DATE:
TO: ESU #1 Board of Directors
FROM: Bill Heimann, Administrator
RE: Tuesday, May 12, 2026 Board Meeting

There will be a meeting of the ESU #1 Board of Directors, on Tuesday, May 12, 2026, 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 May
    C.4. Administrator's Monthly Report
        C.4.a. Tower School Property
        C.4.b. Walthill School Ground Breaking Ceremony
D. Public Comment
E. Teaching and Learning Team Report
F. ESU #1 Annual Survey
G. Early Learning Connections Grant Expenditures
H. NDE Core Services Funding Certification
I. School Support Projects*
J. Director of Special Education Job Description
K. July Board Meeting
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:

(a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;

(b) Discussion regarding deployment of security personnel or devices;

(c) Investigative proceedings regarding allegations of criminal misconduct;

(d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;

(e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or

(f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

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

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

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

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

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

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

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

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

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and

(III) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

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

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority; and

(xiii) A natural resources district.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(c) The public body complies with subdivisions (2)(b)(i) and (ii) of this section.

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

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

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

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

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

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

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

(a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;

(b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;

(c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an instate location to members, the public, or the press, if requested twenty-four hours in advance;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Revised 06/2025



WALTHILL PUBLIC SCHOOLS

Groundbreaking Ceremony

DATE
Thursday, April 30, 2026

TIME
1:30 PM

LOCATION
New School Site

2nd Avenue & Broughton Street

BCDM architects

WALTHILL PUBLIC SCHOOL

Boyd Jones

ESU 1

INNOVATION | LEADERSHIP | SERVICE



Teaching and Learning

ESU 1 Teaching and Learning Team



Tucker Hight, Amy Mundil, Derek Lahm, Dr. Jen Davis, Kellen Conroy, & Erin Meyers

Providing Innovation, Leadership and Service

Teaching and Learning Areas of Focus - Team 2025-26

Curriculum

- Review, Selection, & Implementation Processes
- Content Area Training (e.g. Standards & Instructional Shifts)

Instruction & Leadership

- Strategies for Successful Teaching
- New Teacher Cadre
- Principal Leadership
- Instructional Leadership
- Instructional Models
- Instructional Coaching Aligned to Provided Support
- Technology Integration

Assessment

- Classroom Formative & Summative
- MAP Growth
- NSCAS Assessment System
- ACT
- Data Analysis & Retreat Facilitation

Continuous School Improvement

- Nebraska Continuous Improvement Process
- Cognia
- ESU #1 Agency Improvement
- Service on External Visit Teams

ESU #1 Mission
Providing Innovation, Leadership & Service

ESU #1 Vision
ESU #1 will model excellence by helping schools increase educators effectiveness and student learning as a result of expert services.

Areas of Focus



Kellen Conroy
Director of Teaching and Learning
kconroy@esu1.org

- District Assessment Contact
- Curriculum Contact
- Strategies for Successful Teaching
- New Teacher Cadre
- Continuous School Improvement



Amy Mundil
Regional Literacy Coach / Teaching and Learning Specialist
amundil@esu1.org

- Literacy Coaching
- ELA
- LETRS
- Reading Intervention
- MTSS
- ACT Writing
- Continuous School Improvement



Derek Lahm
Teaching and Learning Specialist
dlahm@esu1.org

- Leadership Cadre & Principal Support
- New Teacher Cadre
- Continuous School Improvement
- School Counselors
- Social Studies
- OnTo College
- PE/Health
- Fine Arts



Erin Meyers
Teaching and Learning Specialist
emeyers@esu1.org

- ELA
- ACT Writing
- World Language
- NWEA Certified Facilitator
- New Teacher Cadre
- Strategies for Successful Teaching
- Continuous School Improvement



Tucker Hight
Teaching and Learning Specialist
thight@esu1.org

- Leadership Cadre & Principal Support
- New Teacher Cadre
- Continuous School Improvement
- Perkins (with Jaimi Nicholson)
- Title III (EL/ML) Contact
- MTSS - Secondary
- World Language
- Math
- CTE



Dr. Jennifer Davis
Technology Integration Specialist
jdavis@esu1.org

- New Teacher Cadre
- Continuous School Improvement
- Educational Technology Training & Support
- Artificial Intelligence
- Science & STEM
- Computer Science
- PowerSchool
- Canvas
- HAL

ESU #1 proudly serves 23 school districts in Cedar, Dakota, Dixon, Knox, Thurston, and Wayne counties in northeast Nebraska.

www.esu1.org

What Have We Accomplished This Year?

- Deployed Strategies for Successful Teaching
- Supported NDE's Strategic Plan (Literacy Goal)
  - Regional Literacy Coach - Amy Mundil
- Collaborated with SSC to Launch the Cardinal Compass (Instructional Model)
- Established a Teaching and Learning Team Common Exit Ticket

Do We Track the Impact of Our Support?

Teaching & Learning Team Workshop Common Exit Ticket Data

Link to Spreadsheet

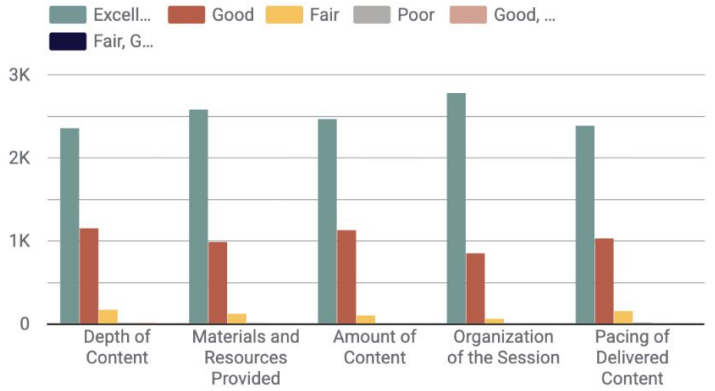
Overall Rating 4.63

District

Title	Respondents
4/10/26 - Creighton MAP Growth	17
4/1/26 - Winside Accessibility	21
3/25/26 AI Workshop #2	6
3/24/26 HAL Planning Workshop	10
3/20/26 Verdigre CIP Goal Setting	13
3/18/26 Emerson AI Training #3	1
3/18/26 School Counselor Network ...	13
3/18/26 Emerson AI Training #3	12
3/18/26 Winside Mission & Vision	12
3/18/26 Wayne ELC - Engaging with...	14

Facilitator ▲	Respondents
Amy Mundil	70
Derek Lahm	427
Erin Meyers	889
Jennifer Davis	855
Kellen Conroy	708
Sarah Hansen	32
Tucker Hight	639

Ratings



SMART: Service Management and Reporting Tool

STAFF DEVELOPMENT SERVICES (84-002.05A)

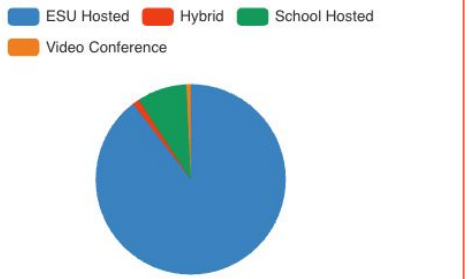
1101.00 - Continuous Improvement
1102.00 - MTSS
1102.04 - PEaK Project
1104.00 - Leadership Capacity Building
1104.01 - Principal Development
1104.02 - Advisory Council
1105.00 - Curriculum Development & Standards Alignment
1106.00 - Content Support/Training
1106.01 - Instructional Framework/Model
1107.00 - Balanced Assessment
1108.00 - Technology Integration
1109.00 - Coaching

10,724 hours

Service Hours

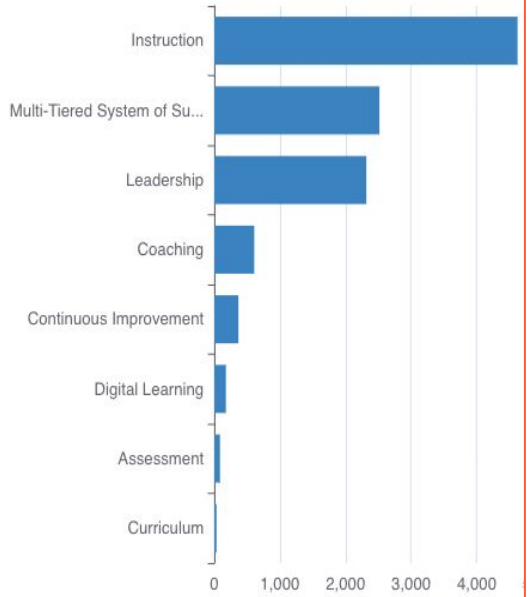
ESU Staff hours logged in direct service to schools for this school year.

Service Delivery Types (Hours)



Service Support by Service

Top 10



ESU 1 Educational Service Unit 1



ESU 1

INNOVATION | LEADERSHIP | SERVICE

ESU 1
Educational Service Unit 1

Agency Improvement

Navigating the path of Agency Improvement

01 Rule 84

Rule 84 provides the foundation for accreditation of ESUs in Nebraska

02 The Standards

Purpose & Leadership
Programs & Services
Stakeholder Relationships & Communication
Resource Capacity

03 Our Goals

ESU #1 has two goals that focus on service and communication

04 Our Plan

We have implemented an Agency Improvement Plan that maps out our 5-Year Cycle

05 2025-26

We will be continuing with our process and working to prepare to host our upcoming External Visit

06 The External Visit

During the 2026-27 school year, we will host an External Visit and begin planning for our next cycle of Agency Improvement.

ESU 1 Annual Survey Analysis

2025-2026

Educational Service Unit #1 proudly serves children in school districts in Cedar, Dakota, Dixon, Knox, Thurston and Wayne counties in northeast Nebraska.

ESU #1 is headquartered in Wakefield and provides a wide range of services to 23 school districts, including professional development, digital learning and internet services, and student support for individuals with special needs.

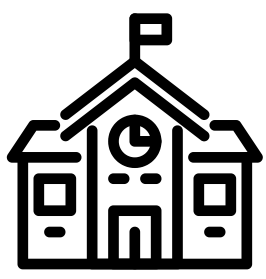
Mission: Providing Innovation, Leadership and Service

Vision: ESU #1 will model excellence by helping schools increase educators effectiveness and student learning as a result of expert services.

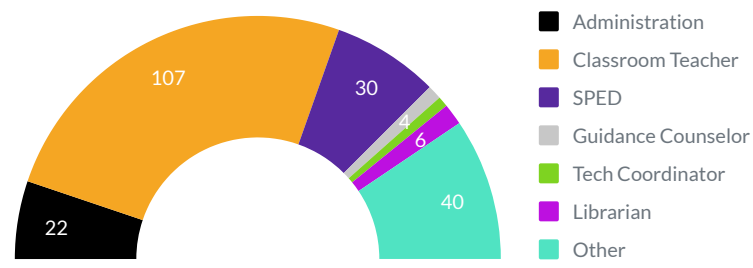
2025-26 Annual Survey

204

Total Number of Participants from ESU 1 Area Schools



Breakdown of Survey Participants



All ESU 1 Departments were rated at or above...

85%

for Levels of Satisfaction with Knowledge and Expertise



85%

for Services Provided



97%

Overall ESU 1 rating for Levels of Satisfaction for Knowledge & Expertise

96%

Overall ESU 1 rating for Levels of Satisfaction for Services Provided

Emerging Themes from our Annual Survey Review

- Stability & Consistency - Data remains strong
- Quality of Service - High levels of satisfaction
- Knowledge & Expertise - High levels of satisfaction
- Value - Participants value the support of ESU 1

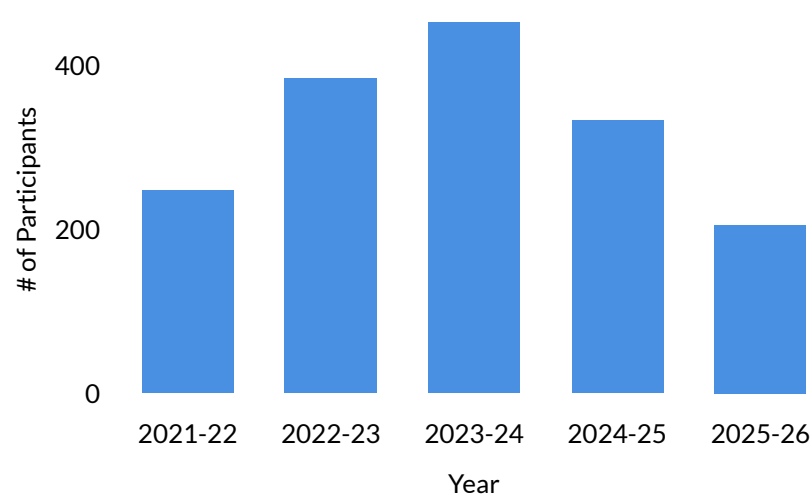
Future Considerations Include...

- Opportunities for follow-up
- How best to increase participation
- Continue use of this data to support our Agency Improvement Processes
- Use of this data to recruit and retain employees

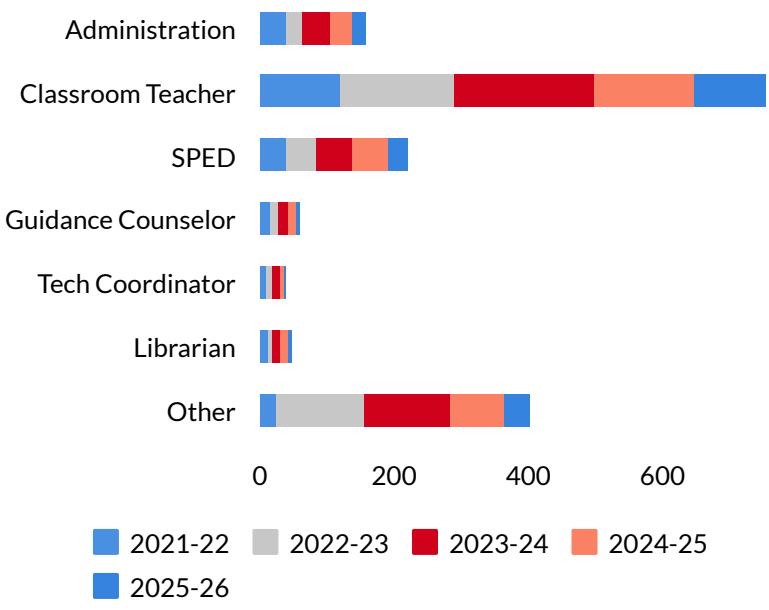
ESU 1 Annual Survey Trend Data

2021-2026

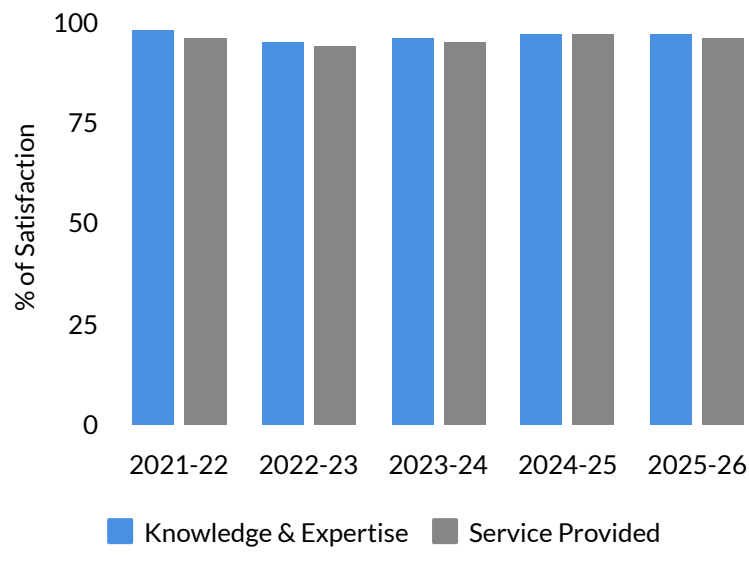
ESU 1 Area School Participation Numbers



ESU 1 Area School Participant Breakdown



ESU 1 Overall Levels of Satisfaction for Knowledge & Expertise and Services Provided



Overall analysis of our data illustrates that ESU 1 remains strong, area schools appreciate our knowledge & expertise and services provided, and there are opportunities for us to continue to grow and improve.

Nebraska Department of Education
School Finance & Organization Services
2026/27 ESU Core Services & Technology Infrastructure Certification
Local Effort Rate is .0135

Service Unit	Distance Education Telecommunication Allowance	Base Allocation	ESU Satellite Allocation	Student Allocation	Formula Need (Base Revenue Need)	Stabilized Formula Need (Base Revenue Need)	Yield from Local Effort	Calculated Aid
ESU 01	0	320,162	0	2,012,639	2,332,801	2,332,801	2,299,859	32,942
ESU 02	88,704	320,162	0	2,307,788	2,716,654	2,716,654	2,685,749	30,905
ESU 03	26,898	320,162	0	13,711,049	14,058,109	14,058,109	9,576,330	4,481,779
ESU 04	21,026	320,162	0	1,104,871	1,446,059	1,446,059	1,401,096	44,963
ESU 05	0	320,162	0	942,053	1,262,215	1,262,215	1,425,010	0
ESU 06	39,424	320,162	0	2,420,025	2,779,611	2,779,611	2,904,922	0
ESU 07	0	320,162	0	2,196,272	2,516,434	2,516,434	3,332,288	0
ESU 08	22,042	320,162	0	1,899,978	2,242,182	2,242,182	2,834,706	0
ESU 09	16,915	320,162	0	1,606,215	1,943,292	1,943,292	2,092,228	0
ESU 10	41,615	320,162	128,065	5,227,124	5,716,966	5,716,966	4,601,203	1,115,763
ESU 11	10,091	320,162	0	864,915	1,195,168	1,195,168	1,560,020	0
ESU 13	0	320,162	256,130	2,401,651	2,977,943	2,977,943	2,156,782	821,161
ESU 15	8,088	320,162	0	685,460	1,013,710	1,013,710	1,001,758	11,952
ESU 16	0	320,162	128,065	1,413,792	1,862,019	1,862,019	1,878,466	0
ESU 17	27,746	320,162	128,065	364,063	840,036	840,036	673,543	166,493
ESU 18	0	320,162	0	6,838,417	7,158,579	7,158,579	5,329,351	1,829,228
ESU 19	3,625	320,162	0	7,597,912	7,921,699	7,921,699	4,504,623	3,417,076
ESU 00	0	0	0	2,280,603	2,280,603	2,280,603	1,426,388	854,215

Distributed to ESU's	12,806,477
2% ESU Coordinating Council Distribution	261,357
Total to be Distributed	13,067,834

DRAFT

ESU1 Educational Service Unit 1

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

Date: April 13, 2026
To: ESU#1 Superintendents
From: Dr. Bill Heimann, ESU#1 Administrator
Re: 2026-27 Core Service Support Program

The Nebraska Department of Education Rule 84, and state statutes require Educational Service Units in Nebraska to provide Core Services to member schools. Nebraska Laws 79-1241 & 79-1242 provide that state core funds and property tax levy funds "be used for purposes approved by representatives of two-thirds of the member school districts in an educational service unit, representing a majority of students in the member school districts." The purpose of this memorandum is to provide an understanding of the ESU#1 Core Service Support.

State law requires ESU Core Service Funds be used for (in priority order) Staff Development, Technology, and Instructional Materials. Core services should be difficult, if not impossible, for most individual districts to effectively and efficiently provide with their own personnel and financial resources. Core services shall be provided by the ESU in a manner that minimizes the costs of administration or service delivery to member school districts. The ESU Coordinating Council administers statewide initiatives and statewide services in coordination with Nebraska's 17 ESU's.

ESU's operate under the constraints of a levy limitation ($.015 per $100 of actual valuation). The property tax levy for 2025-26 is set at $.015 and will generate budgeted revenue of $2,540,336.

Core Funding state allocation to ESU#1:

School Year	ESU#1 Allocation	School Year	ESU#1 Allocation
2026-27	TBD	2023-24	$325,880
2025-26	$187,342	2022-23	$328,201
2024-25	$341,422	2021-22	$366,018

The plan to provide Core Services and District Support Projects continues to evolve, and is reviewed annually by the representatives from each county who serve on the ESU#1 Superintendent Advisory Council. ESU#1 is privileged to partner with our school districts and your participation in our services demonstrates that we have identified critical areas of support.

The following pages outline the estimated budget for 2026-27 as well as school support projects that are available to ESU#1 school districts. This information is reviewed during the April 15 Superintendent Meeting. ***Complete this form by May 1*** to indicate approval, even if you were unable to attend. If no response is received, according to ESU#1 Board Policy, your district will be counted as approving the proposed budget.

ESU #1 SCHOOL SUPPORT PROJECTS BUDGET

2026-27

PROJECT	2024-25 BUDGET	2025-26 BUDGET	2026-27 BUDGET
AIMS WEB (DIBELS 8)	40,000	40,000	40,000
APL	30,000	0	0
DUES & LICENSING FEES	98,000	110,000	110,000
LEGAL	10,000	10,000	10,000
LEADERSHIP TRAINING (Dr. Warrick)	30,000	35,000	35,000
OnToCollege (JOHN BAYLOR ACT)	55,000	50,000	50,000
POWER SCHOOL CONSORTIUM	20,000	120,000	120,000
SCHOOL IMPROVEMENT & SUPPORT	50,000	50,000	50,000
STUDENT RECORD SYSTEM (SRS) SUPPORT	44,000	50,000	55,000
TOTAL	377,000	465,000	470,000

It is understood that ESU #1 funds all of, or a portion of, the above projects through the General Fund. If ESU #1 resources are reduced through loss of levy or Core Service funding, the level of support may be affected and/or projects eliminated.

EXPENDITURES	Estimated Budget 2025-26	Actual + Projected Expenses 2025-26	Estimated Budget 2026-27
Core Services			
Media	61,500	51,250	68,500
Staff Development	1,035,000	886,000	1,000,000
Technology Training	150,000	65,000	100,000
Technology Infrastructure	515,000	485,000	542,000
Subtotal	**1,761,500**	**1,487,250**	**1,710,500**
General Fund			
School Projects	465,000	465,000	470,000
SPED Support	50,000	35,000	50,000
AV/Computer Repair	40,000	20,000	40,000
Board	55,000	30,500	50,000
Administration	285,350	290,000	295,000
Business/Admin Tech	810,500	709,500	795,000
Operation/Maintenance*	525,000	500,000	600,000
Subtotal	**2,230,850**	**2,050,000**	**2,300,000**
TOTAL ESTIMATED EXPENSES	**3,992,350**	**3,537,250**	**4,010,500**
REVENUE	**Estimated Rev. 2025-26**	**Actual + Projected Revenue 2025-26**	**Estimated Rev. 2026-27**
Core Services/Infrastructure*	**300,000**	**187,342**	**150,000**
Tax Yield	**2,240,389**	**2,515,184**	**2,565,488**
Other Income	**500,000**	**450,000**	**500,000**
TOTAL ESTIMATED REVENUE	**3,040,389**	**3,152,526**	**3,215,488**
REVENUE OVER EXPENSES	**(951,961)**	**(384,724)**	**(795,012)**

2026-27 estimating 2% tax increase & reduction in Core Service funds

Educational Service Unit #1 Job Description
Director of Special Education

It is the policy of Educational Service Unit #1 to not discriminate on the basis of sex, handicap or disability, race, color, religion, marital status, veteran status, or national or ethnic origin in its educational programs, admission policies, employment policies or other administered programs. Persons requiring accommodations to apply and/or be considered for positions are asked to make their request to the Administrator.

A. Job Title: Director of Special Education

B. Department: Administration

C. FLSA Status: Exempt

D. Education Level and Certification: Special Education; Nebraska Administrative Certificate

E. Reports To: Administrator

F. Essential Job Functions: Understand and comply with the board policies and regulations. Regular, dependable attendance. Perform essential tasks with minimum supervision and provide on-call consultative assistance to school districts.

G. Essential Job Tasks:

- Provides leadership to organize, direct and supervise a program of instructional services for students who are exceptional to the degree of requiring a special instructional program and/or special related services (birth through age 21).
- Establishes procedures for placement, evaluation, assignment and reappraisal of students in special education services programs.
- Participates in the recruitment, selection and assignment of all special education personnel.
- Assists with information required to complete department budgets.
- Supervises billing of special education costs to schools.
- Assists districts in planning special education programs, budgets, and reporting requirements.
- Responsible for the evaluation of all special education personnel.
- Serves as a resource regarding Program Standards Review, Rule 51, Individuals with Disabilities Education Act, special education services and conflict resolution.
- Establishing and maintaining interpersonal relationships with others that are constructive, cooperative, and maintaining them over time.
- Keeps informed of legal requirements governing special education and communicates these requirements to appropriate personnel.
- Communicates regularly with coordinators to provide guidance, support for departments and schools; building mutual trust, respect, and cooperation among team members.
- Communicate with people inside and outside the organization, representing the organization positively and professionally.
- Attend local and regional meetings germane to the role and responsibilities.
- Maintain current knowledge and awareness of resources related to the duties outlined.
- Participates in planning, preparation, and delivery of training for educators and administrators.
- Performs other duties as assigned by the ESU1 Administrator.

H. Essential Physical Requirements:

	Never 0%	Occasional 1-32%	Frequent 33-66%	Constant 67 +%
Standing			X	
Walking			X	
Sitting			X	
Bending/Stooping			X	
Reaching/Pushing /Pulling			X	
Repetitive Hand Movements				X
Climbing Stairs		X		
Driving			X	
Lifting up to 50 Pounds		X		
Carrying 20 Feet		X		

The statements herein are intended to describe the general nature and level of work being performed by employees assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. Responsibilities and duties assigned are at the discretion of the supervisor.