employees. Requires a coordinator to be hired by NDE.

### LB 645 (Ballard at the request of the Governor) Change provisions relating to the School Retirement Fund - Retirement Priority

Changes state contribution to School Retirement fund based on the actuarially funded ratio. Reduces amount of state contribution in proportion to the health of the plan. Does not lower employer contribution.

### LB 653 (Murman) Change provisions relating to reimbursement for special education programs, support services, and the enrollment option program, provide reimbursement for certain students under the enrollment option program, and change the authorized uses of the Education Future Fund - Education Priority

Limits denials of students with IEPs to option to 16% of the total enrollment option applications. Requires additional notices if option students are denied as a result of

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capacity. Requires acceptance of option students within Learning Community schools if a sibling is enrolled. Adds option denial notice requirements. Allows for payments to districts from the Education Future Fund for expenses of accepting option students with IEPs. Many provisions in this bill are agreeable. We continue to work with the introducer.

**LR 12 CA (Kauth) Constitutional amendment to impose a limit on ad valorem taxes for real property, provide a new method of valuing real property for tax purposes, provide certain exceptions, and eliminate conflicting constitutional provisions - Andersen Priority**

## OTHER KEY BILLS

 **LB 213 (Holdcroft) Require the State Board of Education to adopt academic content standards on human embryology under the science education standards**

Mandates specific curriculum changes and teaching methods by SBOE in science standards. (On General File)

 **LB 352 (Ballard) Change provisions relating to reports on student achievement and discipline required under the Quality Education Accountability Act**

Requires database creation containing all student discipline data by district, building, offense, type, and intervention. Data although de-identified, could result in student identification, particularly in smaller districts. Bill brought by Education Rights Council and may violate some FERPA requirements. Fiscal note of \$40k.

**LB 426 (Andersen) Authorize an American flag education program and change provisions relating to the distribution of lottery funds used for education**

Colby testified in the Neutral capacity. Provides for teaching of the "13 folds" of the American flag in social studies for students 5th through 8th grade. As part of the program, each student shall receive a 3 by 5 foot flag and etiquette booklet paid for by lottery dollars. Concerns about other lottery dollar priorities. (On General File)

 **LB 497 (Murman) Provide for admission of and participation in extracurricular activities by certain students that are not residents of the school district**

Mandates admittance of a home school student in extra curricular activities if the home district doesn't offer the activity.

**LB 507 (Hunt) Change provisions relating to school transportation expenses for children with disabilities**

**LB 567 (Quick) Authorize school policies relating to community engagement**

## THE BUDGET & ACT TESTING

The Appropriations Committee will advance the budget for debate within the next few weeks. They will take into consideration the Governor's preliminary budget and make their own adjustments. We are paying attention to a provision in the Governor's budget eliminating the appropriation which pays for the mandated ACT testing of all Juniors. While the mandate remains, we are concerned about State's commitment to pay for the testing and the possibility of this cost being shifted to local districts.

## OTHER BILLS WORKING THEIR WAY THROUGH THE PROCESS

Look for these bills to advance as part of a committee package, amendment, or independently.

 **LB 135 (Holdcroft) Provide, change, and eliminate provisions relating to elections for certain purposes related to bonds and tax levies**

Eliminates ability of school and ESU bond elections to be held during special elections with exception for emergencies

# WE'VE REACHED THE HALFWAY POINT ...

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<https://members.nasbonline.org/government-relations>  
<https://nasb.envisiams.com/legislative-bills>

PAGE 3 OF 3

only. Amendments continue to be negotiated. (On Select File)

## **LB 390 (Murman) Require each school board to adopt a policy relating to access by a parent, guardian, or educational decisionmaker to certain school library information**

Requires policy regarding rights of parents to access school library materials. Mandates the creation of an online catalog of all books by building and accessible to parents. Provides an opportunity for a parent to be notified when a student checks out a book. (On Select File)

## **LB 428 (Murman) Change provisions relating to school policies on the involvement of parents, guardians, and educational decisionmakers in schools**

Requires district policy on student surveys. No surveys requesting students provide sexual, mental health, medical, religious or sensitive nature without first notifying parents at least 30 days prior. Gives parents rights to review survey and exempt their student from taking it. (On Select File)

## **LB 457 (Bostar) Require anaphylaxis policies for school districts and licensed child care facilities and provide a limit on the amount an insured is required to pay by an insurance policy or benefit plan for epinephrine injectors**

Requires SBOE to develop model policy on students with anaphylaxis. (On Select File)

## **LB 463 (Ballard) Require school districts to develop a cardiac emergency response plan under the School Safety and Security Reporting Act and provide for grants for such plans from the Medicaid Managed Care Excess Profit Fund**

Colby testified in the Neutral capacity. An unfunded mandate that requires State School Safety director to develop model policies on emergency cardiac responses. Requires the purchase and placement of defibrillators on school grounds. We are working with Sen. Ballard (On General File)

## **LB 670 (Murman at the request of the Governor) Require schools to adopt a safety plan and provide and change requirements related to training for staff of child care and schools**

Requires the adoption of a safety plan policy related to fire/tornado drills and vehicle safety. Changes some provisions of safety required training, making them more discretionary. Safety plans to be submitted to the school safety director.

## **LB 711 (Hunt) Change provisions relating to the new school adjustment under TEEOSA**

Changes the Needs side for new building construction.

**ADVOCATE FOR LOCAL CONTROL - BUILD TRUST - SHARE YOUR STORY**

## KEY LINKS AND RESOURCES

NASB Government Relations Page: <https://members.nasbonline.org/government-relations>

NASB Bills Page: <https://nasb.envisiams.com/legislative-bills>

Nebraska Legislature: <https://nebraskalegislature.gov/>

NASB Twitter/X: <https://x.com/NASBOnline>

NASB Facebook: <https://www.facebook.com/NASBOnline/>

# NATIONAL WALK @ LUNCH DAY - APRIL 30

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## National Walk at Lunch (NW@L) Day is Wednesday, April 30

To participate, visit <https://www.nebraskablue.com/walk> and register your organization as a team for the event.

Invite your employees to participate by using the promotional materials available at the [NebraskaBlue.com](https://www.nebraskablue.com) page under Walk-Resources.



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## YOUR NASB BOARD LEADERSHIP UPDATE

<https://members.nasbonline.org/board-leadership>



### 2025

### APRIL BOARD AGENDA ITEMS

Please see the March 14 email from [mherring@NASBonline.org](mailto:mherring@NASBonline.org) and [shiggins@NASBonline.org](mailto:shiggins@NASBonline.org) for the draft of the April Board Meeting Agenda. If you have questions or need us to resend the email, please feel free to contact Marcia at 402-450-5152 or Stacie at 402-209-1608.

### DID YOU KNOW?

Every school board is responsible for compliance with the Nebraska Open Meetings Law. Review the following excerpts. Is your board/district compliant with these requirements?

#### § 84-1411 Meetings of the Public Body...

"...(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."

#### § 84-1411 Meetings of the Public Body...

"... 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...**"

#### § 84-1411 Meetings of the Public Body...

"... (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..."

#### § 84-1413 Meetings; minutes; roll call vote; ...

"... (6) Beginning July 31, 2022, **...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."

### 2025 NASB Activities and Events Aligned to the Board Leadership Academy

The NASB Board Member Academy offers numerous opportunities to expand your knowledge, deepen your understanding of board governance, and connect with board members from across the state.

March/April 2025

Open Meetings Law Workshops  
Gering, Kearney, Norfolk, Lincoln

April 16, 2025 - Virtual Lunch & Learn  
Board Academy Collaboration

July 2025 - Virtual Lunch & Learn  
Board Academy Collaboration

July 2025 - Leadership Workshops  
Gering, Kearney, Lincoln

August & September 2025  
Area Membership Meetings  
Valentine, Gering, Kearney, York, Norfolk,  
North Platte, Omaha, Nebraska City, Fremont

October 2025 - Virtual Lunch & Learn  
Board Academy Collaboration

November 19-21, 2025  
State Education Conference  
Omaha

December 3, 2025  
Board Member Academy Module I & II  
Kearney

CONTINUED ON PAGE 9

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CONTINUED FROM PAGE 8

## Next, assess your public's access to board information:

1. Visit the school district website to review how the public accesses board meeting agendas and minutes. According to § 84-1411, the board must provide this information on the district's website. Is the district meeting this legal requirement?
2. Evaluate the March Board Meeting Agenda. Is it sufficiently descriptive? Can the public access the supporting documents/ attachments to the board agenda?
3. Evaluate the March Board Meeting Minutes, are the minutes easily accessible on the district website?
4. Is the district in compliance by posting the most current board meeting minutes?
5. What actions should the district take to ensure compliance with the requirements outlined?

## BOARD ACADEMY COLLABORATION

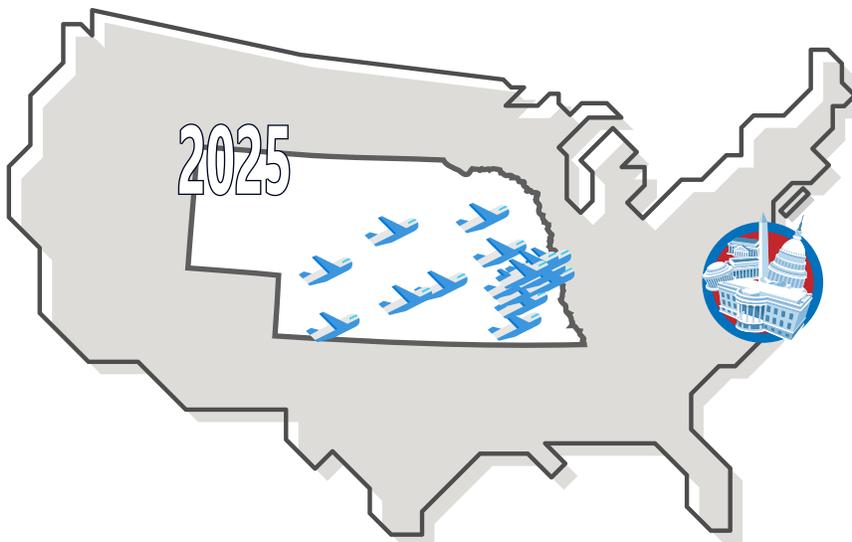
You are invited to participate in the next Board Academy Collaboration Team Meeting! If you have questions, please feel free to contact Marcia, Stacie, or Stephanie at 402-423-4951. We look forward to connecting with you. Mark your calendar as follows:

- Participants invited: Newly Elected or Appointed Board Members, Experienced Board Members, and Superintendents
- Date & Times: Wednesday, April 16 ... 12:00 PM CT and 12:00 PM MT
- Link: The Microsoft Teams link will be shared with all eligible participants the morning of at 10:00 AM.

## FEDERAL ADVOCACY FLY-IN ... WRAP-UP



For the third year in a row, NASB headed east to Washington, DC, with around 40 school board members and education leaders from across Nebraska, to continue building on the relationships we have with our delegation and their staff, meet with the U.S. Department of Education and experience advocacy on the Federal level. Another extremely productive and memorable trip! Thanks to all who joined us this year. If you're interested in joining us for future trips, please let us know!



# RELY ON NASB'S NATURAL GAS PROGRAMS

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<https://members.nasbonline.org/programs-services/njump-cjump>

NASB's natural gas programs were created to fulfill two needs that many local districts had in dealing with utility costs – competitive prices and budget certainty. NASB has over 115 school districts and ESUs across Nebraska participating in our NJUMP and CJUMP purchasing consortiums to leverage their purchasing power and achieve lower utility bills. With the great volatility of natural gas prices, we've signed up several new members for next year. Natural gas purchasing is one job your peers in these Interlocals can handle for you.

Superintendents and their business managers make up our Boards of Trustees for program oversight. Both programs were begun at the request of our districts and operate as independent Interlocal Pools. The trustees hold their annual meeting at the State Education Conference in Omaha each November.

The Nebraska Joint Utilities Management Program (NJUMP) purchases natural gas for school districts and ESUs on the Black Hills Energy natural gas pipeline in southeast Nebraska. Choice Joint Utilities Management Program (CJUMP) supplies natural gas on the Black Hills Energy (formerly SourceGas) distribution system in northern, central and western Nebraska. Rather than pricing the entire year's gas needs on one day, the consortiums lock in fixed prices as market opportunities become available by purchasing in layers over time and in varying percentages of total projected volumes. Historically, this approach has achieved a better price for natural gas with a higher level of budget certainty than the districts could have achieved on their own.



**Now is the time for new members to sign up for NJUMP or CJUMP for the 2025-26 heating season.**

Ask Jim Luebbe of the NASB staff for a copy of the Interlocal Agreement and Board Resolution to enroll in this time-saving, dollar-stretching program. For more information, NASB members on the Black Hills Energy distribution system can contact Alan Pederson of WoodRiver Energy at [alan.pederson@woodriverenergy.com](mailto:alan.pederson@woodriverenergy.com) ... Members on the SourceGas distribution system can contact Mandy Heermann of Public Alliance for Community Energy at [mheermann@nmppenergy.org](mailto:mheermann@nmppenergy.org).



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Paul Grieger  
Managing Director,  
Public Finance  
402-392-7986  
pgrieger@dadco.com



Cody Wickham  
Senior Vice President,  
Public Finance  
402-392-7989  
cwickham@dadco.com



Andy Forney  
Senior Vice President,  
Public Finance  
402-392-7988  
aforney@dadco.com

## Building a Better Future with Nebraska's Public Finance Partner

D.A. Davidson & Co. has long been a leader in innovative debt financing for school districts. What we're most proud of are the relationships we've nourished and the strong community improvements that are made as a result.

Our public finance professionals take a personal interest and a hands-on approach, carrying our deals from start to finish. Because you deserve solutions tailored to fit you.

- School Bond Issues
- Tax Anticipation / Construction Notes
- Lease-Purchase Financing
- QCPUF Bonds
- Refinancing Bond Issues



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**2025 Platinum Level Affiliates** - American Fidelity - BCDM Architects - Boyd Jones Construction - BVH Architecture - Carlson West Povondra Architects - Clark & Enersen - CMBA Architects - D.A. Davidson - Envisi - Facility Advocates - Hamilton - Hausmann Construction - Nebraska Liquid Asset Fund - Northland, a First National Nebraska Company - Piper Sandler - Public Risk Management - Sampson Construction - Sparq Data Solutions - Third Rail Content

**2025 Gold Level Affiliates** - 914 Coatings - ABcreative, Inc. - BD Construction - Blue Cross Blue Shield of Nebraska - Cornhusker International - Darland - DLR Group - Lunchtime Solutions - MCL Construction - Navitas - Omaha Public Schools Foundation

**2025 Silver Level Affiliates** - Amergis Staffing - Creative Sites - OneSource The Background Check Company - TeamMates Mentoring

**2025 Bronze Level Affiliates** - Alley Poyner Macchietto Architecture - Ameritas Investment Company - Community Building Solutions - Cunningham Recreation - Demco - Fisher Tracks, Inc. - Mueller Robak, LLC - National Insurance Services - Nebraska Safety Center - Opaa! Food Management of Nebraska - RSW Floors and More - Watts and Hershberger, P.C.

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Region 1 - Neal Kanel  
HTRS



Region 2 - Brenda Sherman  
ESU 3



Region 3 - Kyle Fisher  
Springfield Platteview



Region 4 - Elizabeth Kumru  
Ralston



Region 5 - Shavonna Holman  
Omaha



Region 6 - Ricky Smith  
Omaha



Region 7 - Nancy Kratky  
Omaha



Region 8 - Don Mayhew  
Lincoln



Region 9 - Piyush Srivastav  
Lincoln



Region 10 - Ed Swotek  
Malcolm  
NASB Vice President



Region 11 - Jim Vlach  
Lyons-Decatur Northeast



Region 12 - Lisa Wagner  
Central City



Region 13 - Marilyn Bohn  
ESU 10



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Region 15 - Allison Sandman  
Wauneta-Palisade



Region 16 - Suzanne Sapp  
Ashland-Greenwood  
NASB Secretary



Region 17 - Michelle Reikofski  
Osmond



Region 18 - Susan Ernest  
Leyton



Region 19 - Stacy Jolley  
Millard  
NASB President



At-Large - Lisa Albers  
Grand Island



At-Large - Steve Blocher  
West Point  
NASB Treasurer



At-Large - Pam Holcomb  
Broken Bow



At-Large - Erick Lee  
Arapahoe-Holbrook



John Spatz  
Executive Director

## YOUR NASB STAFF

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Nate Alspaugh  
IT Specialist



Matt Belka  
Director of Marketing,  
Communications & Advocacy



Lily Coash-Johnson  
Events & Engagement  
Assistant



Caden Frank  
Board Leadership Community  
Engagement Specialist



Rachel Horstman  
Business Manager



Stephanie Summers  
Board Leadership Associate



Ben Anderjaska  
Board Leadership  
Engagement Specialist



Megan Boldt  
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Director of ALICAP



Katie Corfield  
Board Leadership Online  
Survey Specialist



Marcia Herring  
Director of Board Leadership



Jim Luebke  
Director of Policy Services



Lindsey Wooton  
Administrative Specialist



Makenzie Barry  
ALICAP Data &  
Financial Specialist



Craig Caples  
Director of Technology



Sharon Endorf  
Director of  
Member Engagement



Stacie Higgins  
Board Leadership Specialist



Avary Pansing Brooks  
Board Leadership  
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Shari Becker  
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Leadership Search Service



Colby Coash  
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Becky Erdkamp  
Board Leadership Associate



Sallie Horky  
Chief Operating Officer



Galina Slobonyuk  
Executive Administrative  
Assistant

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## YOUR 2025 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit: <https://members.nasbonline.org/about-us/affiliate-members>


## YOUR 2025 GOLD AFFILIATES


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View the full, detailed listings with contact info at:  
<https://members.nasbonline.org/about-us/affiliate-members>

## ACCOUNTING

Watts and Hershberger, P.C.

## ARCHITECTS

Alley Poyner Macchietto Architecture

**BCDM Architects**  
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**BVH Architecture**  
PLATINUM LEVEL AFFILIATE

**Carlson West Povondra Architects**  
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**Clark & Enersen**  
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**CMBA Architects**  
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**DLR Group**  
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## BUILDING CONTROLS AND BUILDING SERVICES

**Navitas**  
GOLD LEVEL AFFILIATE

## CONSTRUCTION SERVICES

**914 Coatings**  
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**BD Construction**  
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**Boyd Jones**  
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**Darland**  
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**Hausmann Construction**  
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**MCL Construction**  
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**RSW Floors and More**

**Sampson Construction**  
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## ENERGY SERVICES

Community Building Solutions

**Facility Advocates**  
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## EQUIPMENT AND FURNITURE

**ABcreative, Inc.**  
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Demco

## FINANCIAL SERVICES

Ameritas Investment Company

**D.A. Davidson & CO.**  
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**Nebraska Liquid Asset Fund**  
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**Northland, a First National Nebraska Company**  
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**Piper Sandler**  
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## FOOD SERVICE

**Lunchtime Solutions**  
GOLD LEVEL AFFILIATE

**Opaa! Food Management**

## FUNDRAISING

**Omaha Public Schools Foundation**  
GOLD LEVEL AFFILIATE

## INSURANCE SERVICES

**American Fidelity**  
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**Blue Cross Blue Shield of Nebraska**  
GOLD LEVEL AFFILIATE

**National Insurance Services**

**Public Risk Management/ALICAP**  
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## LEGAL SERVICES

Mueller Robak, LLC

## PLAYGROUND/SCOREBOARDS/SURFACING

**Creative Sites, LLC**  
SILVER LEVEL AFFILIATE

**Cunningham Recreation/GameTime**

**Fisher Tracks, Inc.**

## SAFETY & SECURITY

**OneSource - The Background Check Company**  
SILVER LEVEL AFFILIATE

## STUDENT SERVICES

**Amergis Educational Staffing**  
SILVER LEVEL AFFILIATE

**TeamMates Mentoring Program**  
SILVER LEVEL AFFILIATE

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PLATINUM LEVEL AFFILIATE

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**Sparq Data Solutions**  
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**Nebraska Safety Center**

## VIDEO CREATION & PRODUCTION

**Third Rail Content, Inc.**  
PLATINUM LEVEL AFFILIATE

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# NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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Account Number: [REDACTED]  
 Policy Term: See Section Declarations To: 04/02/2026  
 12:01 A.M. Standard Time  
 (Unless Changed On The Section Declarations)

## Common Declarations

**Named Insured**

EDUCATIONAL SERVICE UNIT 1  
 211 10TH ST  
 WAKEFIELD, NE 68784-5014

**Producer**

NORTHEAST NEBRASKA INSURANCE AGENCY INC  
 PO BOX 100  
 WAYNE, NE 68787-0100  
 AGENT NO: [REDACTED]  
 AGENT PHONE: 402-375-2696  
 CLAIM REPORTING: 888-362-2255

In return for the payment of the premium, and subject to all the terms of this policy, we agree with you to provide the insurance as stated in this policy. This policy consists of the following coverage parts for which a premium is indicated. This premium may be subject to adjustment. The company affording coverage is designated by the name in the declarations or information page for each section of the policy.

**Coverages and Premium**

Section	Coverage	2025 Premium	2024
1	Property	\$28,773.00	- 23,975
2	Liability	\$10,159.00	- 9,462
3	Crime and Fidelity	\$441.00	- 527
4	Inland Marine	No Coverage	-
5	Automobile	\$804.00	- 804
6	Workers' Compensation	No Coverage	- 37,446
7	Umbrella	\$5,371.00	- 5,073
8	Other		
	Cyber	\$1,330.00	- 1,330
	Linebacker	\$7,671.00	- 7,459
<b>Estimated Total Policy Premium</b>		<b>\$54,549.00</b>	<b>86,076</b>

Forms applicable to all sections except:  
 1. Workers' compensation

EMC - 67,624  
 (if no w/c change)

Authorized Representative Signature:  
 Date of Issue: 03/26/2025

Place of Issue: Des Moines, IA



March 27, 2025

Re: Educational Service Unit 1  
Policy No.: [REDACTED]  
NAICS Code: [REDACTED]  
Effective: 04/02/2025 - 04/02/2026  
Company name: SFM Mutual Insurance Co.

Welcome to SFM! A copy of your workers' compensation policy is attached.

Here are a few key billing details:

Billing Type:	SFM will bill you directly
Total Policy Cost:	\$43,389
Deposit Premium Due:	\$43,389

To pay your bill online or set up recurring payments, you can visit [sfmic.com/pay](http://sfmic.com/pay) anytime.

The premium listed above is based on the payroll estimate you provided to us. At the end of your policy period, we will conduct a premium audit, and your final charges will be based on your actual payroll numbers.

To learn about the free safety resources and other services we offer policyholders, visit the Employers section of [sfmic.com](http://sfmic.com).

If you have questions, please contact your insurance agent.

EMC \$54,549  
SFM-W/C 43,389  
97,938

# 2025-26 Calendar

# ESU #1 Central Office

AUGUST						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
4-5 New Staff Orientation @ Central Office						
6 All Staff Day @ WSC						

SEPTEMBER						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
1 Labor Day ~ Office Closed						
26 SPED Department Meeting @ ESU 1						

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

NOVEMBER						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						
26 Central Office closed at 2pm						
27-30 Holiday Break ~ Office Closed						

DECEMBER						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
9 SPED Department Meeting @ ESU 1						
19 Central Office closed at 2pm						
22-31 Holiday Break ~ Office Closed						

JANUARY						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
1-4 Holiday Break ~ Office Closed						
5 Central Office opens @ 8am						

# 2024-25 Calendar

# ESU #1 Central Office

FEBRUARY						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

4 All Staff Day @ WSC

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

26 SPED Department Meeting @ ESU 1

APRIL						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

3-6 Holiday Break ~ Office Closed

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

18 SPED Department Meeting @ ESU 1

25 Memorial Holiday ~ Office Closed

JUNE						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

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

3 Independence Holiday ~ Office Closed