

**DATE:**

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

**FROM:** Bill Heimann, Administrator

**RE:** Tuesday, March 10, 2026 Board Meeting

There will be a meeting of the ESU #1 Board of Directors, on Tuesday, March 10, 2026, at 5:30 PM in the

Virtual

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 March
  - C.4. Administrator's Monthly Report
    - C.4.a. ESU #1 Annual Survey
    - C.4.b. All Staff Day February 2026 Survey Summary
- D. Public Comment
- E. Property/Liability Insurance
- F. Nebraska Literacy Act
- G. Legislative Update
- H. Personnel\*
  - H.1. Consider, discuss, and take necessary action on employee contracts and personnel changes.
    - H.1.a. Resignation(s)
    - H.1.b. New Hire(s)
    - H.1.c. Contract Change(s)
    - H.1.d. Termination(s)
- I. Adjournment

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

**\*Action Items**

# Nebraska Open Meetings Act

**84-1407. Act, how cited.** Sections 84-1407 to 84-1414 shall be known and may be cited as the Open Meetings Act.

**84-1408. Declaration of intent; meetings open to public.** It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret.

Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

**84-1409. Terms, defined.** For purposes of the Open Meetings Act, unless the context otherwise requires:

- (1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and
- (b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders, and (iii) the Judicial Resources Commission or subcommittees or subgroups of the commission;
- (2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and
- (3) Virtual conferencing means conducting or participating in a meeting electronically or telephonically with interaction among the participants subject to subsection (2) of section 84-1412.

**84-1410. Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.**

(1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as:

- (a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;
- (b) Discussion regarding deployment of security personnel or devices;
- (c) Investigative proceedings regarding allegations of criminal misconduct;
- (d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;
- (e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or
- (f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

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

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

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

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

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

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

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

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

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

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

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

finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- (a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;
- (b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;
- (c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an in-state location to members, the public, or the press, if requested twenty-four hours in advance;
- (d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;
- (e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and
- (f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Revised 06/2025

**ESU #1 Board Meeting  
Tuesday, February 10, 2026**

A meeting of the ESU 01 Board of Directors convened in open and public session on Tuesday, February 10, 2026, at 5:30 PM, at ESU #1. **Present:** Josiah Boneschans, Amy Brand, Jean Dorcey, Tabitha Gilsdorf, Robert Hayes, AJ Johnson, Kimberly Snyder, **Absent:** Jim Gunsolley, Mrs Susan Strahm.

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 Josiah Boneschans, seconded by Jean Dorcey, to excuse the absence of members Jim Gunsolley and Susan Strahm. After discussion and on roll call vote, the Board voted as follows:

**Motion Carried:**

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

C. Consent Agenda\*

Motion by Kimberly Snyder, seconded by Jean Dorcey, to approve all items on the consent agenda as provided (January 13 Minutes, January Financial Reports, February bills of \$1,186,189.30 and the Administrator's Report). After discussion and on roll call vote, the Board voted as follows:

**Motion Carried:**

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

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 February

C.4. Administrator's Monthly Report

C.4.a. ESU #1 All-Staff Day

Administrator Heimann shared that at All Staff Day, guest speaker Julie Burney highlighted the importance of helping others and resilience, and Kristine Kleve was honored as Employee of the Year.

C.4.b. ESU #1 Quarterly Superintendent and Principal Meeting

Quarterly Principal and Superintendent Meetings on January 20-21 brought together over 30 principals for NDE updates and learning on best instructional practices and AI.

C.4.c. Teacher Vacancy Report

While unfilled teaching positions in Nebraska declined this year, shortages persist, especially in special education roles like speech language pathologists and school psychologists.

C.4.d. NDE Commissioner Advisory Meeting

At a January 22 meeting at NDE in Lincoln, attendees discussed the NDE Strategic Plan, proposed legislation, and flexibility for federal Title grant funds.

C.4.e. Legislative Update

Administrator Heimann provided a legislative update.

D. Public Comment

E. ESU1 Financial Audit

Motion by Amy Brand, seconded by Robert Hayes, to accept the financial audit as presented for the fiscal year ending August 31, 2025. After discussion and on roll call vote, the Board voted as follows:

**Motion Carried:**

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

For: 7, Against: 0, Absent: 2

F. Board Election Timeline

ESU1 board members in odd-numbered districts have terms expiring at the end of 2026 and must file for re-election before July 15, 2026 to appear on the November 2026 ballot.

G. 2026-27 Compensation for Core Service, Licensed, Specialty and Professional Staff

Motion by Tabitha Gilsdorf, seconded by Jean Dorcey, approve the Core Service, Licensed, Specialty and Professional staff compensation for 2026-27 as presented. After discussion and on roll call vote, the Board voted as follows:

**Motion Carried:**

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

H. Administration Compensation for 2026-27

Motion by Josiah Boneschans, seconded by Amy Brand, to approve the 2026-27 compensation for administrators as presented. After discussion and on roll call vote, the Board voted as follows:

**Motion Carried:**

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

I. Personnel\*

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

I.1.a. Resignation(s)

- Jessica Heller, Special Education Consultant, effective at the end of the 2025-26 contract year.

Motion by Kimberly Snyder, seconded by Robert Hayes, approve the resignation(s) as presented. After discussion and on roll call vote, the Board voted as follows:

**Motion Carried:**

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

I.1.b. New Hire(s)

- Erica Mogensen, Speech-Language Pathologist, effective for the 2026-27 school year.

Motion by Amy Brand, seconded by Jean Dorcey, to approve the new hire(s) as presented. After discussion and on roll call vote, the Board voted as follows:

**Motion Carried:**

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

I.1.c. Contract Change(s)

I.1.d. Termination(s)

J. Adjournment

As there were no additoinal Agenda items, President AJ Johnson adjourned the meeting at 6:06pm.

Brittney Hampl, Recording Secretary

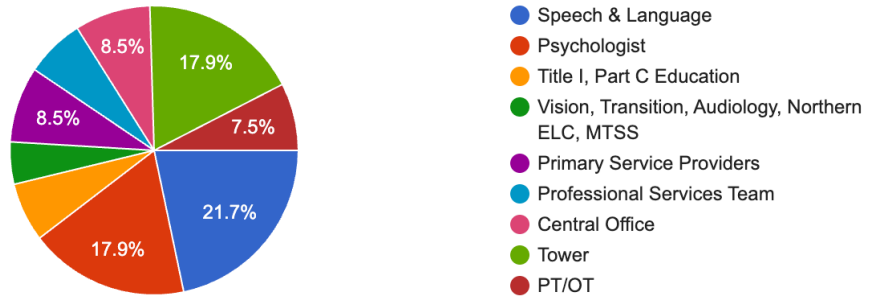
Susan Strahm, Board Secretary

# ESU 1 All-Staff Day Winter 2026 Survey Results

Please identify your department

[Copy chart](#)

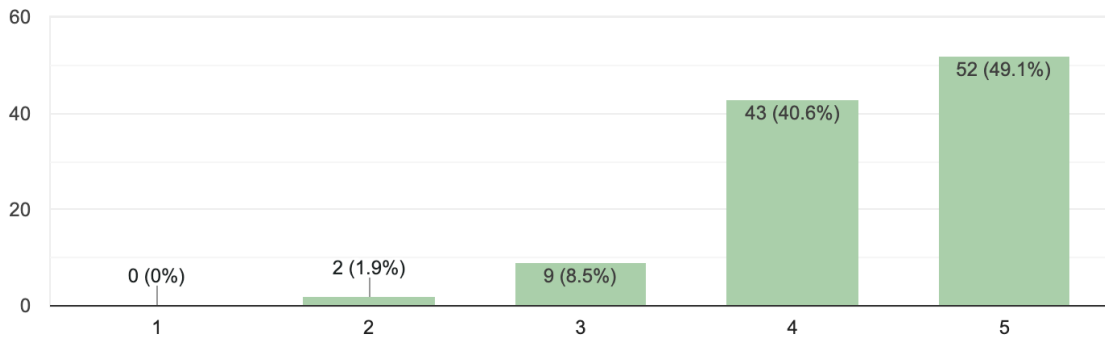
106 responses



Technology Update

[Copy chart](#)

106 responses

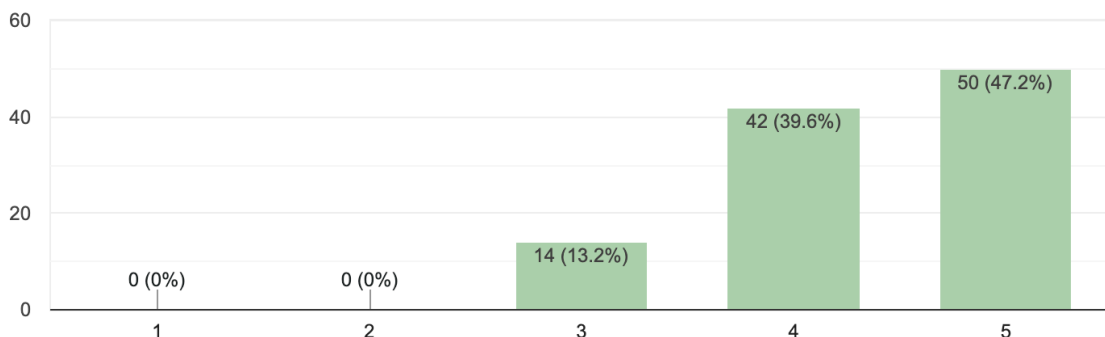


1 = not useful or understandable, 5 = very useful or understandable

Agency Improvement Information

[Copy chart](#)

106 responses

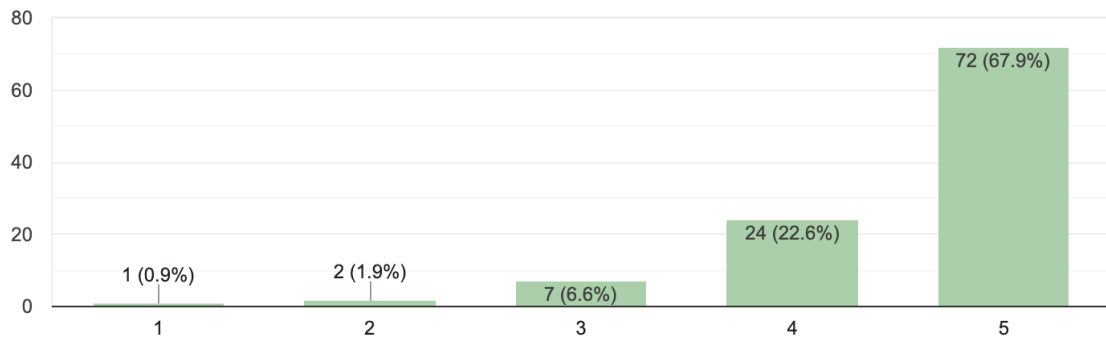


1 = not useful or understandable, 5 = very useful or understandable

### Presentation by Guest Speaker, Juli Burney

 Copy chart

106 responses

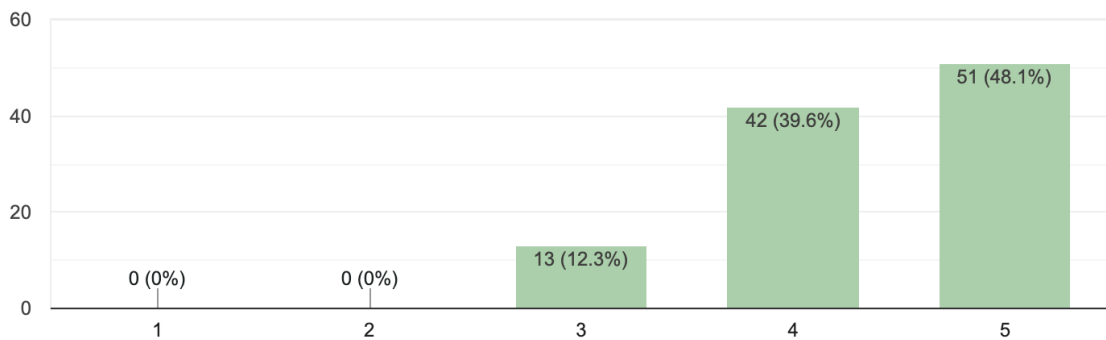


1 = did not interest me, 5 = was fun and engaging

### The Power of One theme & morning activities...

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106 responses

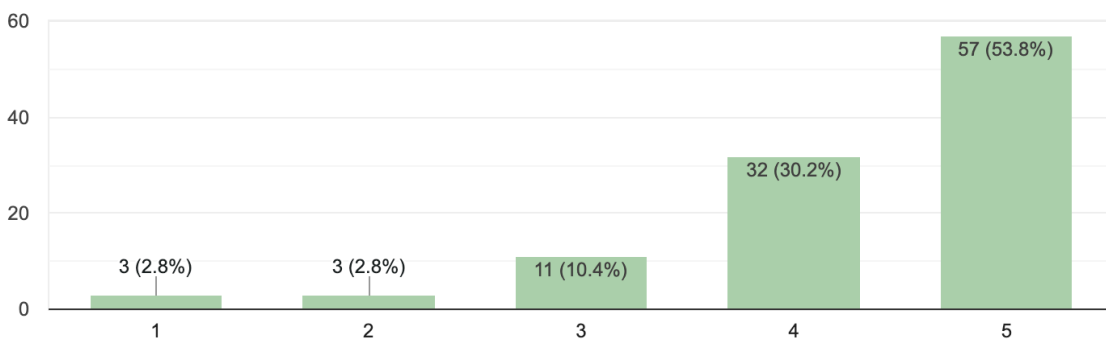


1 = did not see a connection, 5 = made me feel a strong connection to ESU1

### Lunch Menu

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106 responses

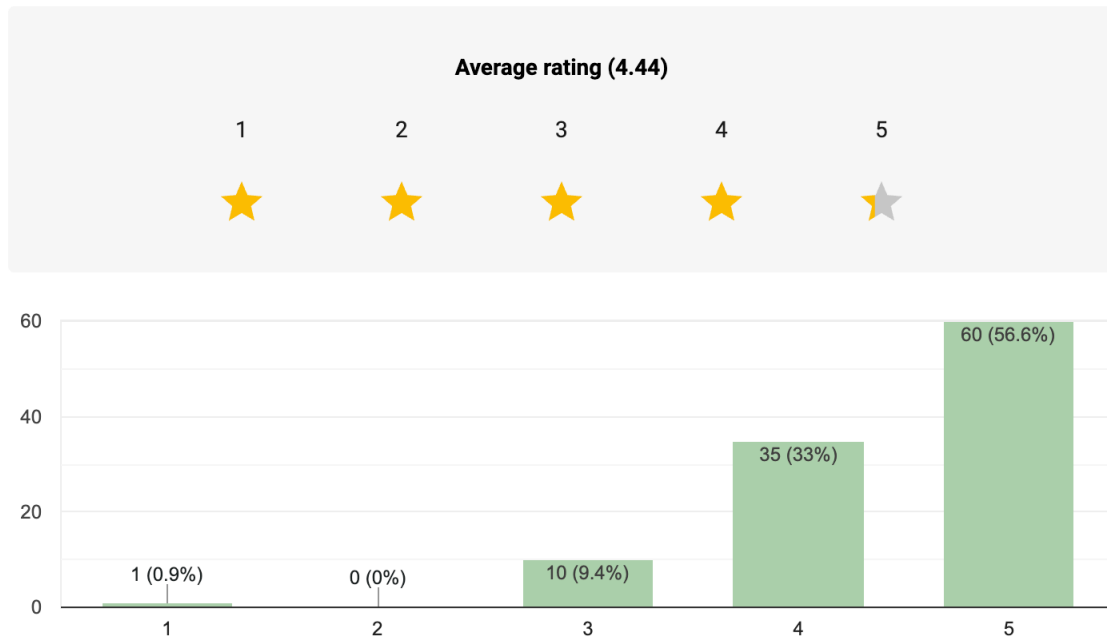


1 = prefer to go to the cafeteria, 5 = food choice was great

Rate your overall level of satisfaction as an ESU1 employee (1 = poor 5 = excellent)

[Copy chart](#)

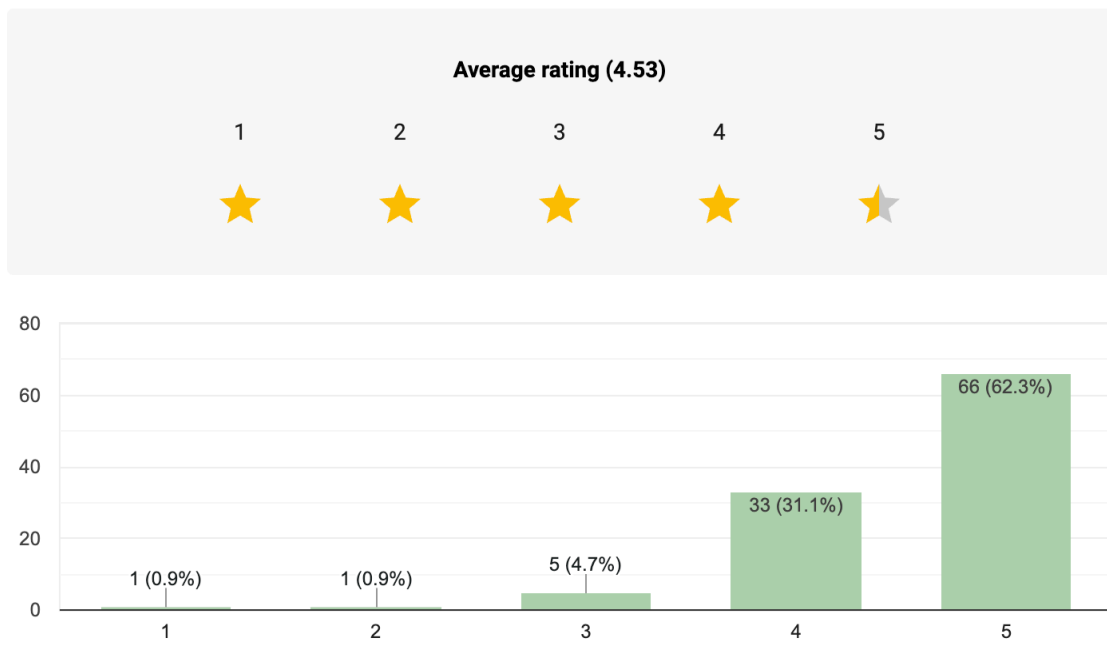
106 responses

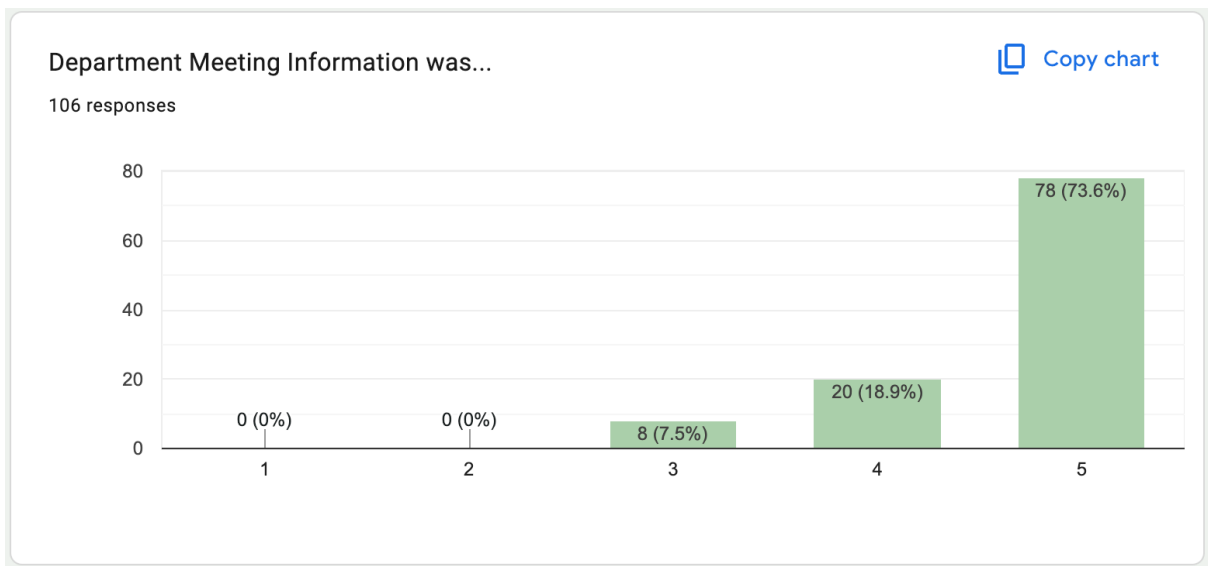


Rate your level of enthusiasm to recommend someone seeking employment at ESU1 (1 = stay away; 5 = great place to be)

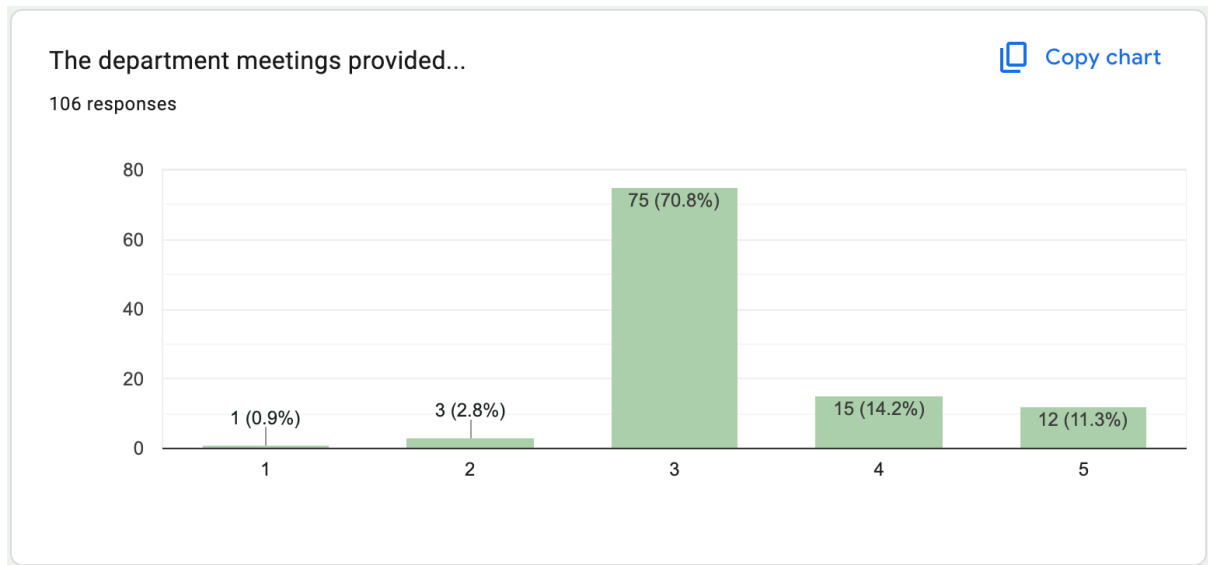
[Copy chart](#)

106 responses





1 = very confusing, 5 = easily understood



1 = not enough time, 5 = too much time

### AI Summary of Comments

**Positive Feedback:** Staff widely appreciated the smooth flow of the day and the opportunity to connect with colleagues across departments. The lunch received many compliments, and the guest speaker, Juli Burney, was praised as engaging, refreshing, and impactful. Presentations such as the IEP checklist and Erin’s “gravel and the ‘1’ ” message were viewed as informative and meaningful. Overall, participants felt valued, supported, and grateful for the thoughtful planning.

**Suggestions for Improvement:** Several comments suggested increasing PSP time and grouping staff by district or service area to support more relevant collaboration.

**Logistics and Comfort:** The 9 a.m. start was strongly appreciated. Some attendees noted that diet soda ran out again and suggested stocking more. While the popcorn snack was fun, the sound of crinkling bags during the presentation was distracting. A few recommended changing seating arrangements for better interaction.

**Technology and Presentations:** Presentations were generally well received, with several highlighted as particularly helpful. Attendees appreciated clear, actionable information and opportunities for discussion. Some requested more targeted professional development options and continued focus on practical, relevant content.

# Quote Option Overview

EDUCATIONAL SERVICE UNIT 1 | 02/18/2026

**Option 001: \$58,750.00**

Quote: 8X55392 - 001

Quote to agt

→ 2025 total  
\$54,549

## BCPR476 — Commercial Property

Premium	\$31,429.00
Deductible Range	3 bldg @ \$5,000
Extension Endorsement	Not Applicable
Unreported Buildings	\$50,000

2025  
\$28,773

## BCPR499 — General Liability

Premium	\$10,763.00
Occurrence Limit	\$1,000,000
Aggregate Limit	\$2,000,000
Damage to Premises	\$500,000
Medical Limit	\$10,000
Extension Endorsement	General Liability Schools Elite Extension

\$10,159

## BCPR505 — Cyber

Premium	\$1,330.00
Cyber Suite Essential Limit	\$250,000.00
Deductible	\$1,330.00

\$1330

## E — BUSINESS AUTO

Premium	\$804
Liability Limit	\$1,000,000
Extension Endorsement	Not Applicable
Unique Forms	Comparison Unavailable

\$804

**F — COMMERCIAL CRIME**

2025  
\$441

Premium	\$441.00
Unique Forms	Comparison Unavailable

**J — COMMERCIAL UMBRELLA**

\$5371

Premium	\$5,553
Liability Limit	\$4,000,000
SIR	\$10,000
Unique Forms	Comparison Unavailable

**K — LINEBACKER**

\$7,671

Premium	\$8,430
Loss Limit	\$1000000
Aggregate Limit	\$1000000
Deductible	\$1,500
Unique Forms	Comparison Unavailable

# WHAT IS YOUR ROLE?

Engaging in advocacy happens all year. When the Legislature inserts itself into the boardroom or the classroom, lawmakers need to hear from YOU! Advocating for LOCAL CONTROL is critical. Here's what you can do.

## STAY INFORMED

Track the legislation that impacts your district; Get updates from NASB's Advocacy Team; Have the data that tells your story (Spending, Student Demographics, School Needs); Attend the Legislative Issues Conference, Area Meetings & State Education Conference

## KNOW THE PROCESS

The 60-Day Session began Wednesday, January 7, and ends April 17. Bill introduction was the first 10 days of the Session. Committee Hearings took place the first 30 days. Priority Bills were identified mid-February

## ENGAGE

Facilitate regular meetings with your representative; Engage in the process; Go on Record! (Come testify, write a letter, send an email); Come to Lincoln for a day at the Capitol; Consider becoming one of NASB's "expert go-to members" in an area where you can engage!

## NASB CAN ASSIST YOU ... JUST ASK!

NASB represents all member Districts & ESUs in Nebraska, and lobbies on YOUR behalf. We are guided by an agenda developed annually by the NASB Legislation Committee initiated with submissions from YOU, then approved by YOU at the Delegate Assembly each November. We are here to help you position yourself as the expert in the education of students you share with your Senator(s). Make sure you are the first call when a bill effecting your shared community is considered. Thanks for sharing your district's story and engaging!



**BOOKMARK & FREQUENT NASB'S BILLS PAGE AT**  
<https://nasb.envisiams.com/legislative-bills>

# Priority Designations

LB 304

**(DeBoer) Eliminate a sunset date for the federal Child Care Subsidy program**



**Sen. DeBoer Priority**

LB 468

(Clements) Change provisions relating to inheritance taxes, change certain fee and tax provisions, and eliminate a sales tax exemption relating to data centers



**Sen. Clements Priority ... Currently on Select File**

*AM being considered which would reduce motor vehicle tax payments to schools, giving it to counties as an offset to the inheritance tax. (LB 714).*

LB 596

**(Sanders) Change requirements for legal publications and notices required by law Government, Military & Veterans Affairs Priority ... Currently on Select File**



*Adds digital publication of notices if publication does not have a print publication. Now includes AM introduced on behalf of NASB and other political subdivisions to change provisions relating to notice requirements for a meeting of a public body under the Open Meetings Act. (LB 1145)*

LB 730

(Kauth) Require schools and state agencies to designate restrooms and locker rooms based on sex and require state agencies to define an individual's sex as either male or female for purposes of rules and regulations, the enforcement of administrative actions, and adjudication of disputes

**Sen. Kauth Priority ... Currently on General File**

LB 803

(Revenue) Change provisions relating to the listing of taxable tangible personal property

**Revenue Committee Priority ... Shell bill for purposes of property tax legislation**





**Likely landing spot for what is currently LB 1219 (See Page 2)**

# Priority Designations

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

- LB 867** (HHS) Change and eliminate provisions relating to programs and services administered by the Department of Health and Human Services  
**Health and Human Services Priority ... Currently on General File**  
Amended to include LB 1013, it shifts students in custody (ages 11–19) from full Rule 10 public school standards to lesser Rule 18 interim requirements, mandates unfunded virtual learning from school districts, and risks transferring some youth to maximum-security adult penal settings. This heightens abuse/trauma risks, undermines rehabilitation, and burdens districts amid proposed special ed cuts. The changes threaten educational quality for vulnerable youth and jeopardize jobs/stability for over 70 teachers, many facing reduction-in-force or forced relocation (e.g., Kearney to Omaha).
- LB 937** (Education) Change provisions relating to option enrollment, reading, dyslexia, reporting, teacher apprenticeships, teacher recruitment and retention, and the College Pathway Program  
**Education Committee Priority ... Likely to be a vehicle for other measures**  
*Annual NDE "clean up" bill. Significant pushback regarding a provision to reduce reporting requirements of districts regarding students with reading difficulty.*

**LB 937 ... LB 1146 - LB 1164 - LB 1224 - LB 1241 - LB 1243**

- LB 966** **(Cavanaugh, M.) Adopt the Hunger-Free Schools Act**  
**Sen. Hunt Priority ... Currently on General File**  

- LB 1034** (Dungan) Prohibit school staff from allowing federal immigration enforcement officers to access schools without a judicial warrant  
**Sen. Juarez Priority ... Currently locked in Committee, looking for a home!**
- LB 1050** **(Murman at the request of the Governor) Amend the Nebraska Reading Improvement Act to limit advancement to grade four**  
**Education Committee Priority**  

- LB 1100** (Sorrentino) Modernize language in a civil procedure statute  
**Sen. Sorrentino Priority**  
  
*Making sure AM 2485 (LB 1097) is not attached which would change language in the political subdivision tort claims statute impacting districts sovereign immunity.*
- LB 1219** **(Brandt) Limit the amount of property taxes that may be levied by a political subdivision**  
**Sen. Hansen Priority ... Currently on General File**  
  
*Limits levy to prior year allowable growth. Allowable growth percentage means a percentage equal to the sum of two percent plus the political subdivision's real growth percentage. Will likely be attached to LB 803, the Revenue Committee's Priority Bill. (See Page 1)*

## Bills In the Education Package (LB 937)

**LB 937 ... LB 1146 - LB 1164 - LB 1224 - LB 1241 - LB 1243**

- LB 1146** (Conrad) Change provisions relating to reports by a school district relating to absences of a child from school  
*Now with provisions related to chronic illness and mental health issues with a doctors note*
- LB 1164** (Lonowski) Adopt the Prior Learning Act  
*Brought by SAT. It would assure AP courses count for college credit.*

# Bills In the Education Package (LB 937)

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

**LB 1224**

(Hunt) Prohibit children from transferring to an exempt school during certain child abuse or neglect investigations and prohibit persons convicted of certain crimes from monitoring or providing instruction at such schools. **Currently on General File ... Amended to include ALL schools**

**LB 1241**

(Murman) Provide requirements relating to applications for employment at a school *Prohibits hiring of employees if suspected of child abuse. May cause more effort on the part of the hiring entity. Does not require the employer to collect the information. Includes a 7-year look back.*

**LB 1243**

**(Murman) Change school board policies and procedures relating to part-time enrollment**

*Eliminates requirement that non-enrolled, resident students participate in a minimum number of 5 credit hours or less to participate in extracurricular activities (not regulated by NSAA).*

## Bills Looking for a Home

**LB 440**

**(Spivey) Adopt the Education Leave and Support Act**

*AM pending which will mandate paid FMLA for first 30 service days, not to be taken out of leave provided. Allows for a budget exception for sub costs. Districts would still have to levy in order to cover the cost.*

**LB 507**

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

*Possible amendment coming*

**LB 575**

**(Hallstrom) Change provisions relating to the Property Tax Request Act and property tax levy limits**

*Changes to the pink postcard meetings to a summer briefing requiring all political subdivisions to attend and present. Could be a part of the Revenue Package (See LB 803 on Page 1). Requires two-third vote of school board to levy more than the amount levied the year before.*

**LB 841**

(Rountree) Change provisions relating to special education services, parental consent, and hearings *Gives parents additional "veto" power over their child's IEP provisions. Some concern about this bill and the impact on federal funding. There will be a fiscal note which will kill the bill. Brought on behalf of the Department of Defense.*

**LB 960**

**(McKinney) Provide a requirement to include nonvoting student members on school boards**

*May be amended on the floor. This should remain a local decision rather than a state mandate. Districts face unique constraints and have developed diverse methods for student engagement, such as involving Student Council, FFA, or National Honor Society members in monthly meetings.*

**LB 1097**

**(Conrad) Adopt the State and Political Subdivisions Sexual Abuse Liability Act**

*Changes language in the political subdivision tort claims statute impacting districts sovereign immunity. Making sure this bill as AM 2485 is not attached to LB 1100. (See Page 2)*


## Other Items

**Agency 23 - A \$7 million dollar appropriation of Department of Labor to be used for scholarship grants to non-public students**

*While there was talk of putting this in a separate bill to be debated on its own, they decided to keep it in the budget, but reduced the amount to **\$3.5 million** with language regarding income needed to qualify. We have to work to get this pulled out of the budget.*

# Other Items

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

- LB 384** (Storer) Require the county assessor and one voting member of the governing bodies of participating political subdivisions to attend joint public hearings under the Property Tax Request Act  
**Approved by the Governor ...** Requires a majority of school board members to attend the "pink post card" meetings if the district is subject to participation. Amended to include just one elected official.
- LB 653** (Murman) Change provisions relating to reimbursement for special education programs, support services, and the enrollment option program, provide reimbursement for certain students under the enrollment option program, and change the authorized uses of the Education Future Fund  
**Approved by the Governor ...** AM adopted to remove mandated option enrollment acceptance. Now mandates acceptance of siblings of option accepted students. Once adopted, NASB removed it's opposition. Amended an exception for violent behavior to the K-2 suspension prohibition.
- LB 824** **Lonowski Change provisions relating to termination of employment under the School Employees Retirement Act and the Class V School Employees Retirement Act**  
 Changes separation period from 180 to 120 days for purposes of separation allowing retired educators to sub earlier. **Currently on Final Reading**
- LB 940** (Murman) Prohibit certain color additives in school meals  
**Currently on Final Reading**

## 2026 NASB Calendar of Events



Legislative Issues Conference - January 25-26 - Lincoln  
 School Board Member Week ... January 25 to 31  
 NASB Board President Retreat - Monday, February 16 - Kearney



Budget & Finance Workshop - Tuesday, March 10 - Seward  
 Budget & Finance Workshop - Tuesday, March 24 - West Point



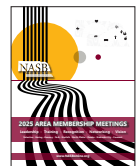
NAEP State Convention - March 24-25 - Kearney  
 Budget & Finance Workshop - Tuesday, April 7 - Ogallala  
 Amplified Budget & Finance Workshop - Wednesday, April 8 - Kearney



2026 NASB Federal Advocacy Fly-In - April 26-29 - Washington, DC  
 NASB Member Golf Outing -Wednesday, June 10 - Kearney Country Club  
 School Law Seminar - June 10-11 - Kearney



NASB Board Candidate Workshops - June & July  
 ALICAP Summer Workshops - July 7 - Gering; July 8 - Kearney - July 9 - Lincoln  
 Area Membership Meetings - August through September



Labor Relations - September 29-30 - Lincoln  
 State Education Conference - November 18-20 - Omaha  
 New Board Member Workshops - December & January 2027



All Dates & Locations Tentative & Subject to Change ... To register for an NASB event, click on the 'My Membership' link on [www.NASBOnline.org](http://www.NASBOnline.org), then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.