

**DATE:**

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

**FROM:** Bill Heimann, Administrator

**RE:** Tuesday, October 14, 2025 Board Meeting

There will be a meeting of the ESU #1 Board of Directors, on Tuesday, October 14, 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 October
  - C.4. Administrator's Monthly Report
    - C.4.a. NDE Fiscal Audit
    - C.4.b. AESA Central Region Symposium
- D. Public Comment
- E. Early Learning Presentation
- F. ESU #1 Education Association Recognition as Bargaining Agent for Certified Staff\*
- G. Virtual Board Meetings
- H. Education Assistance Program
- I. ESU1 Annual Report
- J. ESUCC Cooperative Purchasing Program
- K. Nebraska Association of School Boards State Conference
- L. Personnel\*
  - L.1. Consider, discuss, and take necessary action on employee contracts and personnel changes.
    - L.1.a. Resignation(s)
    - L.1.b. New Hire(s)
    - L.1.c. Contract Change(s)
    - L.1.d. Termination(s)
- M. 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:

- 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;
- Discussion regarding deployment of security personnel or devices;
- Investigative proceedings regarding allegations of criminal misconduct;
- 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;
- 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
- For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

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

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

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

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

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

(1)(a) Except as provided in subsection (9) of this section, each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committees, such notice shall be given by:

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

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

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

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

(B)(I) Posting to the newspaper's website, if available, and (II) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be

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

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

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

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

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

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

(2)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(b) of this section are met:

- A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;
- An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;
- The governing body of a public power district having a chartered territory of more than one county in this state;
- The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;
- An educational service unit;
- The Educational Service Unit Coordinating Council;
- An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;
- A community college board of governors;
- The Nebraska Brand Committee;
- A local public health department;
- A metropolitan utilities district;
- A regional metropolitan transit authority; and
- A natural resources district.

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

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

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

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

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

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

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

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

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

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

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

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

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

- 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;
- No action is taken by the public body at the virtual meeting; and
- The public body complies with subdivisions (2)(b)(i) and (ii) of this section.

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

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

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

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

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

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

(6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if:

- A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;
- 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;
- 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;
- No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;
- Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and
- 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 06/2025

**ESU #1 Board Meeting**  
**Tuesday, September 9, 2025**

A meeting of the ESU 01 Board of Directors convened in open and public session on Tuesday, September 9, 2025, at 5:30 PM, at ESU #1. **Present:** Josiah Boneschans, Jean Dorcey, Tabitha Gilsdorf, Jim Gunsolley, AJ Johnson, Kimberly Snyder, Mrs Susan Strahm, **Absent:** Amy Brand, Robert Hayes.

Notice of the meeting was given in advance by publication and/or posting, as shown below, in accordance with the Board approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Directors. The Recording Secretary maintains a list of news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and current copy of the Agenda was maintained as stated in the publicized notice. All proceedings of the Board of Directors, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

Published and/or Posted Locations:

- Wayne Herald (Thursday before meeting date)
- Central Office Front Door (Friday before meeting date)
- Sparq (Friday before meeting date)

A. Notification of Open Meetings Law

At the beginning of the meeting, President AJ Johnson announced and informed the public that a current copy of the Open Meetings Act is available at the meeting site and included electronically in the E-Meeting agenda.

B. Roll Call\*

Motion by Jean Dorcey, seconded by Kimberly Snyder, to excuse the absence of members Amy Brand and Robert Hayes. After discussion and on roll call vote, the Board voted as follows:

**Motion Carried:**

Amy Brand: Absent, Robert Hayes: Absent, Josiah Boneschans: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Jim Gunsolley: For, AJ Johnson: For, Kimberly Snyder: For, Mrs Susan Strahm: For  
For: 7, Against: 0, Absent: 2

C. Consent Agenda\*

Motion by Jim Gunsolley, seconded by Tabitha Gilsdorf, to approve all items on the consent agenda as provided (August 12 Minutes, August Financial Reports, September bills of \$1,304,734.80 and the Administrator's Report). After discussion and on roll call vote, the Board voted as follows:

**Motion Carried:**

Amy Brand: Absent, Robert Hayes: Absent, Josiah Boneschans: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Jim Gunsolley: For, AJ Johnson: For, Kimberly Snyder: For, Mrs Susan Strahm:

For

For: 7, Against: 0, Absent: 2

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 September

C.4. Administrator's Monthly Report

C.4.a. Administrator Meetings

On August 28, ESU1 hosted 19 of 23 superintendents, with representatives from NDE, WSC, and ESU1 staff sharing relevant updates.

C.4.b. Strategies for Successful Teaching

Since August 1, the ESU1 Teaching and Learning Team has delivered *Strategies for Successful Teaching* training to nearly 500 teachers. South Sioux City staff participated, with 284 survey responses attached.

D. Public Comment

E. Approve 2025-2026 Budget\*

Motion by Jim Gunsolley, seconded by Mrs Susan Strahm, to approve the 2025-26 budget as published and presented. After discussion and on roll call vote, the Board voted as follows:

**Motion Carried:**

Amy Brand: Absent, Robert Hayes: Absent, Josiah Boneschans: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Jim Gunsolley: For, AJ Johnson: For, Kimberly Snyder: For, Mrs Susan Strahm: For

For: 7, Against: 0, Absent: 2

F. Property Tax Request\*

Motion by Jim Gunsolley, seconded by Kimberly Snyder, approve the resolution as presented adopting the property tax request that will cause the tax rate to be .015 per \$100 of assessed value. After discussion and on roll call vote, the Board voted as follows:

**Motion Carried:**

Amy Brand: Absent, Robert Hayes: Absent, Josiah Boneschans: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Jim Gunsolley: For, AJ Johnson: For, Kimberly Snyder: For, Mrs Susan Strahm: For

For: 7, Against: 0, Absent: 2

G. Authorize ESU1 Administrator to expend additional grant funds\*

Motion by Kimberly Snyder, seconded by Jean Dorcey, to authorize Administrator Heimann to expend remaining Title I Part C Education Program grant funds on or before September 30. After discussion and on roll call vote, the Board voted as follows:

**Motion Carried:**

Amy Brand: Absent, Robert Hayes: Absent, Josiah Boneschans: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Jim Gunsolley: For, AJ Johnson: For, Kimberly Snyder: For, Mrs Susan Strahm: For  
For: 7, Against: 0, Absent: 2

H. NASB State Conference

The NASB State Education Conference is Nov. 19-21, 2025, in Omaha; let me know if you'd like to attend so ESU1 staff can register you.

I. Personnel\*

I.1. Consider, discuss, and take necessary action on employee contracts and personnel changes.

I.1.a. Resignation(s)

I.1.b. New Hire(s)

I.1.c. Contract Change(s)

I.1.d. Termination(s)

J. Adjournment

As there were no additional Agenda items, President AJ Johnson adjourned the meeting at 6:11 p.m.

Brittney Hampl, Recording Secretary

Susan Strahm, Board Secretary

# Educational Service Unit One

## Statement of Revenues and Expenditures and Change in

Cycle: FY2025-26; Fund Class: [All]; Fund Columns: [All Funds]; Account Expression: [All]; Include Element Value: Yes; Revenue Element: Source; Expenditure Element: Func; Begin Date: 09/01/2025; End Date: 09/30/2025

Description	01 - GENERAL FUND	2024-25	2023-24
01100 - Taxes Levied or Assessed by the School District	\$403,576.86	\$0.00	\$0.00
01115 - Carline Taxes	\$37.28	\$0.00	\$0.00
01140 - Penalties and Interest on Taxes	\$194.82	\$0.00	\$0.00
01323 - Tuition From Other Schools Districts Within The State	\$11,810.00	\$0.00	\$0.00
01380 - SPED Contracts EC	\$124,088.97	\$0.00	\$0.00
01385 - SPED Contracts SA	\$52,972.30	\$0.00	\$0.00
01510 - Interest on Investments	\$12,216.79	\$0.00	\$0.00
01611 - Daily Sales?School Lunch Program	\$50.00	\$0.00	\$0.00
01620 - Daily Sales?Non-reimbursable Programs	\$60.00	\$0.00	\$0.00
01740 - Fees	\$1,349.34	\$0.00	\$0.00
01951 - Miscellaneous Revenue from Other School Districts Within the State	\$51,542.60	\$0.00	\$0.00
01960 - Miscellaneous Revenues from Other Local Governmental Units	\$125,311.00	\$0.00	\$0.00
01970 - Revenues From Other Departments in the Agency	\$20,000.00	\$0.00	\$0.00
01990 - Miscellaneous Local Revenue	\$3,399.06	\$0.00	\$0.00
03540 - State Early Childhood	\$27,226.74	\$0.00	\$0.00
04523 - IDEA Special Projects	\$86,230.18	\$0.00	\$0.00
04524 - Other Federal Non-Categorical Receipts	\$88.79	\$0.00	\$0.00
04530 - Other Federal Categorical Receipts	\$71,742.35	\$0.00	\$0.00
04709 - Medicaid Administrative Activities	\$12,058.93	\$0.00	\$0.00
<b>Total Revenue</b>	<b>\$1,003,956.01</b>	<b>\$1,023,403.31</b>	<b>\$885,730.28</b>
01200 - SPED - School Age	\$166,153.26	\$0.00	\$0.00
01296 - ECSE	\$69,834.12	\$0.00	\$0.00
02131 - SPED School Nurse	\$8,789.12	\$0.00	\$0.00

02141 - Psychological Services SA	\$216,364.94	\$0.00	\$0.00
02146 - Psych Below Age 5	\$188.39	\$0.00	\$0.00
02151 - Speech Pathology and Audiology Services SA	\$230,846.38	\$0.00	\$0.00
02156 - Below Age 5	\$3,283.51	\$0.00	\$0.00
02161 - OT SA	\$57,960.56	\$0.00	\$0.00
02166 - OT Below Age 5	\$5,289.60	\$0.00	\$0.00
02171 - PT SA	\$31,457.64	\$0.00	\$0.00
02176 - PT Below Age 5	\$4,173.66	\$0.00	\$0.00
02181 - VI SA	\$16,621.98	\$0.00	\$0.00
02186 - Vision Below Age 5	\$41.18	\$0.00	\$0.00
02190 - Support Services?Student - Other	\$828.69	\$0.00	\$0.00
02211 - School Improvement	\$327.78	\$0.00	\$0.00
02213 - Instructional Staff Training	\$104,732.80	\$0.00	\$0.00
02223 - Audio-Visual Services	\$1,324.25	\$0.00	\$0.00
02230 - Instruction-Related Technology	\$318.16	\$0.00	\$0.00
02290 - Other Support Services?Instructional Staff	(\$11.03)	\$0.00	\$0.00
02310 - Board of Education	\$3,848.91	\$0.00	\$0.00
02320 - Executive Administration	\$23,469.30	\$0.00	\$0.00
02330 - District Legal Services	\$4,558.00	\$0.00	\$0.00
02510 - Fiscal Services	\$52,859.40	\$0.00	\$0.00
02530 - Printing, Publishing, and Duplicating Services	\$721.59	\$0.00	\$0.00
02560 - Public Information Services	(\$254.99)	\$0.00	\$0.00
02570 - Personnel Services	\$220.25	\$0.00	\$0.00
02580 - Administrative Technology Service	\$54,401.86	\$0.00	\$0.00
02590 - Central Services - Other	\$506.89	\$0.00	\$0.00
02610 - Operation of Buildings	\$3,654.19	\$0.00	\$0.00
02620 - Maintenance of Buildings	\$1,000.00	\$0.00	\$0.00
02630 - Care and Upkeep of Grounds	\$2,146.00	\$0.00	\$0.00
02670 - Safety	\$58,608.00	\$0.00	\$0.00
02900 - Other Support Services	\$45.00	\$0.00	\$0.00
03540 - State Early Childhood	\$36,957.64	\$0.00	\$0.00
04700 - Building Improvements	\$37,867.50	\$0.00	\$0.00
06415 - Federal Services - IDEA Special Projects	\$23,635.23	\$0.00	\$0.00

06416 - Federal Services - IDEA Part C	\$269.84	\$0.00	\$0.00
06418 - Federal Services - IDEA Part B PEAK	\$375.00	\$0.00	\$0.00
06915 - Federal Services - Title I, Part C ESSA	\$86,965.52	\$0.00	\$0.00
06990 - Federal Services - Other Federal Categorical Receipts	\$21,395.45	\$0.00	\$0.00
<b>Total Expenditure</b>	<b>\$1,331,775.57</b>	<b>\$1,112,885.26</b>	<b>\$1,126,234.70</b>
<b>Excess (deficiency) of revenues and other financing sources over expenditures and other financing uses</b>	<b>(\$327,819.56)</b>	<b>(\$89,481.95)</b>	<b>(\$240,504.42)</b>

**Interest Rates:**

BankFirst Now Acct	0.79%
BankFirst MMA Acct	0.79%
State NE Bank Now Acct	3.78%
Nebraska Liquid Asset Fund	4.02%
Security Bank CD	3.75%

**Outstanding Checks GF** **\$340,785.29**

**Pledges: (Includes FDIC & Letters of Credit)**

BankFirst Bank	\$3,150,000
Security Bank	\$2,310,000
State NE Bank	\$3,710,000
<b>Total:</b>	<b>\$9,170,000</b>

Stuart Clark, Ex-Officio Treasurer

# Educational Service Unit One

## Check Report

Begin Date: 10/01/2025; End Date: 10/31/2025; Accounting Cycle: FY2025-26; Check Type: Accounts Payable and Payroll Liability; Payee: [All]; Bank: BANKFIRST; Account Expression: [All]; Show Detail by Voucher: Yes; Created On: 10/10/2025 1:45:41 PM

Payee	Check	Check	Description	Type	Amount
ABAGAIL GUSTAD	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$1,299.90
ACCELERATED RECEIVABLES SOLUTIONS	10/15/2025	8691	GARNISHMENT - DIXON COUNTY	Payroll Liability	\$658.54
ADMIN CHASE CREDIT CARD	10/15/2025	8616	BILL TRAVEL EXPENSES, PD EXPENSES FOR HALEY KHUL, JULIE PAQUETTE, SARA JAIXEN AND BILL HEIMANN PROMOTIONAL ITEMS DROPBOX, JOTFORM, SLP TOOL KIT, TECH SMITH, GALLUP, ZAZZLE AND FIRESPRING, TOWER SUPPLIES NAME TAGS, EARLY CHILDHOOD	Accounts Payable	\$10,350.89
ALECIA A ASSAM	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$26.60
ALECIA BARNES	10/15/2025	8617	SERVICES FOR SPED DAY	Accounts	\$48.10
ALISHA TECH	10/15/2025		CONTRACT HOURS	Accounts	\$3,111.50
ALLO COMMUNICATIONS	10/15/2025	8618	TELEPHONE CHARGES	Accounts	\$237.68
ALLYSON FLYNN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$37.10
AMAZON CAPITAL SERVICES	10/15/2025	8619	COLOR AND BLACK CARTRIDGES	Accounts	\$289.75
AMAZON CAPITAL SERVICES	10/15/2025	8619	CONVERSATION CARDS, FLOWER CURTAINS, WALL DECOR, LAMP, FIDGETS, BULLETIN BOARD MATERIALS, ADDRESS LABELS, FAIRY LIGHTS, CIRCLE SPOTS	Accounts Payable	\$383.00
AMAZON CAPITAL SERVICES	10/15/2025	8619	FELT TIP MARKERS, STICKY NOTES	Accounts	\$246.29
AMAZON CAPITAL SERVICES	10/15/2025	8619	FLUORESCENT LIGHT COVER, PRIVACY GLASS WINDOW FILM, FIDGET TOYS, WALL DECOR	Accounts Payable	\$142.35
AMAZON CAPITAL SERVICES	10/15/2025	8619	ID CARD SUPPLIES/EQUIPMENT	Accounts	\$79.92
AMAZON CAPITAL SERVICES	10/15/2025	8619	LEGO MINECRAFT, FRIENDSHIP BRACELETS, NAIL POLISH SET, ROBOT STICKERS	Accounts Payable	\$31.56
AMAZON CAPITAL SERVICES	10/15/2025	8619	PAPER FOR NEW LETTERHEAD	Accounts	\$22.36
AMAZON CAPITAL SERVICES	10/15/2025	8619	PENTEL PENS, CONSTRUCTION PAPER, KID HEADPHONES	Accounts	\$37.76
AMAZON CAPITAL SERVICES	10/15/2025	8619	REPLACEMENT PROJECTOR LAMP, DRAWING TABLET STAND	Accounts	\$82.97
AMAZON CAPITAL SERVICES	10/15/2025	8619	THREE RING BINDERS	Accounts	\$30.99
AMAZON CAPITAL SERVICES	10/15/2025	8619	TIMOVO CASE, COPY PAPER, HIGHLIGHTERS	Accounts	\$36.52
AMAZON CAPITAL SERVICES	10/15/2025	8619	TONER CARTRIDGES--YELLOW, MAGENTA, CYAN AND BLACK	Accounts	\$374.62
AMBER KILBURN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$35.70
AMGL	10/15/2025	8620	FLEX PLAN PROCESSING	Accounts	\$235.00
AMY GANN	10/15/2025	8621	SAFE WITH YOU REIMBURSEMENT	Accounts	\$20.00
AMY MUNDIL	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$165.90
ANDREA LOPEZ	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$567.00

ANDREW CONTRERAS	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$452.62
ANDY'S ELECTRIC	10/15/2025	8622	FIX LIGHT IN THE BULL PEN	Accounts	\$227.56
ANGELA MARIE HANSEN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$135.80
ANGELINA CARDENAS DE 5250000	10/15/2025		MONTHLY CLEANING SERVICE	Accounts	\$2,500.00
APPLE COMPUTER INC	10/15/2025	8623	APPLECARE PROTECTION PLAN	Accounts	(\$97.00)
APPLE COMPUTER INC	10/15/2025	8623	MAC SERVICE FEE	Accounts	\$99.00
APPLE COMPUTER INC	10/15/2025	8623	SERVICE FEE FOR MAC	Accounts	\$99.00
ASHLEY LYNN KERKMAN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$351.40
BE THINK, PLLC	10/15/2025	8624	SUPERVISION OF AMBER KILBURN	Accounts	\$750.00
BECKY RIEKEN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$325.08
BEVERLIN SAHAGUN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$146.30
BILL R. HEIMANN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$1,019.90
BILL R. HEIMANN	10/15/2025		TELEPHONE REIMBURSEMENT	Accounts	\$75.00
BLANCA ALVAREZ NUNO	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$7.84
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Admin/Lic/Prof 1050 Flex Health & Dental - Single	Payroll Liability	\$4,474.40
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Admin/Lic/Prof 1050 Flex Health & Dental - Family	Payroll Liability	\$2,523.37
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Admin/Lic/Prof 1050 Health & Dental - Single	Payroll Liability	\$894.88
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Admin/Lic/Prof 2500 Flex Health & Dental - Emp & Child	Payroll Liability	\$2,811.98
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Admin/Lic/Prof 2500Health & Dental - Emp & Child	Payroll Liability	\$2,811.98
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Admin/Lic/Prof Dental -Emp & Child	Payroll Liability	\$117.52
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Admin/Lic/Prof Dental Flex - Family	Payroll Liability	\$89.61
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Admin/Lic/Prof Dental Flex -Emp & Child	Payroll Liability	\$58.76
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Admin/Lic/Prof Health 1050 Flex - Single	Payroll Liability	\$2,589.30
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Admin/Lic/Prof Health 2500 Flex - Family	Payroll Liability	\$2,053.42
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec 1050 Flex Health & Dental - Emp & Child	Payroll Liability	\$8,277.60
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec 1050 Flex Health & Dental - Family	Payroll Liability	\$10,093.48
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec 1050 Flex Health & Dental - Single	Payroll Liability	\$11,633.44
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec 1050 Flex Health - Single	Payroll Liability	\$863.11
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec 1050 Flex Health- Family	Payroll Liability	\$2,433.76

BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec 1050 Health & Dental - Family	Payroll Liability	\$2,523.37
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec 1050 Health & Dental - Single	Payroll Liability	\$1,789.76
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec 2500 Flex Health & Dental - Emp & Child	Payroll Liability	\$2,811.98
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec 2500 Flex Health & Dental - Emp & Spouse	Payroll Liability	\$6,383.92
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec 2500 Flex Health & Dental - Family	Payroll Liability	\$21,430.30
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec 2500 Flex Health & Dental - Single	Payroll Liability	\$2,279.97
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec 2500 Flex Health - Emp & Child	Payroll Liability	\$2,694.46
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec 2500 Flex Health- Family	Payroll Liability	\$4,106.84
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec 2500 Health & Dental - Single	Payroll Liability	\$1,519.98
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec 2500 Health & Dental - Family	Payroll Liability	\$4,286.06
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec Dental 1050 Flex - Emp & Child	Payroll Liability	\$58.76
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec Flex 1050 Dental - Single	Payroll Liability	\$63.56
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec Flex 1050 Dental - Emp & Spouse	Payroll Liability	\$133.40
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec Flex 1050 Health - Single	Payroll Liability	\$863.11
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec Flex 2500 Dental - Emp & Spouse	Payroll Liability	\$66.70
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec Flex 2500 Dental - Single	Payroll Liability	\$63.56
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec Flex 2500 Dental- Family	Payroll Liability	\$89.61
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Cert/Spec Health & Dental 2500 - Emp & Child	Payroll Liability	\$1,405.99
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class <12 Dental - Emp & Child	Payroll Liability	\$58.76
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class <12 Dental Flex - Emp & Child	Payroll Liability	\$58.76
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class <12 Health & Dental 1050 - Single	Payroll Liability	\$1,789.76
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class <12 Health & Dental 2500 - Single	Payroll Liability	\$2,279.97
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class <12 Health & Dental Flex 1050 - Single	Payroll Liability	\$894.88

BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class <12 Health & Dental Flex 2500 - Emp & Child	Payroll Liability	\$2,811.98
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class <12 Health & Dental Flex 2500 - Emp & Spouse	Payroll Liability	\$3,191.96
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class <12 Health & Dental Flex 2500 - Single	Payroll Liability	\$3,039.96
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class <12 Health Flex 2500 - Single	Payroll Liability	\$728.21
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class12 Dental Flex - Emp & Child	Payroll Liability	\$58.76
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class12 Dental Flex - Family	Payroll Liability	\$89.61
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class12 Health & Dental 1050 - Single	Payroll Liability	\$894.88
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class12 Health & Dental 1050 Flex - Family	Payroll Liability	\$5,046.74
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class12 Health & Dental 1050 Flex - Single	Payroll Liability	\$894.88
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class12 Health & Dental 2500 - Emp & Child	Payroll Liability	\$1,405.99
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class12 Health & Dental 2500 - Single	Payroll Liability	\$1,519.98
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class12 Health & Dental 2500 Flex - Family	Payroll Liability	\$4,286.06
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class12 Health & Dental 2500 Flex - Single	Payroll Liability	\$759.99
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Class12 Health 2500 Flex - Single	Payroll Liability	\$1,456.42
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Health-125	Payroll Liability	\$1,365.50
BLUE CROSS/BLUE SHIELD OF NEBRASKA	10/15/2025	8692	Health-board	Payroll Liability	\$7,609.91
BLYTHE REINERT	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$67.20
BOBBI J HIGHTREE	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$5.60
BRANDY PRICE	10/15/2025		ELG APPROACHES TO LEARNING	Accounts	\$510.00
BRIANNA HANSEN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$25.90
BRIANNA LANGE	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$32.20
BRIANNA LANGE	10/15/2025		RBI TRAINING IN LAVISTA, NE	Accounts	\$260.14
BRITTANY LAMBERT	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$29.40
BRITTNEY HAMPL	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$1.68
BROOKE GEBERS	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$749.00
CANON FINANCIAL SERVICES INC	10/15/2025	8625	COPIER CHARGES	Accounts	\$440.00
CAROL JESSICA MCGUIRE	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$487.20
CARRIE ROERIG	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$113.96

CASEY HURNER	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$93.80
CATHERINE ANNE SCHROEDER	10/15/2025		ASHA DUES REIMBURSEMENT	Accounts	\$99.00
CATHERINE ANNE SCHROEDER	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$37.10
CEDAR COUNTY TREASURER	10/15/2025	8626	MILEAGE REIMBURSEMENT FOR JACKIE STEFFEN	Accounts	\$70.00
CENTURY LINK	10/15/2025	8627	MONTHLY TELEPHONE BILLING	Accounts	\$307.86
CHANTELLE R NELSEN	10/15/2025		ADVANCED RESTORATIVE PRACTICES TRAINING LINCOLN, NE	Accounts	\$682.50
CHANTELLE R NELSEN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$131.46
CHANTELLE R NELSEN	10/15/2025		NE IDEA PART B RESULTS DRIVEN ACCOUNTABILITY 2025 ANNUAL STAKEHOLDER MEETING	Accounts Payable	\$141.25
CHARTWELLS DINING SERVICES	10/15/2025	8628	BREAKFAST FOR FUNDAMENTALS OF LITERACY	Accounts	\$98.81
CHARTWELLS DINING SERVICES	10/15/2025	8628	DESSERT FOR FUNDAMENTALS OF LITERACY SNACKS	Accounts	\$90.93
CHARTWELLS DINING SERVICES	10/15/2025	8628	FUNDAMENTALS OF LITERACY LUNCH	Accounts	\$1,049.30
CHELSEA UMSCHIED	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$171.22
CHERI LYNN MATTHEWS	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$235.20
CHRISTINE ANNE HANSON-HARDER	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$43.40
CHRISTOPHER PIEPER	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$46.20
CITLALI RAMIREZ	10/15/2025		ELG APPROACHES TO LEARNING	Accounts	\$510.00
CITLALI RAMIREZ	10/15/2025		PYRAMIN MODEL MODULE 2A FACILITATION	Accounts Payable	\$510.00
CITY OF WAKEFIELD	10/15/2025	8629	UTILITIES FOR CENTRAL OFFICE	Accounts	\$418.33
CITY OF WAKEFIELD - RENTALS	10/15/2025	8630	CIVIC CENTER RENTAL	Accounts	\$390.00
CITY OF WAYNE	10/15/2025	8631	UTILITIES FOR TOWER SCHOOL	Accounts	\$637.40
CITY OF WAYNE_2	10/15/2025	8632	TOWER SCHOOL TRANSIT--AUGUST	Accounts	\$24.00
CLAUSEN AIR, INC	10/15/2025	8633	SERVICE AT TOWER SCHOOL	Accounts	\$550.00
CORNERSTONE LLC	10/15/2025	8634	TOWER SCHOOL STORAGE UNIT RENTAL	Accounts	\$65.00
CRAZY JACKS SBG, LLC	10/15/2025	8635	BREAKFAST FOR ACT WRITING SCORING	Accounts	\$37.50
CRAZY JACKS SBG, LLC	10/15/2025	8635	MUSIC EDUCATORS NETWORK VISUAL ARTS EDUCATORS NETWORK	Accounts	\$47.92
CRAZY JACKS SBG, LLC	10/15/2025	8635	NEW STAFF ORIENTATION FOUNDATIONAL RESTORATIVE PRACTICES	Accounts	\$156.00
CRAZY JACKS SBG, LLC	10/15/2025	8635	NEW STAFF ORIENTATION AND RESTORATIVE PRACTICES	Accounts	\$1,315.00
CRAZY JACKS SBG, LLC	10/15/2025	8635	SPED STAFF DAY	Accounts	\$135.00
CRAZY JACKS SBG, LLC	10/15/2025	8635	SUPERINTENDENT MEETING	Accounts	\$36.00
CUBBYS INC	10/15/2025	8636	TOWER SCHOOL WORKDAY	Accounts	\$62.97
CULLIGAN	10/15/2025	8637	SOFTNER SALT	Accounts	\$56.00
CULLIGAN	10/15/2025	8637	TOWER SCHOOL SALT	Accounts	\$56.00
DAS STATE ACCOUNTING	10/15/2025	8701	TELECOMMUNICATIONS	Accounts	\$21,933.03
DAWN MURPHY	10/15/2025		ELG APPROACHES TO LEARNING FACILITATION	Accounts	\$510.00
DAWN MURPHY	10/15/2025		SAFE WITH YOU TRAINING FACILITATION	Accounts	\$340.00
DEREK LAHM	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$911.40
DOLGENCORP, LLC	10/15/2025	8638	BATHROOM SUPPLIES AND SODA/TEA REFILLS FOR THE COOLER	Accounts	\$356.70

DONNA KRAFT	10/15/2025	8639	COGNIA CONTINUOUR IMPROVEMENT WORKSHOP	Accounts	\$341.25
DONNA KRAFT	10/15/2025	8639	ESU 1 BOARD MEETING	Accounts	\$138.75
DONNA KRAFT	10/15/2025	8639	INDICATOR 13 TRAINING	Accounts	\$252.00
DONNA KRAFT	10/15/2025	8639	MILEAGE REIMBURSEMENT	Accounts	\$1,031.50
DONNA KRAFT	10/15/2025	8639	MUSIC EDUCATORS NETWORK	Accounts	\$210.00
DONNA KRAFT	10/15/2025	8639	NOW DISCOVER YOUR STRENGTHS AND LEAD AS 1	Accounts	\$360.00
DONNA KRAFT	10/15/2025	8639	SPED STAFF DAY	Accounts	\$1,000.00
DONNA KRAFT	10/15/2025	8639	TITLE III CONSORTIUM MEETING	Accounts	\$292.50
ELBA OLVERA	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$754.91
EMILY GREEN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$77.70
ENOME, INC. (GOALBOOK)	10/15/2025	8640	GOALBOOK TOOLKIT	Accounts	\$15,172.50
ERIKA FINK	10/15/2025		ELC RURAL/EC CADRE/CDA ROUNDTABLE	Accounts	\$399.81
ERIKA FINK	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$770.70
ERIKA FINK	10/15/2025		NDE/ELC QUARTERLY MEETING	Accounts	\$15.19
ERIKA FINK	10/15/2025		THRIVING CHILDREN CONFERENCE	Accounts	\$22.90
ERIN C. MEYERS	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$174.30
ERIN C. MEYERS	10/15/2025		SDA/PDO IN KEARNEY	Accounts	\$28.15
ESU #1 CAFETERIA PLAN ACCOUNT	10/15/2025	8693	Flex Bene-childcare	Payroll Liability	\$5,348.30
ESU #1 CAFETERIA PLAN ACCOUNT	10/15/2025	8693	Flex Benefit-medl	Payroll Liability	\$7,494.17
ESU #1 GENERAL FUND	10/15/2025	8641	MISCELLANEOUS QUARTERLY BILLING	Accounts	\$45.66
ESU #1 GENERAL FUND	10/15/2025	8641	QUARTERLY MISCELLANEOUS BILLING	Accounts	\$34.41
ESU #6	10/15/2025	8642	BUSINESS CARDS	Accounts	\$641.85
ESU #8	10/15/2025	8643	LEADERSHIP IN ACTION FOR BROOKE GEBERS AND CASEY HURNER	Accounts	\$40.00
ESU COORDINATING COUNCIL	10/15/2025	8644	ANDREW CONTRERAS	Accounts	\$25.00
ESU COORDINATING COUNCIL	10/15/2025	8644	BUDGET HEARING BILL HEIMANN	Accounts	\$25.00
ESU COORDINATING COUNCIL	10/15/2025	8644	DEREK LAHM AND ERIN MEYERS	Accounts	\$50.00
ESU COORDINATING COUNCIL	10/15/2025	8644	DIGITAL LEARNING	Accounts	\$5,700.00
ESU COORDINATING COUNCIL	10/15/2025	8644	DMARICIAN RENEWAL	Accounts	\$540.00
ESU COORDINATING COUNCIL	10/15/2025	8644	ESPD MTG SARAH HANSEN	Accounts	\$25.00
ESU COORDINATING COUNCIL	10/15/2025	8644	GOV'T RELATIONS	Accounts	\$3,306.00
ESU COORDINATING COUNCIL	10/15/2025	8644	JENNIFER DAVIS MEETING	Accounts	\$25.00
ESU COORDINATING COUNCIL	10/15/2025	8644	MSA SIMPL FEE	Accounts	\$360.30
ESU COORDINATING COUNCIL	10/15/2025	8644	PDO AFFILIATES	Accounts	\$2,550.00
ESU COORDINATING COUNCIL	10/15/2025	8644	PDO EVENT FOR ANDREW CONTRERAS, JENNIFER DAVIS AND ERIN MEYERS	Accounts Payable	\$75.00
ESU COORDINATING COUNCIL	10/15/2025	8644	STUDENT SERVICES	Accounts	\$6,000.00
FAIRFIELD INN	10/15/2025	8645	HOTEL FOR BILL HEIMANN	Accounts	\$239.00
FAITH REGIONAL PHYSICIANS SERVICES	10/15/2025	8646	CHILD PHYSICAL	Accounts Payable	\$75.00

FATIYA ADAM	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$75.32
Federal Reserve KC	10/15/2025	EFT	Direct Deposit	Payroll Liability	\$595,814.09
GEORGE R HEFNER	10/15/2025	8647	APPLE CARE PROTECTION PLAN	Accounts	\$48.50
GEORGE R HEFNER	10/15/2025	8647	APPLE CREDIT	Accounts	\$145.50
GEORGE R HEFNER	10/15/2025	8647	APPLECARE PROTECTION PLAN	Accounts	\$48.50
GRACIE T HANSEN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$56.00
GRADUATE LINCOLN	10/15/2025	8648	HOTEL STAY FOR CHANTELE NELSON	Accounts	\$133.00
GRADUATE LINCOLN	10/15/2025	8648	REBECCA ECKHARDT	Accounts	\$220.00
GRANT CHASE CREDIT CARD	10/15/2025	8649	SMORE RENEWAL HOTEL FOR CASEY HURNER SUPPLIES FOR ERIKA FINK	Accounts Payable	\$766.52
HALEY JO SCHMIDT	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$119.70
HALEY KUHL	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$8.40
HAMPL LAWN SERVICE	10/15/2025	8650	LAWN SERVICE AT TOWER AND CENTRAL OFFICE	Accounts	\$1,632.50
HAMPTON INN - KEARNEY	10/15/2025	8651	HOTEL FOR DAVIS, LAHM AND CONTRERAS	Accounts	\$517.00
HAMPTON INN - KEARNEY	10/15/2025	8651	HOTEL FOR FINK AND RODRIGUEZ	Accounts	\$417.00
HAMPTON INN - KEARNEY	10/15/2025	8651	HOTEL STAYS FOR BILL HEIMANN, ERIN MEYERS, MEAGAN RODRIGUEZ AND ERIKA FINK	Accounts Payable	\$933.83
HAMPTON INN - KEARNEY	10/15/2025	8651	MIGRANT ED HOTELS	Accounts	\$1,688.00
HANNAH L. CURRY	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$84.00
HD Supply	10/15/2025	8652	TRASH BAGS	Accounts	\$64.32
HIS BAKING CO LLC	10/15/2025	8653	CPI TRAIN THE TRAINERS ESU 1 NEW STAFF DAY (2) RESTORATIVE PRACTICES (2) NEW TEACHER CADRE	Accounts Payable	\$575.00
HOLLY PEDERSEN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$45.50
INNOVATIVE OFFICE SOLUTIONS	10/15/2025	8654	PLATES/LABELS	Accounts	\$47.85
IOWA NEBRASKA STATE BANK-PY	10/15/2025	8694	Federal Withholding	Payroll Liability	\$70,696.56
IOWA NEBRASKA STATE BANK-PY	10/15/2025	8694	FICA	Payroll Liability	\$105,719.58
IOWA NEBRASKA STATE BANK-PY	10/15/2025	8694	Medicare	Payroll Liability	\$24,724.86
ISI, LLC	10/15/2025	8655	Interpreters ASD on 8/6/25	Accounts	\$1,641.60
JAIMI NICHOLSON	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$49.14
JAYDEN T. DOTSON	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$11.20
JEANNE M HILL	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$8.40
JENNIFER BENSEN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$40.74
JENNIFER DAVIS	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$507.50
JESSE TITIML	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$1,041.60
JESSICA HENRICH	10/15/2025		ADVANCED RESTORATIVE PRACTICES	Accounts	\$750.00
JESSICA J FISCHER	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$50.40
JESSICA VACHA	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$37.80

JIMMY JOHNS #4356	10/15/2025	8656	HOW TO WRITE AND IEP	Accounts	\$286.23
JIMMY JOHNS #4356	10/15/2025	8656	LEAD AS ONE FOR STUART CLARK AND SARA ORTIZ	Accounts	\$17.38
JIMMY JOHNS #4356	10/15/2025	8656	TLT TRAINING NEW TEACHERS	Accounts	\$514.20
JULIANA M PAQUETTE	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$12.60
JUSTINE SCOTT	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$33.88
KAESER & BLAIR INCORPORATED	10/15/2025	8657	LIP BALM FOR PRT	Accounts	\$249.66
KARLA ANNE DROTZMANN	10/15/2025		GOZEN ONLINE	Accounts	\$147.00
KARLA ANNE DROTZMANN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$4.48
KARY J. PFEIL	10/15/2025		GETTING READY FOR HOME VISIT TRAINING - FREMONT, NE	Accounts	\$20.64
KARY J. PFEIL	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$599.20
KAYLA VARLEY	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$375.90
KELLEN CONROY	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$410.90
KELSEY JOHNSON	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$238.70
KELSIE SINGHISEN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$465.50
KRISTINE MARIE KLEVE	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$70.21
KYRA LUNDE	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$95.34
LITTLE BEE SPEECH CO.	10/15/2025	8658	LITTLE BEE HIVE ONE YEAR MEMBERSHIP	Accounts	\$99.00
LOFFLER COMPANIES	10/15/2025	8659	COPIER	Accounts	\$665.76
LOFFLER COMPANIES	10/15/2025	8659	COPIER CONTRACT	Accounts	\$281.59
LOFFLER COMPANIES -POSTAGE	10/15/2025	8660	MAILING SYSTEM	Accounts	\$140.55
MADISON NATIONAL DISABILITY	10/15/2025	8696	Disability	Payroll Liability	\$4,052.60
MADISON NATIONAL DISABILITY	10/15/2025	8696	Disability Hourly	Payroll Liability	\$752.58
MADISON NATIONAL LIFE	10/15/2025	8695	Life-125	Payroll Liability	\$182.00
MADISON NATIONAL LIFE	10/15/2025	8695	Life-ded	Payroll Liability	\$146.75
MADISON NATIONAL LIFE	10/15/2025	8695	Madison Life-board	Payroll Liability	\$1,712.75
MARIA DEAN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$60.20
MARIA NUNO	10/15/2025		MEP ALL STAFF IN KEARNEY	Accounts	\$46.44
MARIA NUNO	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$655.90
MARISSA SIMS	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$959.00
MEAGAN RODRIGUEZ	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$882.00
MEGAN BRANDOW	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$230.30
MEGAN MARIE PRATT	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$52.85
MEGAN WEGHER	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$32.20
MG TRUST CO LLC	10/15/2025	8697	403(b) Pretax	Payroll Liability	\$5,278.11
MG TRUST CO LLC	10/15/2025	8697	403(b) Pretax Percentage	Payroll Liability	\$29.17
MG TRUST CO LLC	10/15/2025	8697	403(B) ROTH	Payroll Liability	\$9,016.40
MG TRUST CO LLC	10/15/2025	8697	403(B) ROTH Percentage	Payroll Liability	\$14.58
MICHELLE MARTINDALE	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$322.84

MIRIAN BALCAZAR RUIZ	10/15/2025		ELG APPROACHES TO LEARNING	Accounts Payable	\$270.00
MIRIAN BALCAZAR RUIZ	10/15/2025		PYRAMID MODEL MODULE 2A FACILITATION	Accounts Payable	\$270.00
MIRIAN BALCAZAR RUIZ	10/15/2025		SAFE WITH YOU FACILITATION	Accounts Payable	\$180.00
MONICA M WARNER	10/15/2025	8661	MILEAGE REIMBURSEMENT	Accounts Payable	\$63.00
NCS PEARSON INC	10/15/2025	8662	Overage on PO FY24-25-001264	Accounts Payable	\$2,662.50
NE NEBRASKA NEWS CO, INC	10/15/2025	8663	LEGAL NOTICE	Accounts Payable	\$239.40
NEBRASKA ASSOCIATION OF SCHOOL BOARDS	10/15/2025	8664	MEMBERSHIP DUES, JODY STARZL	Accounts Payable	\$65.00
NEBRASKA COUNCIL OF SCHOOL ADMINISTRATORS	10/15/2025	8665	LABOR RELATIONS BILL HEIMANN	Accounts Payable	\$240.00
NEBRASKA COUNCIL OF SCHOOL ADMINISTRATORS	10/15/2025	8665	NASES FALL CONFERENCE FOR ECKHARDT AND GEBERS	Accounts Payable	\$380.00
NEBRASKA COUNCIL OF SCHOOL ADMINISTRATORS	10/15/2025	8665	NASES FALL CONFERENCE FOR STUART CLARK	Accounts Payable	\$190.00
NEBRASKA DEPT OF REVENUE	10/15/2025	8698	State Withholding - NE	Payroll Liability	\$30,665.36
NEBRASKA EXTENSION IN CEDAR COUNTY	10/15/2025	8666	CDA TRAINING SESSION 1	Accounts Payable	\$510.00
NEBRASKA RETIREMENT SYSTEM	10/15/2025	8699	Retirement	Payroll Liability	\$135,351.51
NICKI SWATEK	10/15/2025		MILEAGE REIMBURSEMENT	Accounts Payable	\$51.80
NICOLE R SWAIN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts Payable	\$123.20
NORTHEAST NEBRASKA NEWS COMPANY	10/15/2025	8667	BUDGET SUMMARY	Accounts Payable	\$239.40
OMNIFY BENEFITS	10/15/2025	8702	FLEX PLAN	Accounts Payable	\$290.00
ONE SOURCE, THE BACKGROUND CHECK CO INC	10/15/2025	8668	BACKGROUND CHECK FEES	Accounts Payable	\$53.00
PAC N SAVE INC	10/15/2025	8669	TOWER SUPPLIES, TRAINING SUPPLIES AND SPED DAY	Accounts Payable	\$571.24
PAULA THOMPSON	10/15/2025	8670	ELC NEEDS ASSESSMENT	Accounts Payable	\$1,500.00
PENDER PUBLIC SCHOOL	10/15/2025	8671	ADDITIONAL PAYMENT, INITIAL AMOUNT INCORRECT	Accounts Payable	\$80.00
PINE COVE CONSULTING, LLC	10/15/2025	8672	NEWLINE AND DEMO BOARD	Accounts Payable	\$3,909.00
PITZER DIGITAL, LLC	10/15/2025	8673	LEGAL NOTICE	Accounts Payable	\$311.73
QHA CLEANING, LLC	10/15/2025	8674	JANITORIAL SERVICES FOR TOWER SCHOOL	Accounts Payable	\$2,650.00
RACHEL KERBY	10/15/2025		MILEAGE REIMBURSEMENT	Accounts Payable	\$18.41
REBECCA DIANNE JEPSEN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts Payable	\$1,431.85
REBECCA ECKHARDT	10/15/2025		MILEAGE REIMBURSEMENT	Accounts Payable	\$215.60
REBECCA ECKHARDT	10/15/2025		NASES IN LINCOLN	Accounts Payable	\$248.65
REGINA R DUTCHER	10/15/2025		MILEAGE REIMBURSEMENT	Accounts Payable	\$651.00
RITA WEINREICH	10/15/2025	8675	INTERPRETER FOR SPED DAY	Accounts Payable	\$448.50
ROBIN L. KRUGER	10/15/2025		MILEAGE REIMBURSEMENT	Accounts Payable	\$13.58
ROBIN L. KRUGER	10/15/2025		STUDENT STORE REIMBURSEMENT	Accounts Payable	\$17.79
SALLY VICKERY	10/15/2025		MILEAGE REIMBURSEMENT	Accounts Payable	\$431.20

SAMANTHA SACHAU	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$340.34
SARA LYNNE JAIXEN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$639.80
SARA M BOULWARE	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$5.60
SARA ORTIZ	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$649.60
SARA ORTIZ	10/15/2025		TRAINING IN KEARNEY	Accounts	\$48.14
SARAH ELIZABETH HANSEN	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$289.80
SARAH ELIZABETH HANSEN	10/15/2025		TELEPHONE REIMBURSEMENT	Accounts	\$75.00
SECURITY SHREDDING SERVICES	10/15/2025	8676	DOCUMENT SHREDDING	Accounts	\$40.00
SSC COMMUNITY SCHOOLS	10/15/2025	8677	FIREWALL REIMBURSEMENT	Accounts	\$29,344.54
STACEY A RICHART	10/15/2025		MILEAGE RIEMBURSEMENT	Accounts	\$472.15
STACI LEANN FETHKENHER	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$371.00
STEPHANIE ELLIS	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$323.40
STEPHANIE MCDONALD	10/15/2025		EARLY CHILDHOOD LEADERSHIP TRAINING SERIES MODULE 1- MARKETING FACILITATION	Accounts Payable	\$255.00
STERLING COMPUTERS	10/15/2025	8678	FORTIGATE HARDWARE/PREMIUM/ THREAT PROTECTION	Accounts Payable	\$45,590.07
STUART JAMES CLARK	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$1,073.80
STUART JAMES CLARK	10/15/2025		TELEPHONE REIMBURSEMENT	Accounts	\$75.00
STUREK MEDIA INC	10/15/2025	8679	LEGAL NOTICE	Accounts	\$140.59
TAMMY DEE CLODFELTER	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$9.45
TATIANA FIGUEROA	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$908.58
TESSA LEICESTER	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$9.10
THE TABLE	10/15/2025	8680	HOW TO WRITE AN IEP	Accounts	\$58.50
THE WAKEFIELD REPUBLICAN	10/15/2025	8681	ADVERTISING AND LEGALS	Accounts	\$232.00
TRACEY ANDERSON	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$43.40
TRISTA MATTHEWS	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$457.10
TUCKER HIGHT	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$595.00
VERIZON WIRELESS SERVICES LLC	10/15/2025	8682	CELLULAR SERVICE	Accounts	\$1,352.70
VERIZON WIRELESS SERVICES LLC	10/15/2025	8682	cellular services	Accounts	\$1,012.56
VERIZON WIRELESS SERVICES LLC	10/15/2025	8682	CELLULAR TELEPHONE SERVICES	Accounts	\$277.40
VIRGELINA SIERRA-RIOS	10/15/2025		KEARNEY TRAINING	Accounts	\$54.08
VIRGELINA SIERRA-RIOS	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$1,181.60
VISION SERVICE PLAN	10/15/2025	8700	Vision Insurance - 125	Payroll Liability	\$1,028.66
VISION SERVICE PLAN	10/15/2025	8700	Vision Insurance-Deduction	Payroll Liability	\$245.70
VOLKMAN PLUMBING AND HEATING	10/15/2025	8683	HVAC LABOR/MILEAGE	Accounts	\$504.00
WASTE CONNECTIONS OF NE	10/15/2025	8684	TRASH SERVICES CENTRAL OFFICE	Accounts	\$127.50
WASTE CONNECTIONS OF NE	10/15/2025	8684	TRASH SERVICES TOWER SCHOOL	Accounts	\$171.00
WAYNE HERALD	10/15/2025	8685	LEGAL NOTIFICATION	Accounts	\$175.00
WAYNE HERALD	10/15/2025	8685	MONTHLY BILLING MEETING NOTICE	Accounts	\$209.00

WAYNE PUBLIC SCHOOLS	10/15/2025	8686	MILEAGE FOR SIMS	Accounts	\$120.00
WAYNE PUBLIC SCHOOLS	10/15/2025	8686	TOWER SCHOOL LUNCHES	Accounts	\$693.40
WAYNE PUBLIC SCHOOLS	10/15/2025	8703	SEPTEMBER TOWER LUNCHES	Accounts	\$1,099.40
WAYNE STATE COLLEGE LIBRARY	10/15/2025	8687	TLT LAMINATING	Accounts	\$14.51
WENDY ELLEN SUDBECK	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$63.70
WILLARD COMMUNITY CENTER	10/15/2025	8688	ELG SOCIAL EMOTIONAL REIMBURSEMENT	Accounts	\$15.00
WILLIAM J DAVID	10/15/2025		MILEAGE REIMBURSEMENT	Accounts	\$900.20
Woodriver Energy, LLC	10/15/2025	8689	natural gas billing	Accounts	\$209.50
WPS PUBLISHING	10/15/2025	8690	SPM-2 PRESCHOOL KIT SPM-CHILD SCHOOL PRINT FORM KIT	Accounts Payable	\$546.60
<b>Sub Total</b>					<b>\$1,372,172.30</b>

**EDUCATION ASSISTANCE  
ADMINISTRATIVE POLICY**

**Board Approved 10-13-09  
Revised 3-9-11; Revised 6-14-16; Revised 9-15-20**

Employee who has obtained a BA or BS with a Speech/Language Major will be eligible for the ESU #1 Education Assistance Program as outlined below.

Eligibility requirements:

- Eligible coursework must be within the ESU #1 employment contract period.
- Must be a full-time employee of ESU #1.
- Possess Nebraska certification with required endorsement.
- Enrolled in accredited graduate program.
- Provide ESU #1 with a complete program summary.
- Follow the guidelines for receiving approval of coursework as outlined in the Master Agreement.
- Once enrolled, the Graduate program must be completed within a four-year period unless ESU #1 Administrator grants additional time for completion.

Reimbursement Criteria:

- Maximum reimbursement of ~~\$500~~ \$850 per credit hour.
- Reimbursement will be made only after proof of satisfactory completion of the course and a copy of the billing statement is received by ESU #1.
- Subject to IRS guidelines.

Employee who has obtained a BA or BS in an unrelated major and pursues a MA degree in Speech/Language Pathology will not receive tuition reimbursement for any coursework required prior to entrance in a MA Speech/Language program.

Employee who has obtained a MA or MS in an unrelated education major and pursues a MA degree in Speech/Language Pathology will not receive tuition reimbursement for any coursework required prior to entrance into a MA Speech/Language program.

The revised guidelines are effective ~~January 1, 2021~~ for the fall 2025 semester and continue until the policy is revised or discontinued.

- + Online Classes
- + Off-campus Classes
- + College of Education Online

- [Speech and Language Pathology Online](#)

**Speech and Language Pathology Online Graduate Tuition and Fee Information**

Speech and Language Pathology Online Tuition Nebraska Resident	\$842.00 per Credit Hour
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Speech and Language Pathology Online Graduate Tuition Non-Resident	\$842.00 per Credit Hour
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**Fees**

Distance Education Fee	\$35.00 per Credit Hour
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Library Fee	\$8.25 per Credit Hour
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Student Records Fee	\$4.00 per Semester
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Technology Fee	\$15.00 per Credit Hour
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***Additional Course (lab) Fees may apply.***



# Annual Report

## 2024-25

211 Tenth Street  
Wakefield, NE 68784  
Phone: (402) 287-2061  
Fax: (402) 287-2065  
[www.esu1.org](http://www.esu1.org)



Bill Heimann

## A Note from the Administrator

### This annual report serves the following purposes:

- to provide an overview of the services offered by Educational Service Unit #1;
- to meet legal requirements as set forth by state statute; and
- to provide information about ESU #1 activities to area schools, our board of directors and the public.

ESU #1 provides assistance to local school districts through core services, which include staff development, technology and media services. We provide the educational programming and services necessary for area school districts to reach their goals of improving student learning and enhancing the capacity and skills of their staff. We respond to the requests of the 23 public K-12 school districts in ESU #1, and our highly qualified staff partner with them to deliver services efficiently and effectively.

In addition, contracted special educational services are provided to schools, as well as grant activities and cooperative purchasing programs. ESU #1's Tower School is a Level III program for students. Tower staff also conduct outreach for schools to support student needs. The Title I-C Education Program and Early Learning Connection are located at ESU #1 and serve an area covering multiple ESUs to give support to schools, students and their families.

Nebraska Department of Education (NDE) Rule 84 establishes a level of performance for ESU accreditation. We provide financial support for projects on behalf of all public schools, such as internet filtering, ACT preparation through OnToCollege, instructional leadership training, AIMSweb, board policy, legal updates and much more!

On behalf of the ESU #1 Board of Directors, I am pleased to present this annual report that highlights the efforts of our staff in assisting area schools to make a difference in the lives of both students and educators. Should you have any questions, please do not hesitate to contact me.

*Bill Heimann*

**Bill Heimann**, ESU #1 Administrator

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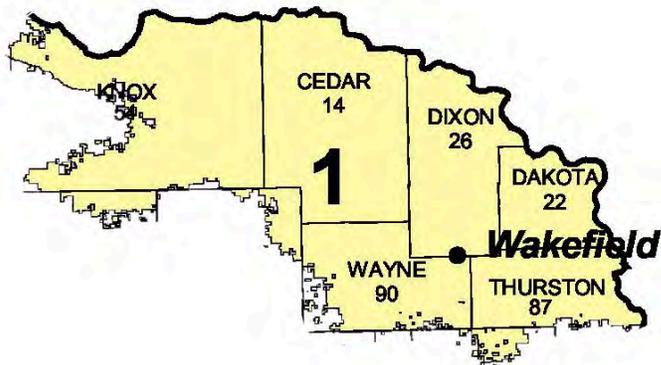
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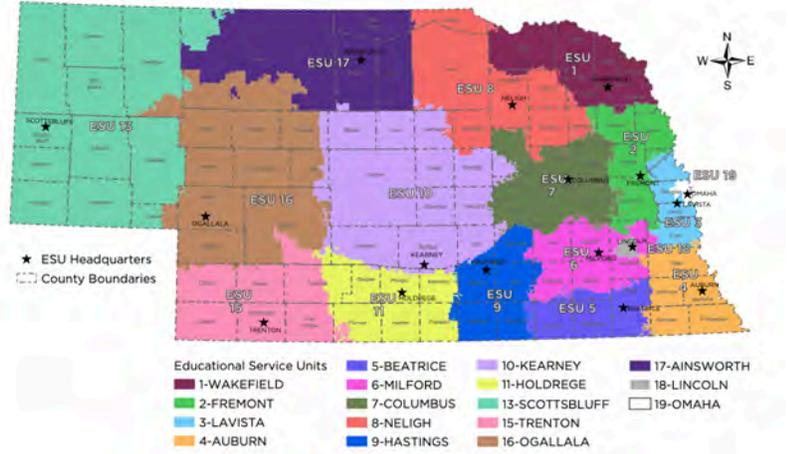
# Board of Directors

ESU #1 Board of Directors members are elected to four-year terms, one representative from each of the 9 election districts.

The board meets in regular session on the second Tuesday of each month at the Central Office in Wakefield.

Board members during the 2024-25 school year were:

- Josiah Boneschans, Secretary (District 1)
- Amy Brand (District 2)
- Jim Gunsolley (District 3)
- Bob Hayes (District 4)
- Susan Strahm, Vice President (District 5)
- Jean Dorcey (District 6)
- Dr. Kim Snyder (District 7)
- Adrian (AJ) Johnson, President (District 8)
- Tabitha Gilsdorf (District 9)



# Advisory Council

ESU #1 is accredited by the Nebraska Department of Education and is assisted by an advisory council composed of area superintendents, one each from the six counties we serve, representing both large and small school districts.

The council reviews, recommends and supports the services offered by ESU #1. Advisory council members during the 2024-25 school year were:

- Mark Lenihan (Wayne Co.)
- Josh Weber (Knox Co.)
- Mike Pattee (Dixon Co.)
- Rony Ortega (Dakota Co.)
- Paul Hans (Cedar Co.)
- Stacie Hardy (Thurston Co.)

# About ESU #1

Educational Service Unit #1 provides services to the local school districts in Cedar, Dakota, Dixon, Knox, Thurston and Wayne counties in northeast Nebraska. ESU #1 is one of 17 Educational Service Units statewide.

The service units were created by the state Legislature in 1965 and later placed under the jurisdiction of the Nebraska Department of Education.

Historically, the purpose of the ESUs has been to provide services that individual school districts can't economically or efficiently provide for themselves. As school districts identified new needs, the diversity of services offered by the ESUs evolved.

ESU #1 is headquartered in Wakefield and provides a variety of special education, staff development, technology and media services to the 23 school districts in its six-county area. ESU #1 also operates the Level III program at the Tower School in Wayne.

The ESU #1 service area covers 2,926 square miles and includes 12,823 students and 1,342 teachers. Moreover, the ESU #1 service area includes three Native American reservations: the Santee, Winnebago and Omaha.



# Budget

Each ESU is financed through a combination of property tax funds, state funds and service contracts with individual school districts.

Because the ESU #1 service area includes several counties, the modest contribution by taxpayers provides a base from which the unit functions.

## Budgeted Revenue

- **General Fund/Carryover**  
\$5,000,000

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- **Local Receipts**  
\$10,531,118

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- **Property Tax**  
\$2,196,460

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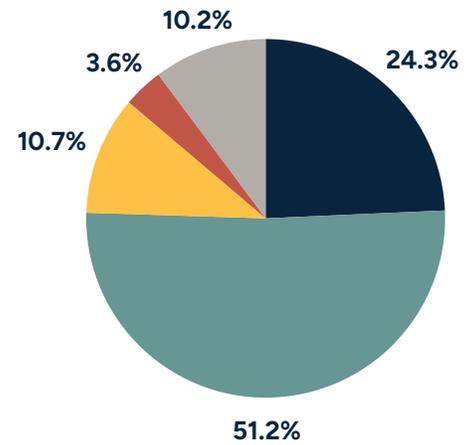
- **State Receipts**  
\$729,652

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- **Federal Funds**  
\$2,092,435

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- TOTAL: \$20,549,665**



## Budgeted Expenditures

- **Local**  
\$15,107,473

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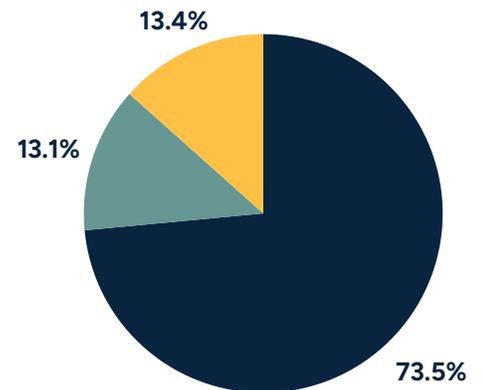
- **State/Federal**  
\$2,692,192

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- **Cash Reserve**  
\$2,750,000

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- TOTAL: \$20,549,665**





**“Every student can learn,  
just not on the same day  
or in the same way.”**

**—GEORGE EVANS**

## **Tower School Level III Program**

Tower School in Wayne, Nebraska, was built during the fiscal year of 1992-93 and provides contracted services to school districts in an alternative setting and on an outreach basis. The Tower School program consists of two specialized classrooms with students placed in classrooms based on individual needs.

The services Tower School provides focus on applied behavior analysis, social skills, functional skills, daily living skills, job skills and transition skills and ultimately prepares students to be contributing members of society and experience success in a variety of settings.

During the 2024-25 school year, four certified teachers, along with other itinerant service providers and paraeducators, served a total of 29 students from 13 area school districts in-person at Tower School. In addition, Tower School staff provided outreach supports and services to 48 students from 12 area school districts.



## Title I Part C Education Program

The ESU #1 Title I Part C Education Program (Title I-C) works to ensure that migrant children fully benefit from the same free public education provided to other children. To achieve this, Title I-C provides supplemental educational and support services to help reduce disruptions to learning and other concerns that result from repeated moves and/or the migratory lifestyle.



Our focus areas are school readiness, math and English language arts instruction, and graduation or services to out-of-school youth. In addition to providing educational and support services, Title I-C sponsors family literacy services for migrant children and their families through Family Engagement Meetings. During the most recent reporting year, our team achieved a number of successes for our program and the students we serve:

- Child count was 537 as of 5/22/2025.
- We delivered 49 instructional services.
- We delivered 399 support services.
- We served 405 students during the year.

Services provided to our students included, but were not limited to, assistance with obtaining health services; translation and interpretation services; in-home instruction to pre-K students, school-aged students and out-of-school youth; purchase and supply of learning materials; purchase of clothing; parent training related to math and reading at home; and referral services from agencies and organizations all over northeast Nebraska.



# Early Learning Connection Professional Development System Grant

## Northern Early Learning Connection Partnership

Nebraska's Early Learning Connection (ELC) is an integrated system of early childhood professional development. Its mission is to build an effective, coordinated system for preparing, supporting, and recognizing the early childhood care and education workforce in order to provide high quality programs for Nebraska's young children and their families. It was designed to support the career and professional development of all Nebraska early childhood educators who provide care and education programming and services for young children birth through age eight.

The Northern Region ELC supports three Education Service Units (ESU #1, ESU #8, ESU #17), four Planning Region Teams, (1, 8, 17, 29) and 16 counties which include: Antelope, Brown, Boyd, Cedar, Cherry, Dakota, Dixon, Holt, Keya Paha, Knox, Madison, Pierce, Rock, Stanton, Thurston and Wayne.

According to the Nebraska Early Childhood Record System, there were 1,347 participants who attended 127 events in the Northern Region from July 2024 to March 2025. The Northern Region events were attended by participants from 85 counties across the state. Our web presence, including the ELC Facebook page and a monthly newsletter, impacts approximately 1,200 early childhood professionals in the Northern region. The Early Childhood monthly newsletter distributed by the ELC reaches 842 early childhood professionals.



## Early Childhood Coach Consultation

The ESU #1 Early Learning Connection Coach Consultant works collaboratively within ESUs 1, 7 and 8 to ensure an equitable comprehensive array of support that is responsive to the needs of coaches who serve early childhood educators and parents caring for children (birth through age 8) within family childcare homes, centers and preschool programs. Services provided include one-on-one coaching sessions, small group coaching sessions and large group coach cadres meetings.

During the 2024-25 school year, the coach consultant provided 43 one-on-one coaching sessions, 30 small group coaching sessions, three large group coach cadre meetings, one coaches retreat featuring Dr. Lori Desautels, and a book study series on *The Anxious Generation* by Jonathan Haidt. As a result of the needs assessment, a new way of learning and collaborating was developed using a shared Google Doc created to serve as a collaborative space for Northern Region coaches to share questions, resources, and offer support to one another. In collaboration with consultants statewide, coaches were also offered After Hour Cadre meetings, Coaching for Equity sessions featuring Dr. Ferial Pearson, Coach Competency training, Coaching to Success, and Communities of Practice.

## Birth to Five Professional Development Specialist

Kary Pfeil, Birth to Five Professional Development Specialist, provides targeted support to school districts and early childhood community programs with the goal of strengthening instructional quality, developmentally appropriate practices, and successful transitions for young children from birth to age five.

Through ongoing professional development and individualized coaching, support has been offered in the areas of effective teaching practices, curriculum implementation, formative and observational assessment, and the integration of Pyramid Model strategies. In addition, Kary supports the New Teacher Cadre training facilitated by ESU #1.

As of May 2025, services have been extended to 18 districts and programs, reaching a diverse group of professionals including administrators, teachers, paraprofessionals, service providers, childcare providers, and directors. A total of 180 participants have engaged in trainings or received direct support. These services have been delivered through professional development sessions, coaching, leadership and informational meetings, and classroom observations, contributing to high-quality early childhood education across the region. These supports were offered through professional development opportunities, coaching, leadership meetings, informational meetings, and classroom observations.

## Early Childhood MTSS Facilitation

Throughout the 2024-25 school year, Mattaya Addison, ESU 1's Early Childhood MTSS Implementation Facilitator, supported systems-level leadership teams across ESUs 1, 7, and 8, working with six early childhood programs in ESU #1 — two more than the previous year. Her work focused on building awareness and supporting implementation of the Pyramid Model Framework.

She provided data-driven consultation, facilitated leadership meetings, and developed training materials to promote consistent, scalable implementation. Collaboration with regional and state MTSS teams further strengthened alignment and expanded engagement across districts and communities.



# Core Services

ESU #1 core services includes the Professional Services Team. The team collaborates to provide integrated support for partner districts and includes Teaching and Learning, Technology, Communications and Media. Core services provide the following:

- Instructional training for administrators and teachers to ensure student learning and success;
- Technology training and support for districts, administrators and teachers; and the provision of ancillary resources through the media center.



## Teaching and Learning Team

The Teaching and Learning Team makes concerted efforts to assist districts at ESU #1, in local school buildings and virtually. They've hosted more than 5,153 total participants, including teachers and administrators, through more than 275 virtual and/or district on-site training events during the 2024-25 school year.

- **NSCAS Growth (Nebraska Student Centered Assessment System)** — As Nebraska utilizes the NSCAS Growth Assessment Model, which combines NWEA MAP Growth (Northwest Evaluation Association Measures of Academic Progress) and Nebraska's Statewide Summative Assessments, the ESU #1 Teaching and Learning Team provides support to area schools. Support includes assisting schools in reading and analyzing reports, providing schools with considerations on using reports for instructional planning and participating in training in order to meet the needs of area schools.
- **ESU #1 Instructional Leadership Series** — Dr. Phil Warrick facilitated a two-day Principal Leadership Training on May 30-31, 2024. In the 2024-25 school year, ESU #1 provided leadership training and support via the Leadership Cadre. In addition, Principal Zoom Groups, consisting of small groups of administrators, met monthly for focused conversation supporting instructional leadership.
- **OnToCollege (John Baylor)** — ESU #1-area districts participated in OnToCollege during 2024-25. OnToCollege is an online resource that prepares juniors and seniors for the ACT Test. All participating districts have access to instructional videos, quizzes, sample tests, test-taking strategies and individual and aggregate results data.
- **New Teacher Cadre** — 39 brand new teachers to the profession participated in professional learning and development that supported their growth as first-year teachers. Topics included classroom management, establishing procedures and routines, using technology to strengthen instruction and improve efficiency, self-care, understanding the phases of the school year, and developing a plan to support their learning and growth.
- **Strategies for Successful Teaching** — The ESU #1 Teaching and Learning team has embarked on the development of a new system of support for educators that focuses on effective management of the classroom, planning for instruction for all students, and focusing on assessment for all students. The vision of Strategies for Successful Teaching is to model and provide instructional support to increase educator effectiveness and student achievement.

## Technology infrastructure

The Technology Department has been instrumental in strengthening our schools' technology and infrastructure. We've streamlined the management of district firewalls, filtering, and other security tools, making them more efficient and secure. We've also expanded our support services to all ESU #1 districts, helping them improve and strengthen their own technology infrastructure.

Collaboration is a cornerstone of ESU #1, and the Technology Department is no exception. During the 2024-25 school year, we hosted six LAN manager meetings. These meetings are crucial for fostering communication and planning between area districts, allowing them to tackle new technologies and emerging security threats together.

Our commitment to supporting schools extends to E-Rate needs. This year, we helped schools secure significant savings, totaling more than \$414,000 in funding requests.



## Instructional materials

ESU #1 provides a variety of instructional materials to school districts in Cedar, Dakota, Dixon, Knox, Thurston and Wayne counties. As a participant in IMat (a subgroup of Nebraska's Teaching & Learning with Technology affiliate group), ESU #1 secures digital rights to instructional video titles and services to benefit students. Other services include access to online content such as World Book Online.

## Media center

The ESU #1 Media Center provides instructional assistance for schools in northeast Nebraska by supplying professional development resource materials, programs and inventory distribution for assistive technology and special education department inventory and equipment, as well as Real Care Baby checkout to area districts. The Media Center also fills individual orders of binding and laminating for administrators, teachers and staff at schools in the ESU #1 service area.



# Special Education Services

ESU #1 Special Education staff are committed to meeting the diverse needs of the families, students and schools in our service area. Our expert service is focused on increasing student achievement through collaborative problem solving and relationship building. It is a privilege to serve the districts and families in the ESU #1 service area.

## Audiology

The ESU #1 Audiology Department, consisting of one full-time certified/licensed audiologist and assisted by the speech/language pathologists, serves children with audiological screening, testing and follow-ups in their homes, schools and in a soundproof testing suite at the Wakefield office.

More than 13,000 screenings and follow-up tests were completed during the 2024-25 school year.

## Deaf education

The ESU #1 Deaf Education Program provides direct and consultative services to students from birth to 21 years of age who have a verified hearing loss. The program offers in-services to staff; provides input at Individual Education Program (IEP), Multi-disciplinary Team (MDT) and Student Assistance Team (SAT) meetings; assists schools with equipment needs for students; and advocates for families and children who have a hearing loss.

During the 2024-25 school year, the ESU #1 Deaf Education Program consulted on and served over 35 children.

## Visual/orientation & mobility services

The ESU #1 Vision Program provides individualized learning environments, working to meet the unique needs of students with verified visual impairments.

Services provided include direct teaching in the areas of the Expanded Core Curriculum for students who are blind or visually impaired, including compensatory access skills, braille instruction, orientation and mobility, social interaction, independent living skills, recreation and leisure skills, sensory efficiency, career education, assistive technology and self-determination. Consultation, material preparation/adaptation, braille and large print textbook sourcing, functional vision assessments and orientation and mobility evaluations were also provided.

During the 2024-25 school year, two teachers of the visually impaired provided direct or consultative vision services and evaluated 43 students in 16 different school districts in ESU #1. Orientation & mobility services were provided to 3 students in 2 districts within the ESU #1 service area, as well as to 4 students from ESU #8.



“Life is a succession of lessons which must be lived to be understood.”

—HELEN KELLER

## Transition

The ESU #1 Transition Program supports students with disabilities (ages 14+) as they prepare for life after high school. This year, students engaged in services focused on career exploration, postsecondary planning, mock interviews, and agency connections.

A key highlight was a three-day Summer Transition Camp at Wayne State College, hosted with Nebraska VR. Eighteen students participated in hands-on activities like budgeting and job exploration. Over \$37,000 in grant funding supported expanded programming.

Other events included a Transition Workshop (77% district participation) and an Indicator 13 Workday (71% participation). One district team also completed the 12-week Transition Coalition Self-Study.

The program continues to foster strong partnerships to support student success in education, employment, and independent living.

## Physical and occupational therapy

Three physical therapists and eight occupational therapists served more than 650 school-aged students and completed dozens of evaluations during the 2024-25 school year.

Through consultations with students and their families, as well as school personnel, therapists work to enhance learning and participation, achieve physical milestones and to foster independence.



**“Education is the most powerful weapon which you can use to change the world.”**

**—NELSON MANDELA**

**“Education breeds confidence.  
Confidence breeds hope. Hope breeds peace.”**

**—CONFUCIUS**



## School psychology

The ESU #1 School Psychology Program provides services in consultation, assessment and intervention to assist educators, parents and other professionals in understanding the learning, social-emotional and behavioral needs of students, and in identifying effective strategies to help children be successful learners.

During the 2024-25 school year, ESU #1 school psychologists conducted nearly 500 academic and behavioral evaluations, provided individual and group counseling sessions to over 100 children and adolescents, completed over 50 behavioral intervention plans and/or functional behavioral assessments and collected data on over 3,500 students in the area of reading fluency, reading comprehension and math to help guide instructional decisions and changes.

ESU #1 psychologists continue to implement and encourage the Multi-Tiered Systems of Support (MTSS) and the development of mental health supports.

## Speech/language

The ESU #1 Speech and Language Department consists of 25 speech and language pathologists (SLPs). The department focuses on a team approach, working together to provide assessment and intervention services to students from birth to 21 years of age.

The SLPs serve students in areas that adversely affect student’s education, such as articulation, language, phonology, apraxia, voice, fluency, literacy readiness, hearing, social skills, autism and other disorders.

Assisted by the audiologist, they also participate in providing hearing screenings to all students in ESU #1 districts. They work as a team with local school districts in providing direct and consultative services, as well as advocate for families and children with speech, language and hearing disorders.

During the 2024-25 school year, the ESU #1 SLPs served more than 1,200 children.





## Early Childhood (ECSE) and Early Development Network (EDN)

The Early Childhood Special Education Program (ECSE) provides services to children with disabilities from birth through age 5 using a Primary Service Provider (PSP) approach.

Families receive support from one of four geographically based teams that minimally consist of an early childhood special education teacher, occupational therapist, physical therapist, services coordinator and a speech language pathologist. In addition, the teams have access to a vision consultant, deaf educator, audiologist and school psychologist as needed. One team member is selected as a primary provider to work closely with each family while receiving support from an entire team of experts.

Together, the child's parents and the PSP develop child and family outcomes and goals. The PSP uses evidence-based intervention practices to work toward achieving those outcomes and goals. This approach focuses on relationships with families, building the capacity of the child's parents, caregivers, and/or preschool teachers and increasing opportunities for growth within the context of everyday routines and activities.

The Early Development Network (EDN) provides services and supports specifically for children birth to age 3 and their families. The goal of the EDN is to provide coordinated services for families as conveniently as possible. EDN Services Coordinators are instrumental in working with agencies in the community that provide services to make sure the child and family get the help they need.

During the 2024-25 school year, ECSE/EDN served more than 350 children by providing evaluations, consultations and/or direct services. ECSE and EDN also assisted with early childhood screenings, kindergarten roundups, teacher trainings and pre-service presentations at local colleges, community nights, school registration nights and pre-natal/post-natal health fairs.

# Special Education Teams

## Improving Learning for Children with Disabilities (ILCD)

According to 92 NAC 51 004.13, all districts must participate in an ongoing review of their special education programs using the Improving Learning for Children with Disabilities (ILCD) process. This process involves analyzing data, identifying a focus area for improvement, developing a Targeted Improvement Plan (TIP) and implementing the TIP. This matches the general education school accreditation process to emphasize the importance of ILCD being a part of — not separate from — overall school improvement. ESU #1 takes a collaborative approach to supporting district teams in every stage of the TIP process to ultimately have a positive impact on outcomes for students with disabilities.

### Assistive Technology Team

The goal of the ESU #1 Assistive Technology Team is to provide assistance to districts in the determination of a student's need for assistive technology.

During the 2024-25 school year, team members provided services that included assistive technology consultations within individual districts they serve and short-term equipment loans.

### Usher Syndrome Team

Usher syndrome is an inherited condition that affects both hearing and vision. Currently, there is no cure, which makes early identification paramount in providing appropriate educational programs.

The main purpose of the team is to screen those children and youths who are hearing impaired and who fit the profile for Usher's for visual acuity difficulties.

## Autism Spectrum Disorder (ASD) Team

Autism is a behaviorally defined disorder that is generally recognized by disturbances in communication, social interaction and perceptual organization or patterns of behavior. Diagnosed individuals may exhibit a variety of symptoms, ranging from mild to severe, and may display a wide range of skills and deficits. To date, the prevalence of autism has risen to 1 in 36 children.

The ASD team is composed of the region's ASD coordinator, school psychologists, speech and language pathologists, occupational therapists, early childhood specialists and special education teachers. The ASD team has focused their efforts on expanding the number of team members. The team is working toward having representation at every school district within ESU #1.

The ESU #1 ADOS team administered the ADOS-2 assessment three times this year, all of which occurred in the South Sioux City school district.

The ASD team regularly convened regarding information of state updates and professional development. ASD team members continued to provide supports (i.e., evaluation and programming) to ESU #1 schools for those students who were demonstrating characteristics of autism.

## Implementing an early intervention approach

ESU #1 provides early intervention and special education services according to what research indicates as best practice for children birth through age 5. Specifically, ESU #1:

- collaborates with area school districts to ensure that children who are eligible for early intervention services or children with disabilities and in need of special education and related services are identified and located;
- connects with families to share information about available services/resources and initiates relationships with families;
- seeks to understand child and family priorities by conducting an assessment called the Routines Based Interview (RBI);
- evaluates children's needs to determine eligibility for Early Intervention (age 0-2) or Special Education (age 3-5) services;
- develops and implements Individual Family Service Plans (IFSPs) and Individualized Education Programs (IEPs) focused on child and family outcomes/goals;
- gives all eligible children and families a primary point of contact for support while also providing access to all disciplines utilizing a Primary Service Provider (PSP) approach to teaming;
- builds capacity of the adults interacting with the child most frequently by using coaching as the primary style of interaction; and
- provides evidence-based intervention, supports and services in natural learning environments (those places where children and their families live, learn, play and interact) to positively impact child growth, development and progress toward outcomes/goals.

ESU #1's approach to early intervention aligns with the Nebraska Department of Education's plan to address the federal initiative, Results Driven Accountability (RDA). The goal of RDA is to improve educational results, functional outcomes and overall demonstration of growth over time for all infants and toddlers with disabilities.

## Agency Improvement Process

### Our mission: Providing innovation, leadership and service

Our Professional Services Team (PST) and LEaD as 1 team (Lead, Explore, and Develop as 1) meet monthly to facilitate the agency improvement process and activities for ESU #1. The teams consist of administration, teaching and learning specialists, special education department coordinators, Title I-C education and technology personnel. These teams provide guidance, leadership and facilitation to keep continuous improvement activities moving forward.

During the monthly meetings, the teams review ESU, district and other stakeholder data, organize and plan all-staff days, and participate in annual data-retreat activities.

All ESU #1 employees support the continuous improvement process through department goal-setting, participation in all-staff days and data-retreat activities.

Our vision — *ESU #1 will model excellence by helping schools increase educators' effectiveness and student learning as a result of expert services* — and our mission — *Providing innovation, leadership and service* — guide our agency improvement efforts and keep our focus on the needs of our partner districts.



**ESUCC Cooperative Purchasing  
Sales & Savings By Member  
ESU # 01**

	<u>Member Name</u>	<u>City</u>	<u>Member Cost</u>	<u>Savings</u>
26-0070	Allen Consolidated Schools	Allen	61,690.09	19,774.79
54-0586	Bloomfield Community Schools	Bloomfield	21,904.07	7,759.16
14-0702	Cedar Catholic High School	Hartington	15,798.52	6,388.64
54-0013	Creighton Community Public Schools	Creighton	20,207.33	8,892.33
54-0096	Crofton Community Schools	Crofton	9,655.21	4,618.48
14-0704	East and West Catholic Elementary School	Hartington	1,247.25	365.07
00-0001	Educational Service Unit 01	Wakefield	32,173.44	10,983.91
26-0561	Emerson-Hubbard Community School	Emerson	53,705.58	18,191.51
14-0008	Hartington-Newcastle Public Schools	Hartington	74,020.70	25,421.71
14-0701	Holy Trinity Elementary School	Hartington	57,787.05	14,794.34
22-0031	Homer Community Schools	Homer	20,191.66	5,318.22
54-0505	Isanti Community Schools	Niobrara	2,293.60	2,760.43
14-0054	Laurel-Concord-Coleridge School	Laurel	215,240.23	63,048.01
54-0501	Niobrara Public Schools	Niobrara	52,906.90	16,402.17
87-0001	Pender Public Schools	Pender	146,465.67	40,550.50
26-0001	Ponca Public Schools	Ponca	125,417.10	46,438.54
14-0045	Randolph Public Schools	Randolph	40,382.83	12,271.14
22-0011	South Sioux City Community Schools	South Sioux	83,659.75	53,078.71
87-0701	St Augustine Indian Mission School	Winnebago	16,361.05	818.83
54-0701	St Ludger Elementary School	Creighton	2,117.65	1,186.75
90-0702	St Mary's Catholic School	Wayne	4,699.40	866.01
22-0701	St Michael's Catholic School	South Sioux	45,710.57	11,204.42
54-0702	St Rose of Lima School	Crofton	6,466.62	1,481.92
87-0016	Umo Ho Nation Public School	Macy	251,292.15	62,362.38
54-0583	Verdigre Public Schools	Verdigre	17,814.05	7,504.83
90-0560	Wakefield Community Schools	Wakefield	43,555.59	11,573.24
87-0013	Walthill Public Schools	Walthill	201,072.17	38,889.34
54-0576	Wausa Public School	Wausa	58,789.44	16,254.67

For questions or additional information contact Colleen Lentz at [clentz@esucc.org](mailto:clentz@esucc.org)  
Cost savings may vary based on vendor reporting methods.



**ESUCC Cooperative Purchasing  
Sales & Savings By Member  
ESU # 01**

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	<u>Member Name</u>	<u>City</u>	<u>Member Cost</u>	<u>Savings</u>
90-0017	Wayne Community Schools	Wayne	204,103.29	52,872.16
87-0017	Winnebago Public Schools	Winnebago	50,679.05	27,466.51
90-0595	Winside Public Schools	Winside	50,502.20	13,764.87
14-0101	Wynot Public Schools	Wynot	83,171.01	25,553.11
	<b><u>Grand Totals</u></b>		<b><u>\$2,071,081.22</u></b>	<b><u>\$628,856.70</u></b>



2024-25

## Nebraska ESUCC Cooperative Purchasing Sales & Savings By Program

### ESU # 01

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<u>Program</u>	<u>Member Cost</u>	<u>Savings</u>
AEPA	\$238,773.96	\$86,088.33
Annual Buy	\$174,512.49	\$68,652.56
Custodial Buy	\$114,156.04	\$73,604.43
Extended Buy	\$2,703.25	\$717.26
Food Buy	\$1,305,217.30	\$318,406.64
Paper Buy	\$64,424.87	\$11,277.44
Special Buy	\$171,293.31	\$70,110.04
<b><u>Grand Totals</u></b>	<b><u>\$2,071,081.22</u></b>	<b><u>\$628,856.70</u></b>