

DATE:

TO: ESU #1 Board of Directors

FROM: Bill Heimann, Administrator

RE: Tuesday, October 13, 2026 Board Meeting

There will be a meeting of the ESU #1 Board of Directors, on Tuesday, October 13, 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 September
 - C.4. Administrator's Monthly Report
 - C.4.a. AESA Central Region Symposium
 - C.4.b. Nebraska Association of School Boards State Conference
- D. Public Comment
- E. Accreditation Visit at ESU1
- F. NASB Board of Directors
- G. ESU1 Annual Report
- H. Virtual Board Meetings
- I. ESUCC Cooperative Purchasing Program
- J. Personnel*
 - J.1. Consider, discuss, and take necessary action on employee contracts and personnel changes.
 - J.1.a. Resignation(s)
 - J.1.b. New Hire(s)
 - J.1.c. Contract Change(s)
 - J.1.d. Termination(s)
- K. 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; applicability of section.

(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 by a method designated by each public body and recorded in its minutes. 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, notice shall be given at least four times each year of the regular meeting schedule, the location, and the method designated by the public body to provide reasonable advance publicized notice. Such notice shall be given by publication in a legal newspaper of general circulation within the public body's jurisdiction.

(ii) Subdivision (1)(b)(i) of this section shall not apply in the case of the governing body of a city of the second class or village, any advisory committee of such governing body, the governing body of a rural or suburban fire protection district, or any public body that only meets intermittently and is not required to hold regular meetings.

(iii) Failure to comply with subdivision (1)(b)(i) of this section shall not cause any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken at a meeting of the public body to be void or voidable.

(c) For a public body that decides to publish notice in a newspaper of general circulation within the public body's jurisdiction to meet the notice requirement in subdivision (1)(a) of this section, in case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (i) post such notice on its website, if available, (ii) 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 (iii) 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)(c)(i) and (iii) of this section and a written record of the request to the newspaper pursuant to subdivision (1)(c)(ii) 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.

(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, subsection (1) of section 70-1014, subsection (2) of section 70-1014.02, 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, (D) any advisory committee of any state entity created in response to the Opioid Prevention and Treatment Act, (E) the Semiquincentennial Commission, (F) the board of trustees of the Nebraska State Historical Society, or (G) any local foster care review board, 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.

(9) This section does not apply to a meeting of the Nebraska Power Review Board or a public power district, a public power and irrigation district, an electric membership association, an electric cooperative company, a municipality having a generation and distribution system, or a registered group of municipalities if such meeting is subject to section 70-1034.

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 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 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.

84-1415. Open Meetings Act; requirements; waiver; validity of action.

No motion, resolution, rule, regulation, ordinance, or formal action made, adopted, passed, or taken at a meeting as defined in section 84-1409 of a public body as defined in such section shall be invalidated because such motion, resolution, rule, regulation, ordinance, or formal action was made, adopted, passed, or taken at a meeting or meetings on or after March 17, 2020, and on or before April 30, 2021, pursuant to a Governor's Executive Order which waived certain requirements of the Open Meetings Act.

Revised 07/18/2026



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**ESU #1 Board Meeting
Tuesday, September 15, 2026**

A meeting of the ESU 01 Board of Directors convened in open and public session on Tuesday, September 15, 2026, at 5:49 PM, at ESU #1. **Present:** Amy Brand, Jean Dorcey, Tabitha Gilsdorf, Jim Gunsolley, Robert Hayes, AJ Johnson, Mrs Susan Strahm, **Absent:** Josiah Boneschans, Kimberly Snyder.

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 Amy Brand, seconded by Mrs Susan Strahm, to excuse the absence of members Josiah Boneschans and Kimberly Snyder. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

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

For: 7, Against: 0, Absent: 2

C. Consent Agenda*

Motion by Jean Dorcey, seconded by Tabitha Gilsdorf, to approve all items on the consent agenda as provided (August 11 Minutes, August Financial Reports, September bills of \$1,291,008.59 and the Administrator's Report). After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Josiah Boneschans: Absent, Kimberly Snyder: Absent, Amy Brand: For, Jean Dorcey: For,

Tabitha Gilsdorf: For, Jim Gunsolley: For, Robert Hayes: For, AJ Johnson: For, Mrs Susan Strahm: For
For: 7, Against: 0, Absent: 2

C.1. Previous Minutes (copy attached)

C.2. Financial Reports*

C.2.a. Revenue Report/Treasurer's Report

C.2.b. Cash Summary/Expenditure Report

C.3. Bills for September

C.4. Administrator's Monthly Report

C.4.a. Beginning of the School Year

Administrator Heimann shared the results of the All Staff Day Survey sent to employees.

C.4.b. NASB Area Membership Meeting

Administrator Heimann shared about the NASB Area Membership Meeting.

D. Public Comment

E. Approve 2026-2027 Budget*

Motion by Jim Gunsolley, seconded by Amy Brand, to approve the 2026-27 budget as published and presented. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

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

For: 7, Against: 0, Absent: 2

F. Property Tax Request*

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

Motion Carried:

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

For: 7, Against: 0, Absent: 2

G. Authorize ESU1 Administrator to expend additional grant funds*

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

Motion Carried:

Josiah Boneschans: Absent, Kimberly Snyder: Absent, Amy Brand: For, Jean Dorcey: For,

Tabitha Gilsdorf: For, Jim Gunsolley: For, Robert Hayes: For, AJ Johnson: For, Mrs Susan Strahm: For
For: 7, Against: 0, Absent: 2

H. Tower School Property Request for Proposal

Notice has been published in the Wayne Herald for invitation to submit a bid for property.

I. Accreditation Visit at ESU1

Kellen Conroy provided a brief update about ESU1's upcoming accreditation visit.

J. NASB State Conference

Administrator Heimann invited the Board to attend The NASB State Education Conference in November.

K. NASB Board of Directors

This item was tabled and will be revisited at the October 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

As there were no additional Agenda items, President AJ Johnson adjourned the meeting at 6:26 p.m.

Brittney Hampl, Recording Secretary

Susan Strahm, Board Secretary



**NASB Board of Directors
Nomination Form
ESU Seat**

THIS FORM MUST BE RECEIVED AT NASB BY AUGUST 28, 2026

Name: Karen K Harmony

Address: 103 E Garfield Ave

City, State, Zip: Amherst, NE 68812

Telephone: 308-233-7766

308-238-8345

Home

Work

Cellular

Email Address: kkharmoney@gmail.com

Local ESU Service

ESU Number: ESU 10

Years of service on board: 8

Attendance record on board: (past 3 yrs.) Good attendance

Current office held on ESU board Secretary

Past offices held on ESU board: I also serve on the Amherst PS board, 16 yrs, Treasurer

Association Participation

State Conferences: 14

National Conventions: 1

Workshops: Attended all NASB workshops and conferences in Kearney area

Awards Received: Level 10

Other Education-Related Public Service

Task Forces, and Committees: Co-Facilitator Buffalo County Probation class Domestic Violence Intervention Program (DVIP) 5 years

Personal Information

Occupation: State of Nebraska/DHHS Developmental Disability Division 4 years

Educational Background: Graduate UNK BS in Family & Community Services & Social Work Services; Minor Psychology & Philosophy

Community Activities: State & Twin Valley Little League volunteer 3 years
Hands on Community Support-contribute regularly at food banks & animal shelter

Awards and Recognitions:

Education Passion: (see below)

Why do you want to serve on the NASB Board of Directors?

I believe teaching and learning are the most effective ways to change the world. When you help someone become literate, confident and critical-minded you give them a permanent tool that helps you achieve your goals. I was a non-traditional student in college. I went back to college at age 30 and graduated in 3 years, to show to my young daughter, the importance of education and to encourage her in the future with her educational dreams.

Joining the NASB Board of Directors will continue to build and expand my networks, sharpen high level and achieving stronger leadership skills, and will allow me to have a further impact on my community. To share my knowledge and experience at the state level.

This nomination is submitted by:

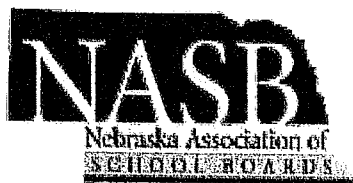
ESU Number: 10

Name of Board President or Vice President: Marilyn Bohn, President

Date: 8-17-26

☐ By checking this box, I assert the board president or vice president has read the completed Nomination Form and verifies its authenticity.

**Return to: NASB
Sallie Horky
1311 Stockwell St., Lincoln, NE 68502
Or via e-mail to shorky@nasbonline.org**



NASB Board of Directors
Nomination Form
ESU Seat

THIS FORM MUST BE RECEIVED AT NASB BY AUGUST 28, 2026

Name: Esther Rickett

Address: 4555 S. NE HWY 11

City, State, Zip: Wood River, NE 68883

Telephone:

Home

Work

Cellular 308-390-466

Email Address: esrickett@yahoo.com

Local Board Service

Name of local school board: ESU 10

Years of service on local board: 10 yrs.

Attendance record on local board: (past 3 yrs.)

Current office held on local school board: ESU 10 Vice President 5 yrs.

Past offices held on local school board: I have been on several committees

Association Participation

State Conferences: 5 conference

National Conventions: 4 convention

Workshops: 8 area membership meeting.
5 leadership workshops

Awards Received: Level V.

Other Education-Related Public Service

Task Forces, and Committees: Post Prom President Wood River.
Help every year with Husker Harvest. we have a Food Booth for the students.

Personal Information

Occupation: Package Handler

Educational Background: K-12 Wood River High School, I sold Real Estate for 10 yrs, So went to C.C.C. for classes.

Community Activities: Community Club President & Board Member
15 yrs. I was a member of NE LEAD class 34. It was a National & International Study. I help with W.R. Husker Harvest Days we have a Food Booth for the kids. Youth Group leader for our church
Awards and Recognitions: For 10 yrs, Room mother for children & grand children
My Husband & I were just Grand Marshalls for our Home town Parade.

Education Passion: I am all for the children & young adults.
I am sad to say our biggest export is our children.

Why do you want to serve on the NASB Board of Directors? I've always wanted to be able to help out when & where ever I'm needed.
I have always been very interested & committed in education.

This nomination is submitted by:

ESU Number: 10

Name of Board President or Vice President: Marilyn Bodn- President

Date: 8-17-2026

☒ By checking this box, I assert the board president or vice president has read the completed Nomination Form and verifies its authenticity.

Return to: NASB
Sallie Horky
1311 Stockwell St., Lincoln, NE 68502
Or via e-mail to shorky@nasbonline.org



NASB Board of Directors Nomination Form ESU Seat

THIS FORM MUST BE RECEIVED AT NASB BY AUGUST 28, 2026

Name: Dawn Lindsley

Address: 3161 T Road

City, State, Zip: Brainard, NE 68626

Telephone: N/A

402-472-2957

785-466-0147

Home

Work

Cellular

Email Address: dlindsley@esu7.org

Local Board Service

Name of local school board: Educational Service Unit #7

Years of service on local board: 6 years

Attendance record on local board: (past 3 yrs.) 23 of 27 meetings

Current office held on local school board: Board President; Committee Chair - Budget

Past offices held on local school board: Board Secretary; Committee Chair - Handbooks; Evaluation

Association Participation

State Conferences: State Education Conf; Presidents Retreat; Legislative Issues; School Leaders & Law

National Conventions: N/A

Workshops: Budget & Finance Workshop; Open Meetings Law Workshop; Area Membership Meetings;
ESU 7 & NASB Boardsmanship Event; NASB New Board Member Workshops

Awards Received: NASB Levels I, II, III, IV, & V

Other Education-Related Public Service

Task Forces, and Committees: NEA; Natl ACTE Leadership Fellowship Program Coordinator; NASB Legislation Comm; NDE School/Family/Community Engagement Advisory; Natl FCCLA Board of Directors (Chair); AdvanceCTE; OK School Boards Assn; American Assn of School Admin; Human Services SCED Work Group; Natl Career Pathways Leadership Cert; NCAA Media Volunteer

Personal Information

Occupation: UNL Assistant Professor of Practice (teacher educator), Family & Consumer Sciences

Educational Background: Ed.D., Ed.S., M.S. in Educational Leadership and Administration; B.S. Family & Consumer Sciences w/ Leadership Studies minor; Former Extension Educator (NE); Former Dept of Ed (NE & OK); Former Teacher/Admin for 11 years (KS)

Community Activities: U.S. Dept of Labor O*NET Program Reviewer; Natl Baldrige Board of Examiners; Booster Club Volunteer; Post Prom Committee; 4-H Volunteer; Church Youth Group Leader; Leadership Stillwater; United Way of Payne Co Board of Directors (Allocations, Accreditation, & Policy & Procedures Committees)

Awards and Recognitions: '25-'26 UNL Aspirational Teaching Institute; '25-'26 UNL Research Dev Fellow; '22 NE Denise Miller Natl 4-H Innovator Award; '20 NAE4-HYDP Excellence in Workforce Dev; NAE4-HYDP North Central Region & NCEA State Award; '15 Natl FCCLA Alumni Achievement; '17 Payne Co 4-H Outstanding Teacher Award; '16 Innovation Award; OK CareerTech 4-H

Education Passion: My passion in education is connecting people, systems, and opportunities to prepare individuals, schools, and communities to thrive in an ever-changing workforce and society.

Why do you want to serve on the NASB Board of Directors?

I would like to serve on the NASB Board of Directors because I believe ESUs bring significant value to education across Nebraska and deserve a voice at the Board table. I have advocated for ESU representation within NASB, recognizing that while we may be a minority of the membership, our impact extends across the state as we meet and exceed our statutory responsibilities in support of schools, educators, and communities. I would bring a diverse perspective shaped by nearly 25 years in education at the secondary and postsecondary levels, in both formal and informal settings, along with experiences living, working, and volunteering in three states and serving in leadership roles at the state and national levels. As both an educator and a parent who has raised two children through public and private education in Nebraska, I believe my varied experiences, collaborative approach, and commitment to educational leadership would be a value-add to the NASB Board moving forward.

This nomination is submitted by:

ESU Number: 7

Name of Board President or Vice President: Dawn Lindsley (P), Beth Kabes (VP)

Date: 8/28/2026

☒ By checking this box, I assert the board president or vice president has read the completed Nomination Form and verifies its authenticity.

Return to: NASB
Sallie Horky
1311 Stockwell St., Lincoln, NE 68502
Or via e-mail to shorky@nasbonline.org



NASB Board of Directors Nomination Form ESU Seat

THIS FORM MUST BE RECEIVED AT NASB BY AUGUST 28, 2026

Name: Brenda Sherman

Address: 510 S. 9th Street

City, State, Zip: Springfield, NE 68059

Telephone:

402-216-3160

Home

Work

Cellular

Email Address: brensherman64@gmail.co

Local Board Service

Name of local school board: Education Service Unit #3

Years of service on local board: 6 years

Attendance record on local board: (past 3 yrs.) missed 2 meetings

Current office held on local school board: Vice President 2024 - present

Past offices held on local school board: Springfield Platteview School Board 2009 - 2020 served as President

Association Participation

State Conferences: NASB 2008 - 2025

National Conventions: NSBA 2010, 2013, 2016; AESA National Conference 2023 - 2025

Workshops: Area Membership, MABE, New Board Member, Legislative Conference, Budget and Finance, Moderator at State Conference, Back to Basics Currently serving on NASB Board since 2025

Awards Received: Earned level 1 thru X (will earn X at 2026 Area Membership)

Other Education-Related Public Service

Task Forces, and Committees: SPCS Bond Committee

Personal Information

Occupation: Retired accountant

Educational Background: Central College Pella, IA BA Accounting

Community Activities: Westmont PTO, Springfield PTO, IspireHer thru Springfield Community Foundation

Awards and Recognitions:

Education Passion: Equipping Students to their full potential

Why do you want to serve on the NASB Board of Directors?

Education is a necessary building block that contributes to a healthy society. All children should be allowed to learn and grow in a thriving education system. Nebraska has excellent public schools. I would like to serve on the NASB Board of Directors to bring a unique perspective of serving both on a public school and ESU board.

This nomination is submitted by:

ESU Number: #3

Name of Board President or Vice President: Mary Scarborough

Date: 07/01/2026

☒ By checking this box, I assert the board president or vice president has read the completed Nomination Form and verifies its authenticity.

**Return to: NASB
Sallie Horky
1311 Stockwell St., Lincoln, NE 68502
Or via e-mail to shorky@nasbonline.org**



BALLOT
ESU Seat

Please vote for one of the following:

- _____ Brenda Sherman, ESU 3
- _____ Dawn Lindsley, ESU 7
- _____ Esther Rickert, ESU 10
- _____ Karen Harmony, ESU 10

ESU #: _____

Signature of Board President: _____

Please return this ballot by October 23, 2026.

Via email at shorky@nasbonline.org
OR
Nebraska Association of School Boards
Sallie Horky, Chief Operating Officer
1311 Stockwell Street, Lincoln, NE 68502



Annual Report

2025-26

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



Bill Heimann

A Note from the Administrator

This annual report serves the following purposes:

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

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

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

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

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

Bill Heimann

Bill Heimann, ESU 1 Administrator

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Core Services

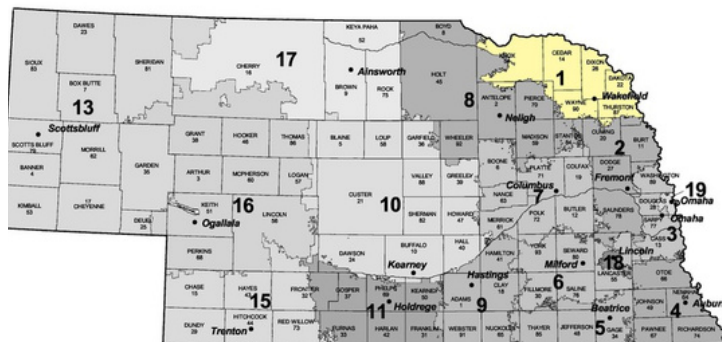
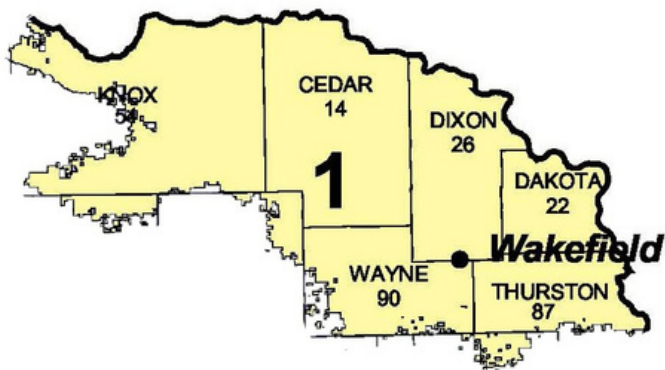
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Board of Directors

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

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

Board members during the 2025-26 school year were:

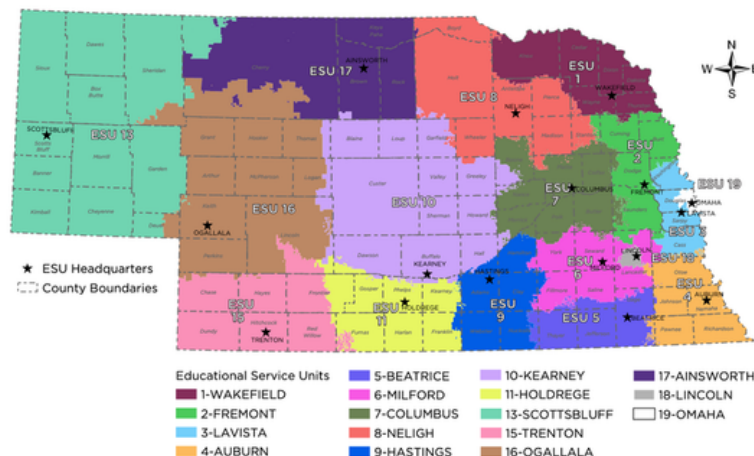
- Josiah Boneschans, Secretary (District 1)
- Amy Brand (District 2)
- Jim Gunsolley (District 3)
- Bob Hayes (District 4)
- Susan Strahm, Vice President (District 5)
- Jean Dorcey (District 6)
- Dr. Kim Snyder (District 7)
- Adrian (AJ) Johnson, President (District 8)
- Tabitha Gilsdorf (District 9)

Advisory Council

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

The council reviews, recommends and supports the services offered by ESU 1. Advisory council members during the 2025-26 school year were:

- Mark Lenihan (Wayne Co.)
- Josh Weber (Knox Co.)
- Mike Pattee (Dixon Co.)
- Joey Lefdal (Dakota Co.)
- Daryl Schrunk (Cedar Co.)
- Kamau Turner (Thurston Co.)



About ESU 1

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

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

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

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

The ESU 1 service area covers 2,926 square miles and includes 10,898 students and 1,064 (FTE) teachers. Moreover, the ESU 1 service area includes three Native American reservations: the Santee, Winnebago and Omaha.

Budget

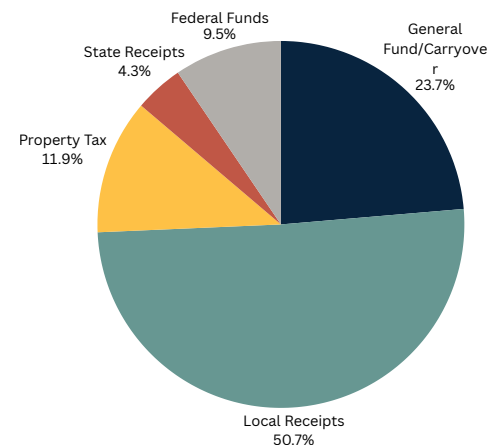
Each ESU is financed through a combination of property tax funds, state funds and service contracts with individual school districts.

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

Budgeted Revenue

General Fund/Carryover	\$5,000,000
Local Receipts	\$10,709,177
Property Tax	\$2,515,184
State Receipts	\$907,369
Federal Funds	\$2,006,622

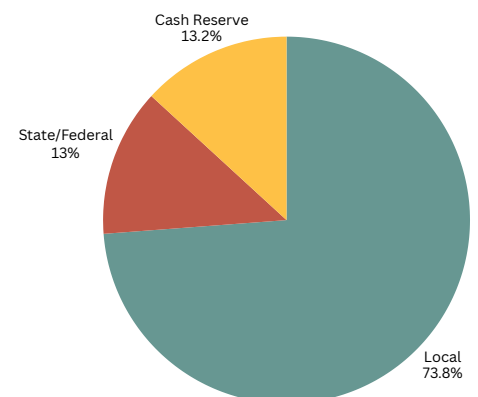
TOTAL: \$21,138,352



Budgeted Expenditures

Local	\$15,601,230
State/Federal	\$2,787,122
Cash Reserve	\$2,750,000

TOTAL: \$21,138,352





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

—GEORGE EVANS

Tower School Level III Program

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

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

During the 2025-26 school year, four certified teachers, along with other itinerant service providers and para-educators, served a total of 27 students from 18 area school districts in person at Tower School. In addition, Tower School staff provided outreach supports and services to 66 students from 16 area school districts.



Title I, Part C Education Program

The ESU 1 Title I, Part C Education Program works to ensure migrant children have access to the same educational opportunities as other students. The program provides supplemental educational and support services to reduce barriers to learning caused by frequent moves and the challenges of a migratory lifestyle.



The program focuses on school readiness, math and English language arts instruction, graduation support and services for out-of-school youth. Title I, Part C also provides family literacy opportunities through Family Engagement Meetings to help families support their children's learning.

During the 2025-26 reporting year, our team provided services to migrant students and families throughout northeast Nebraska. Program highlights include:

- Child count was 500 as of 5/31/2026.
- We served 469 students during the year.
- We delivered 82 instructional services.
- We delivered 468 support services.

Services provided included academic instruction, in-home support, learning materials, health service assistance, translation and interpretation services, clothing assistance, parent education focused on math and reading at home and referrals to community agencies and organizations.

Through partnerships with schools, families and communities, Title I, Part C continues to support migrant students by helping them overcome barriers and succeed academically.



**"A child without education is
like a bird without wings."**

—TIBETAN PROVERB

Early Learning Connection and Professional Development Grants

Northern Early Learning Connection Partnership

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

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

According to the Nebraska Early Childhood Record System, there were 2,963 participants who attended 230 events in the Northern Region from January 2025 to January 2026. Participants at the Northern Region events came from 79 counties across the state. Our web presence, including the ELC Facebook page and a monthly newsletter, impacts approximately 1,200 early childhood professionals in the Northern Region. The Early Childhood monthly newsletter distributed by the ELC reaches 928 early childhood professionals. Additionally, the Northern ELC partnership supported five early childhood conferences. These in-person professional development events across the Northern Region had a total of 381 participants during 2025.



Early Childhood Coach Consultation

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

Small-group coaching participation increased by 55%, and one-on-one coaching participation increased by 37.5% from the previous year.

Four Northern Region Coach Cadre meetings provided networking, Domain 4 activities focused on assessing the coaching partnership, guest speakers, and shared resources and support. In response to needs identified by coaches, a four-session Wellness Education Series was developed, along with learning on the Mondo Method with Dr. Alexa Yunes-Koch to strengthen coaches' ability to support educators around challenging behaviors. A book study of *The DOSE Effect* extended this neuroscience-based learning.

In collaboration with ELC-CC consultants statewide, coaches were also offered After Hours Cadre meetings, Coaching to Success, Domain training and an *Onward* book club. Ongoing evaluations were added to gather timely feedback and make responsive changes to coaching supports and professional learning.

Birth to Five Professional Development Specialist

Kary Pfeil, Birth to Five Professional Development Specialist, provides targeted support to school districts and early childhood community programs to strengthen instructional quality, developmentally appropriate practices and assessment for children from birth to age five.

Through ongoing professional development and individualized coaching, support has been offered in the areas of effective teaching practices, curriculum implementation, formative and observational assessment, and the integration of Tier 1 and Tier 2 strategies. In addition, Kary supports the Getting Ready process through fidelity and internal coaching.



NORTHERN PARTNERSHIP

As of August 2026, services have been extended to 16 districts and programs, reaching a diverse group of professionals including administrators, teachers, paraprofessionals, service providers, childcare providers and directors.

A total of 139 participants have engaged in training or received direct support. These services have been delivered through professional development sessions, coaching, informational meetings and classroom observations, contributing to high-quality early childhood education across the region.

Core Services

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

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



Teaching and Learning Team

The Teaching and Learning Team makes concerted efforts to assist districts at ESU 1, in local school buildings and virtually. They've hosted more than 7,523 attendees, including teachers and administrators, through more than 458 virtual and/or district on-site training events during the 2025-26 school year.

- **Assessment Support (NSCAS, ACT, MAP, AIMSweb)** — Throughout the 2025-26 school year, the ESU 1 Teaching and Learning Team provided assessment support for area schools relating to NSCAS (Nebraska Student-Centered Assessment System), ACT, AIMSweb and MAP Growth. In addition, the ESU 1 Teaching and Learning Team assisted schools in reading and analyzing reports, provided schools with considerations on using reports for instructional planning and participated in training in order to meet the needs of area schools.
- **ESU 1 Instructional Leadership Series** — Dr. Phil Warrick facilitated a two-day Instructional Leadership Training on May 27-28, 2026. In the 2025-26 school year, ESU 1 provided leadership training and support via the Leadership Cadre. In addition, Principal Zoom Groups, consisting of small groups of administrators, met monthly for focused conversation supporting instructional leadership.
- **OnToCollege** — OnToCollege is an online resource that prepares juniors and seniors for the ACT Test. All ESU 1-area districts have access to instructional videos, quizzes, sample tests, test-taking strategies and individual and aggregate results data.
- **New Teacher Cadre & Strategies for Successful Teaching** — ESU 1 provided comprehensive support for teachers through targeted professional learning and instructional coaching initiatives. The New Teacher Cadre provided opportunities for educators to develop skills in classroom management, instructional technology, establishing routines and procedures, self-care and professional growth planning. In addition, Strategies for Successful Teaching, launched in 2025-26, was a new support system focused on effective classroom management, instructional planning for all learners and assessment practices, with the goal of increasing educator effectiveness and improving student achievement through ongoing modeling and instructional support.
- **Nebraska's Statewide Literacy Project and Regional Literacy Coaches** — As part of the Nebraska Statewide Literacy Project in conjunction with the Nebraska Department of Education's Strategic Plan, Regional Literacy Coaches provide sustained support and build the capacity of Nebraska educators in the science of reading. Within the rollout of the two-phase Regional Literacy Coach Plan (beginning Spring of 2025), ESU 1 was included in Phase 1 and has been a leader in the development of coaching systems of support, facilitation of collaborative professional learning and continued implementation of classroom coaching.

Technology Infrastructure

The Technology Department continued to strengthen technology systems and infrastructure across ESU 1 districts. Support was provided for district network, security, filtering, firewall and infrastructure needs, along with ongoing improvements to shared tools and services that help schools operate safely and efficiently.

During the 2025-26 school year, district-focused projects included work in network reliability, cybersecurity readiness, identity and access management, device and system support, artificial intelligence and shared infrastructure services. ESU 1 also provided AI guidance and training to help educators and district staff use these tools responsibly for their own work and in support of student learning.

Collaboration remained a key part of this work. The Technology Department hosted six LAN manager meetings, giving district technology leaders opportunities to share information, discuss emerging technologies and coordinate responses to evolving cybersecurity threats.

Tech Department support also extended to E-Rate planning and filing, with districts assisted in funding requests totaling more than \$188,000 for critical technology and connectivity needs.



Instructional Materials

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

Media Center

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

Special Education Services

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

Audiology

The ESU 1 Audiology Department, consisting of one full-time certified and licensed audiologist, works in collaboration with speech-language pathologists to provide audiological screenings and evaluations to children in their schools and at a soundproof testing suite at the Wakefield office.

More than 12,000 screenings and evaluations were completed during the 2025-26 school year.

Deaf Education

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

During the 2025-26 school year, the ESU 1 Deaf Education Program consulted on or provided services to approximately 54 children.

Vision/Orientation & Mobility Services

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

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

During the 2025-26 school year, two teachers of the visually impaired provided direct or consultative vision services and evaluated 36 students in 14 different school districts in ESU 1. Orientation & mobility services were provided to 5 students in 3 districts within the ESU 1 service area, as well as to 2 students from ESU 8.



“Alone we can do so little; together we can do so much.”

—HELEN KELLER

Transition

The ESU 1 Transition Program supports students with disabilities ages 14 and older as they prepare for life after high school through career exploration, postsecondary planning, employment readiness and connections to community resources.

This year, ESU 1 received more than \$10,000 in grant funding to support transition programming, including the first-ever Job Expo at Wayne State College. More than 120 students registered to attend and connected with over 20 businesses to explore career pathways and participate in hands-on activities designed to build employment skills. ESU 1 also hosted an Agency Fair to help students and families learn about services and supports available after high school and make connections with agencies that may assist them in the future. In addition, district teams participated in the annual Indicator 13 Workday to strengthen transition planning and compliance.

Through collaboration with schools, businesses, agencies and families, the ESU 1 Transition Program continues to expand opportunities and support successful transitions to education, employment and independent living.

Physical and Occupational Therapy

Three physical therapists and eight occupational therapists served more than 650 school-aged students and completed dozens of evaluations during the 2025-26 school year.

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



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

—NELSON MANDELA

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

—CONFUCIUS



School Psychology

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

During the 2025-26 school year, ESU 1 school psychologists conducted nearly 500 academic and behavioral evaluations, provided individual and group counseling sessions to over 100 children and adolescents, completed over 50 behavioral intervention plans and/or functional behavioral assessments and collected data on over 3,500 students in the areas of reading fluency, reading comprehension and math to help guide instructional decisions and changes.

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

Speech/Language

The ESU 1 Speech and Language Department consists of 30 Speech-Language Pathologists (SLPs) who collaborate to provide comprehensive assessment, intervention and consultation services for children and young adults from birth through age 21. The department is committed to a team-based approach, partnering with families, educators and early childhood programs to support communication development and educational success.

ESU 1 SLPs provide direct therapy and consultation services in areas including articulation, language, voice, fluency, hearing, phonology, childhood apraxia of speech, literacy readiness, social communication/pragmatics, autism spectrum disorder and other communication-related disorders. They serve as advocates for children and families, helping ensure access to appropriate services and educational opportunities. In collaboration with the ESU 1 audiologist, the department also assists in providing hearing screenings for students throughout ESU 1 member districts.

During the 2025-26 school year, the ESU 1 Speech and Language Department provided services to more than 1,200 children across the region, making a meaningful impact on communication, learning and overall student success.





Early Childhood Special Education (ECSE) and Early Development Network (EDN)

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

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

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

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

During the 2025-26 school year, ECSE/EDN served more than 327 children by providing evaluations, consultations and/or direct services. ECSE and EDN also assisted with early childhood screenings, kindergarten roundups, teacher trainings and pre-service presentations at local colleges, community nights, school registration nights and prenatal/postnatal health fairs.

Special Education Teams

Improving Learning for Children with Disabilities (ILCD)

According to 92 NAC 51.004.13, all Nebraska school districts participate in an ongoing review of their special education programs through the Improving Learning for Children with Disabilities (ILCD) process. As part of Nebraska's continuous improvement framework, district teams analyze data, identify priority areas for improvement, determine measurable goals and implement a Targeted Improvement Plan (TIP) designed to improve outcomes for students with disabilities. Consistent with Nebraska's statewide focus on literacy, districts engage in continuous improvement efforts centered on core evidence-based instructional practices, including systematic and explicit instruction, quality student practice and response opportunities, corrective and constructive feedback, and instruction adjusted using data. The TIP process is aligned with district accreditation, MTSS and other school improvement initiatives to ensure a coordinated approach to improving student achievement. ESU 1 partners with district leadership teams throughout the process by providing technical assistance, data support, professional learning and implementation coaching to support successful implementation and improved student outcomes.

Assistive Technology Team

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

During the 2025-26 school year, team members provided services that included assistive technology consultations within individual districts they serve and short-term equipment loans.

Usher Syndrome Team

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

The team's main purpose is to screen for visual acuity difficulties in children and youths who have hearing loss and fit the profile for Usher syndrome.

Autism Spectrum Disorder (ASD) Team

Autism is a behaviorally defined disorder that is generally recognized by disturbances in communication, social interaction and perceptual organization or patterns of behavior. Diagnosed individuals may exhibit a variety of symptoms, ranging from mild to severe, and may display a wide range of skills and deficits. To date, the prevalence of autism has risen to 1 in 31 children.

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

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

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

Early Intervention and Early Childhood Special Education (Birth–Age Five)

ESU 1 provides early intervention and early childhood special education services for children birth through age five using evidence-based practices that support positive outcomes for children and families.

In collaboration with area school districts and community partners, ESU 1 assists with ChildFind activities to identify and serve eligible children as early as possible.

Services are grounded in Nebraska's Routines Based Early Intervention (RBEI) framework and emphasize strong partnerships with families.

Through the use of routines-based assessment and planning, Individualized Family Service Plans (IFSPs), Individualized Education Programs (IEPs), Primary Service Provider (PSP) teaming and coaching practices, ESU 1 supports families in building the skills and confidence needed to promote their child's learning and development during everyday activities and routines.

Intervention and supports are provided in natural learning environments whenever appropriate, allowing children to learn and practice skills where they live, learn, play and interact with others.

This approach aligns with Nebraska Department of Education priorities focused on improving child outcomes, strengthening family capacity, increasing meaningful participation in inclusive settings and ensuring positive results for young children with disabilities.

This work supports Nebraska's implementation of federal Individuals with Disabilities Education Act (IDEA) requirements and Results Driven Accountability (RDA) efforts focused on improving outcomes for infants, toddlers, preschool children and their families.

Agency Improvement Process

Our mission: Providing innovation, leadership and service

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

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

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

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



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

<u>Member Name</u>	<u>City</u>	<u>Member Cost</u>	<u>Savings</u>
Allen Consolidated Schools	Allen	57,433.45	19,974.53
Bloomfield Community Schools	Bloomfield	17,020.80	7,450.34
Cedar Catholic High School	Hartington	18,575.02	6,839.30
City of Wayne	Wayne	85.52	15.09
Creighton Community Public Schools	Creighton	45,911.09	6,267.42
Crofton Community Schools	Crofton	33,476.95	11,491.26
East and West Catholic Elementary School	Hartington	1,965.40	148.60
Educational Service Unit 01	Wakefield	35,149.86	15,876.82
Emerson-Hubbard Community School	Emerson	52,210.05	17,967.65
Hartington Newcastle Public Schools	Hartington	67,110.03	28,979.23
Hartington-Newcastle Public Schools	Hartington	2,866.50	630.50
Holy Trinity Elementary School	Hartington	100,476.99	32,776.48
Homer Community Schools	Homer	132,265.12	41,911.98
Isanti Community School	Niobrara	500.00	2,000.00
Isanti Community Schools	Niobrara	1,736.00	473.10
Laurel-Concord-Coleridge School	Laurel	235,723.13	76,055.65
Niobrara Public Schools	Niobrara	57,722.44	20,889.11
Pender Public Schools	Pender	236,836.44	61,322.27

Due to vendor reporting limitations regarding district-level breakdowns, \$1,000,000 in total sales is currently excluded from the individual School and ESU report summaries. For questions or additional information contact Jenny Ciano at jciano@esucc.org



ESUCC Cooperative Purchasing Sales & Savings By Member ESU # 01

<u>Member Name</u>	<u>City</u>	<u>Member Cost</u>	<u>Savings</u>
Ponca Public Schools	Ponca	110,083.99	38,308.63
Randolph Public Schools	Randolph	43,921.38	16,157.38
South Sioux City Community Schools	South Sioux City	63,716.11	45,538.23
St Ludger Elementary School	Creighton	2,764.27	668.21
St Mary's Catholic School	Wayne	3,084.69	975.91
St Michael Elementary School	South Sioux City	49,038.03	16,346.01
St Rose of Lima School	Crofton	3,281.22	922.20
Umo Ho Nation Public School	Macy	20,768.88	4,513.49
Umo N Ho N Nation Public Schools	Macy	333,003.46	107,508.36
Verdigre Public Schools	Verdigre	29,116.21	9,980.36
Wakefield Community Schools	Wakefield	3,500.84	924.89
Wakefield Public Schools	Wakefield	55,955.24	11,064.06
Walthill Public Schools	Walthill	186,030.69	57,036.74
Wausa Public School	Wausa	690.76	171.07
Wausa Public Schools	Wausa	57,881.84	19,920.32
Wayne Community Schools	Wayne	237,462.28	77,446.00
Winnebago Public Schools	Winnebago	905.80	208.76
Winnebago Public Schools District 17	Winnebago	32,912.74	11,022.82

Due to vendor reporting limitations regarding district-level breakdowns, \$1,000,000 in total sales is currently excluded from the individual School and ESU report summaries. For questions or additional information contact Jenny Ciano at jciano@esu.org



ESUCC Cooperative Purchasing
Sales & Savings By Member
ESU # 01

<u>Member Name</u>	<u>City</u>	<u>Member Cost</u>	<u>Savings</u>
Winside Public Schools	Winside	55,921.99	20,070.40
Wynot Public Schools	Wynot	88,323.96	31,374.93
<u>Grand Totals</u>		<u>\$2,475,429.17</u>	<u>\$821,228.10</u>

Due to vendor reporting limitations regarding district-level breakdowns, \$1,000,000 in total sales is currently excluded from the individual School and ESU report summaries. For questions or additional information contact Jenny Ciano at jciano@esucc.org



Nebraska ESUCC Cooperative Purchasing Sales & Savings By Program

ESU # 01

<u>Program</u>	<u>Member Cost</u>	<u>Savings</u>
AEPA	\$259,037.10	\$83,294.30
Annual Buy	\$148,318.05	\$63,564.76
Food Buy	\$1,702,601.36	\$556,583.82
Paper Buy	\$76,892.15	\$5,787.59
Special Buy	\$288,580.51	\$111,997.63
<u>Grand Totals</u>	<u>\$2,475,429.17</u>	<u>\$821,228.10</u>