



ESUCC

ESUCC Budget Preview and Board Meeting

Wednesday, July 23, 2025, 3:00 PM

Younes North Conference Center, 707 Talmadge St, Kearney, NE 68845

Posted Locations:

Omaha World-Herald

ESUCC webpage

NE Public Meetings

Posted Date: 07/14/2025

Attendance Taken at 3:00 PM.

Dr. Bill Heimann (ESU 01):	Present
Mitch Hoffer (ESU 02):	Present
Dr. Dan Schnoes (ESU 03):	Present
Gregg Robke (ESU 04):	Present
Dr. Brenda McNiff (ESU 05):	Present
Dr. Brian Maschmann (ESU 06):	Present
Marci Ostmeyer (ESU 07):	Present
Corey Dahl (ESU 08):	Present
Drew Harris (ESU 09):	Present
Dr. Melissa Wheelock (ESU 10):	Present
John Poppert (ESU 11):	Present
Dr. Laura Barrett (ESU 13):	Present
Phillip Picquet (ESU 15):	Present
James McGown (ESU 16):	Present
Geraldine Erickson (ESU 17):	Present
Dr. Takako Olson (ESU 18):	Present
Dr. Kanyon Chism (ESU 19):	Absent

1. Call to Order

ESUCC Board President, Brenda McNiff, called the meeting to order at 3:00pm.

1.1. Roll Call

2. Welcome Visitors

Members of NCSA attended the meeting.

3. Public Comment

No public comments provided.

4. Consent Agenda Items

4.1. Approval of Minutes

4.2. Policy 1007. Committees

4.3. Policy 1008. Standing Committees

4.4. Policy 3002. Funds Management

4.5. Policy 3011. Distance Education Project

4.6. Approve the Distance Learning Director for 2025 - 2026, Andrew Easton

4.7. Approve Home Base for Staff for Next Year

5. Claims, Financial Statements, and Assets for the Month(s) of April and May

ESUCC CEO Dr. Polk reviewed the attached May 2025 Budget Summary.

6. June Expenses to be paid in July

7. Authorization for the CEO to pay the August bills in the absence of the August Board Meeting

8. Budget Preview

ESUCC CEO Dr. Polk reviewed the attached Budget Pre-View for 2025-2026.

9. Policy 1005. Officers

10. Policy 4017. Anti-Discrimination and Harassment and Policy 4020. Equal Opportunity Employment Changes

11. ESUCC Evaluation Policies

12. Committee Structure for 2025 - 2027

ESUCC Board President, Dr. McNiff reviewed the attached Committee Membership document.

13. ESUCC Board Officers for 2025 - 2027

ESUCC Board President will be Dr. Bill Heimann.

ESUCC Board President - Elect: Drs. Laura Barrett and Melissa Wheelock were nominated. After a secret ballot vote, Dr. Melissa Wheelock was in the majority for the ESUCC Board President-Elect.

Board Secretary: James McGown, Drew Harris, and Dr. Laura Barrett were nominated. After a secret ballot vote, Dr. Laura Barrett was in the majority for the ESUCC Board Secretary.

Board Treasurer: Geraldine Erickson is the Board Treasurer.

14. Petitions and Communications to the Board

14.1. NCSA - Ambassador Program Updates

NCSA Ambassador, Dr. Kevin Wingard attended to provide a quick update. NCSA Associate Executive Director Dr. Troy Loeffelholz discussed mentoring and working with the ESUCC Leadership Cadre in efforts to support and retain principals. NCSA Communications Manager, Tyler Dahlgren, notified the board that NCSA is always looking for stories for their publication and would be willing to go out to ESUs and schools to get stories.

15. Chief Executive Officer (CEO) Report

ESUCC CEO Dr. Polk reviewed the linked CEO Report to the Board - July 2025.

16. SPARQ Negotiations

Board member and ESU 6 Administrator, Dr. Maschmann and Sparq Data Solutions Client Service Manager, Darion Miller, reviewed the attached Revised Sparq Negotiations document.

17. ESU Share Out and New Chief Administrator Topics

Dr. Schnoes - AESA Summer Leadership Event took place in Austin, Texas. The AESA Advocacy event in Washington will be coming up in September. The AESA Regional Symposium will be held in October in Omaha.

Geraldine Erickson wanted to express the importance of knowing the changes to Medicaid in public schools.

18. Adjournment

The ESUCC Budget Preview and Board Meeting adjourned at 4:43pm.

Minutes respectfully submitted by Mindy Reed, Executive Secretary to the ESUCC CEO.

NEBRASKA OPEN MEETINGS ACT

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

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

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

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

(1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and

(b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders, and (iii) the Judicial Resources Commission or subcommittees or subgroups of the commission;

(2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and

(3) Virtual conferencing means conducting or participating in a meeting electronically or telephonically with interaction among the participants subject to subsection (2) of section 84-1412.

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

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

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

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

(c) Investigative proceedings regarding allegations of criminal misconduct;

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

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

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

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

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

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

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

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

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

(1) Until January 1, 2025:

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

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

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

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

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

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

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

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

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

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

(2) Beginning January 1, 2025:

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

(b)(i) Except as provided in subdivision (2)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committees, such notice shall be given by:

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

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

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

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

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

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

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

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

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

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

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

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

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

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

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

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority; and

(xiii) A natural resources district.

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

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

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

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

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

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

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

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

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

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

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

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

84-1413.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Revised 07/2024



Educational Service Unit Administrators 2025-2026

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F: 308-284-8483
jmcgown@esusixteen.org

ESU 17 - Geraldine Erickson
207 North Main
Ainsworth, NE 69210
Cell: 402-822-0047
W: 402-387-1420
gerickson17@esu17.org

ESU 18 - Dr. Takako Olson
5905 O Street
Lincoln, NE 68510
Cell: 402-430-5909
W: 402-436-1000
F: 402-436-1682
tnagaya@lps.org

ESU 19 - Dr. Kanyon Chism
3215 Cuming Street
Omaha, NE 68131
Cell 402-917-3166
W: 531-299-7200
Kanyon.Chism@ops.org

ESUCC CEO - Dr. Larianne Polk
6949 South 110th Street
La Vista, NE 68128-5722
Cell: 402-720-4977
W: 402-597-4915
lpolk@esuucc.org



ESUCC
ESUCC Regular Board Meeting
Tuesday, May 6, 2025, 1:30 PM
ESU No.10, 76 Plaza Blvd, Kearney, NE 68845

Posted Locations:

Omaha World-Herald
ESUCC webpage
NE Public Meetings

Posted Date: 04/28/2025

Attendance Taken at 1:27 PM.

Dr Bill Heimann (ESU 01):	Present
Dr. Ted DeTurk (ESU 02):	Present
Dan Schnoes (NE) (ESU 03):	Absent
Gregg Robke (ESU 04):	Present
Dr. Brenda McNiff (ESU 05):	Present
Dr Brian Maschmann (ESU 06):	Present
Kris Elmshaeuser (ESU 07):	Present
Corey Dahl (ESU 08):	Present
Drew Harris (ESU 09):	Present
Dr. Melissa Wheelock (ESU 10):	Present
John Poppert (ESU 11):	Present
Dr. Laura Barrett (ESU 13):	Present
Phillip Picquet (ESU 15):	Present
James McGown (ESU 16):	Present
Geraldine Erickson (ESU 17):	Present
Dr. Takako Olson (ESU 18):	Present
Dr. Kanyon Chism (ESU 19):	Absent

1. Call to Order

Meeting Notice: Pursuant to Section 84-1411 of the Nebraska Statutes, notice of this meeting was given by advertisement on the ESUCC website, NE Public Meeting site, and host site.

Open Meetings Law: Pursuant to Section 84-1412 of the Nebraska Statutes, the public is hereby informed that a current copy of the Nebraska Open Meetings Act is posted in this meeting room.

Closed Session: The ESUCC board may enter closed session during the meeting when it determines that doing so is appropriate and is authorized by the provisions of the Open Meetings Act.

Meeting called to order at 1:33pm.

1.1. Roll Call

2. Welcome Visitors

Notice to visitors: To be heard at this meeting, the "Request to be Heard" form, must be completed and submitted to the Secretary to the Executive Director of ESUCC. The President of the Board of ESUCC will call upon visitors wishing to address the Board in the order they were submitted or by subject.

Marci Ostmeyer and Mitch Hoffer attended the board meeting.

3. Public Comment

To be heard at this meeting, the "Request to be Heard" form has been completed and submitted to the Secretary to the Executive Director of ESUCC. The President of the Board of ESUCC will now call upon visitors requesting to address the Board in the order they were submitted or by subject.

4. Consent Agenda Items

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time. If any Board member wishes to discuss an item, it must be removed from the consent agenda, at which time the remaining items will be acted upon.

Consent Agenda Items:

- Minutes from the previous meeting(s)
- Policy review with no recommended changes
- Other routine agenda items

Recommended Motion: Take all necessary action to approve the consent agenda as presented. Take all necessary action to approve the consent agenda as presented. Passed with a motion by Heimann, Bill (ESU 01) and a second by Erickson, Geraldine (ESU 17).

Dr Bill Heimann (ESU 01): Yea

Dr. Ted DeTurk (ESU 02): Yea
Gregg Robke (ESU 04): Yea
Dr. Brenda McNiff (ESU 05): Yea
Dr Brian Maschmann (ESU 06): Yea
Kris Elmshaeuser (ESU 07): Yea
Corey Dahl (ESU 08): Yea
Drew Harris (ESU 09): Yea
Dr. Melissa Wheelock (ESU 10): Yea
John Poppert (ESU 11): Yea
Dr. Laura Barrett (ESU 13): Yea
Phillip Picquet (ESU 15): Yea
James McGown (ESU 16): Yea
Geraldine Erickson (ESU 17): Yea
Dr. Takako Olson (ESU 18): Yea

Yea: 15, Nay: 0

4.1. Approval of Minutes

4.2. Cooperative Contracts

5. BIRT Demo

ESUCC Chief Learning Officer, Andrew Easton, will provide a BITS reporting in the BIRT site demo.

ESUCC CLO, Andrew Easton and ESUCC CIO, Scott Isaacson provided a demo of the BIRT tool. To clarify, it is BITS training and BIRT reporting tool.

6. Petitions and Communications to the Board

6.1. Learning Community Update

No one from the Learning Community was present.

6.2. NCSA - Ambassador Program Updates

Dr. Wingard, NCSA Ambassador, was not present.

6.3. State Board of Education and Nebraska Department of Education Report

Dr. Shirley Vargas, NDE, was not present.

6.4. Association of Education Service Agency (AESA) Report

ESUCC CEO Dr. Polk and ESU 3 Administrator Dr. Schnoes will review a presentation on the National ESA Leadership Academy trip.

ESUCC CEO Dr. Polk reviewed the attached Seoul and Singapore - ESUCC and ESU 3 Boards document.

7. 2:15pm: TeamMates - Literacy Project Proposal

DeMoine Adams, TeamMates CEO, will discuss a literacy project proposal

Recommended Motion: Discuss, consider, and take all necessary action to approve the ESUCC

to move forward with the TeamMates Literacy Project Proposal.
TeamMates CEO, DeMoine Adams, reviewed the attached proposal for a partnership with the ESUCC.

The board received the information favorably and approved the ESUCC to move forward with the proposal.

Discuss, consider, and take all necessary action to approve the ESUCC to move forward with the TeamMates Literacy Project Proposal Passed with a motion by DeTurk, Ted (ESU 02) and a second by Picquet, Phillip (ESU 15).

Dr Bill Heimann (ESU 01):	Yea
Dr. Ted DeTurk (ESU 02):	Yea
Gregg Robke (ESU 04):	Yea
Dr. Brenda McNiff (ESU 05):	Yea
Dr Brian Maschmann (ESU 06):	Yea
Kris Elmshaeuser (ESU 07):	Yea
Corey Dahl (ESU 08):	Yea
Drew Harris (ESU 09):	Yea
Dr. Melissa Wheelock (ESU 10):	Yea
John Poppert (ESU 11):	Yea
Dr. Laura Barrett (ESU 13):	Yea
Phillip Picquet (ESU 15):	Yea
James McGown (ESU 16):	Yea
Geraldine Erickson (ESU 17):	Yea
Dr. Takako Olson (ESU 18):	Yea

Yea: 15, Nay: 0

8. Chief Executive Officer (CEO) Report

During this report, Chief Executive Officer Polk, will provide an update to the ESUCC Board.

- [CEO Report to the Board - May 2025](#)
- Cybersecurity Update - Cybersecurity threats affect schools statewide, and recent efforts have laid important groundwork to support ESUs and districts. This item will review the progress made, share available tools and resources, and open discussion on how we can sustain and expand this critical work beyond initial project funding.
- Contract Administrative Fees
 - Textbook Loan
 - BITS
 - Literacy Coach
 - Menstrual Products

ESUCC CEO Dr. Polk reviewed the linked CEO Report to the Board - May 2025.

9. NDE Update from Commissioner Maher

Commissioner Maher will provide an update on the NDE, including literacy. Commissioner Maher was able to attend via Zoom to provide the NDE update.

Dr. Maher has had the opportunity to work with a multitude of partners during his career as Commissioner, and he really appreciates the partnerships with the ESUs.

Strategic planning has occupied a lot of time. The Commissioner has multiple meetings scheduled within the next couple of days, which are meetings 8 and 9 out of 10 of the community meetings for the strategic plan. The strategic plan will be in place for the next five years. Throughout the strategic planning process, there has been a lot of emphasis to get back to basics.

The Commissioner and NDE have been dealing with the Federal grants information. The Commissioner has instructed NDE to look at the facts and not make assumptions.

10. Bold Step Committee Reports

10.1. Lead

Members:

Bill Heimann, ESU 1

Ted Deturk, ESU 2 (Co-Chair)

Brenda McNiff, ESU 5 (Co-Chair)

Drew Harris, ESU 9

Laura Barrett, ESU 13

James McGown, ESU 16

Kanyon Chism, ESU 19

No update.

10.2. Influence & Invest

Members:

Gregg Robke, ESU 4

Kris Elmshaeuser, ESU 7

Corey Dahl, ESU 8

Melissa Wheelock, ESU 10 (Co-Chair)

John Poppert, ESU 11

Takako Olson, ESU 18

Kanyon Chism, ESU 19 (Co-Chair)

No update.

10.3. Advocate

Members:

Brian Maschmann, ESU 6

Corey Dahl, ESU 8

Drew Harris, ESU 9 (Co-Chair)

John Poppert, ESU 11

Phillip Picquet, ESU 15

James McGown, ESU 16 (Co-Chair)
Geraldine Erickson, ESU 17
No update.

10.4. SMART

Members:

Ted Deturk, ESU 2
Dan Schnoes, ESU 3 (Co-Chair)
Gregg Robke, ESU 4
Melissa Wheelock, ESU 10
Phillip Picquet, ESU 15 (Co-Chair)
Takako Olson, ESU 18

SMART rollout will be announced at the PDO event on May 7, 2025. The site is smart.esucc.org.

11. Committee Reports

11.1. Information Services Committee

The Committee Chairperson(s) will provide an update from the committee meeting held on May 6, 2025.

There was a lot of discussion around cybersecurity in the Information Services Committee. NOC will make a proposal to the Information Services Committee if an ESUCC statewide effort for cybersecurity would be beneficial. NOC was directed to provide recommendations.

Sparq Negotiations meeting was held to discuss the categories. The deadline to have everything entered is August 1, 2025. A procedure will be drafted by the Sparq Negotiations Committee.

11.2. Education Resources

The Committee Chairperson(s) will provide an update from the committee meeting held on May 6, 2025.

Recommended Motion: Discuss, consider, and take all necessary action to approve the ESUCC to facilitate the LETRS TOT statewide project.

Recommended Motion: Discuss, consider, and take all necessary action to approve the updated SDA Strategist Meeting budget for 2025-2026 as presented.

ESUCC CEO Dr. Polk spoke about the LETRS TOT statewide project.

Mindy Reed will send out the Literacy Redistribution Letter to all ESUs by the end of the week or as soon as information is received from the Department of Education. ESUCC CEO Dr. Polk talked with NDE about a new data set for the teacher count formula, which may impact the amount on the redistribution letter. Each of the seven regions will have a process for registering for the training.

The SDA Affiliate budget was resubmitted.

Discuss, consider, and take all necessary action to approve the ESUCC to facilitate the LETRS Trainer of Trainers (TOT) statewide project Passed with a motion by Erickson, Geraldine (ESU 17) and a second by Elmshaeuser, Kris (ESU 07).

Dr Bill Heimann (ESU 01): Yea
Dr. Ted DeTurk (ESU 02): Yea
Gregg Robke (ESU 04): Yea
Dr. Brenda McNiff (ESU 05): Yea
Dr Brian Maschmann (ESU 06): Yea
Kris Elmshaeuser (ESU 07): Yea
Corey Dahl (ESU 08): Yea
Drew Harris (ESU 09): Yea
Dr. Melissa Wheelock (ESU 10): Yea
John Poppert (ESU 11): Yea
Dr. Laura Barrett (ESU 13): Yea
Phillip Picquet (ESU 15): Yea
James McGown (ESU 16): Yea
Geraldine Erickson (ESU 17): Yea
Dr. Takako Olson (ESU 18): Yea

Yea: 15, Nay: 0

Discuss, consider, and take all necessary action to approve the updated SDA Strategist Meeting budget for 2025-2026 as presented Passed with a motion by Harris, Drew (ESU 09) and a second by Dahl, Corey (ESU 08).

Dr Bill Heimann (ESU 01): Yea
Dr. Ted DeTurk (ESU 02): Yea
Gregg Robke (ESU 04): Yea
Dr. Brenda McNiff (ESU 05): Yea
Dr Brian Maschmann (ESU 06): Yea
Kris Elmshaeuser (ESU 07): Yea
Corey Dahl (ESU 08): Yea
Drew Harris (ESU 09): Yea
Dr. Melissa Wheelock (ESU 10): Yea
John Poppert (ESU 11): Yea
Dr. Laura Barrett (ESU 13): Yea
Phillip Picquet (ESU 15): Yea
James McGown (ESU 16): Yea
Geraldine Erickson (ESU 17): Yea
Dr. Takako Olson (ESU 18): Yea

Yea: 15, Nay: 0

11.3. Legal Committee

The Committee Chairperson(s) will provide an update from the committee meeting held on May 6, 2025.

During this time, or at 3pm CST, Bromms will be invited to speak to the board.

Recommended Motion: Discuss, consider, and take all necessary action to repeal and rescind the current Article V ESUCC Board Policies and adopt the Article V ESUCC Board Policies, as presented.

Recommended Motion: Discuss, consider, and take all necessary action to remove policy 5005 from Article V and move to the end of Article IV, being renumbered to 4029.

Jason Bromm, Bromm and Associates, was able to attend via Zoom to provide a legislative update. ESU Core Service funding may be reduced by \$528,000 over the next two years.

ESUCC CEO Dr. Polk will revise the ESU allocations historical spreadsheet to include deficit core services certification.

Discuss, consider, and take all necessary action to repeal and rescind the current Article V ESUCC Board Policies and adopt the Article V ESUCC Board Policies, as presented Passed with a motion by Wheelock, Melissa (ESU 10) and a second by Erickson, Geraldine (ESU 17).

Dr Bill Heimann (ESU 01):	Yea
Dr. Ted DeTurk (ESU 02):	Yea
Gregg Robke (ESU 04):	Yea
Dr. Brenda McNiff (ESU 05):	Yea
Dr Brian Maschmann (ESU 06):	Yea
Kris Elmshaeuser (ESU 07):	Yea
Corey Dahl (ESU 08):	Yea
Drew Harris (ESU 09):	Yea
Dr. Melissa Wheelock (ESU 10):	Yea
John Poppert (ESU 11):	Yea
Dr. Laura Barrett (ESU 13):	Yea
Phillip Picquet (ESU 15):	Yea
James McGown (ESU 16):	Yea
Geraldine Erickson (ESU 17):	Yea
Dr. Takako Olson (ESU 18):	Yea

Yea: 15, Nay: 0

Discuss, consider, and take all necessary action to remove policy 5005 from Article V and move to the end of Article IV, being renumbered to 4029 Passed with a motion by Harris, Drew (ESU 09) and a second by Maschmann, Brian (ESU 06).

Dr Bill Heimann (ESU 01):	Yea
Dr. Ted DeTurk (ESU 02):	Yea
Gregg Robke (ESU 04):	Yea
Dr. Brenda McNiff (ESU 05):	Yea
Dr Brian Maschmann (ESU 06):	Yea
Kris Elmshaeuser (ESU 07):	Yea

Corey Dahl (ESU 08): Yea
Drew Harris (ESU 09): Yea
Dr. Melissa Wheelock (ESU 10): Yea
John Poppert (ESU 11): Yea
Dr. Laura Barrett (ESU 13): Yea
Phillip Picquet (ESU 15): Yea
James McGown (ESU 16): Yea
Geraldine Erickson (ESU 17): Yea
Dr. Takako Olson (ESU 18): Yea

Yea: 15, Nay: 0

11.4. Executive Committee Report

The Board President will provide an update from the committee meeting held on May 6, 2025.

Recommended Motion: Discuss, consider, and take all necessary action to approve the 2025-2026 ESUCC CEO Compensation Proposal of a total package increase of 3.5%.

There was discussion about the total percentage of the CEO compensation increase.

ESUCC CEO Dr. Polk reviewed the attached Modified Committee Day Before document. The Executive Committee likes the modified committee day before calendar.

In September, Dr. Schnoes will move off the Executive Committee. Dr. McNiff will move to Past President, Dr. Heimann will move to President.

Committee membership will change. If you have an interest in a certain committee, notify Dr. McNiff. The committee membership will be reviewed in July.

Review the CEO Evaluation documents and if there are changes, notify Dr. McNiff.

Discuss, consider, and take all necessary action to approve the 2025-2026 ESUCC CEO Compensation Proposal of a total package increase of 3.5% Passed with a motion by Heimann, Bill (ESU 01) and a second by Dahl, Corey (ESU 08).

Dr Bill Heimann (ESU 01): Yea
Dr. Ted DeTurk (ESU 02): Nay
Gregg Robke (ESU 04): Yea
Dr. Brenda McNiff (ESU 05): Yea
Dr Brian Maschmann (ESU 06): Yea
Kris Elmshaeuser (ESU 07): Yea
Corey Dahl (ESU 08): Yea
Drew Harris (ESU 09): Yea
Dr. Melissa Wheelock (ESU 10): Yea
John Poppert (ESU 11): Yea

Dr. Laura Barrett (ESU 13): Yea
Phillip Picquet (ESU 15): Yea
James McGown (ESU 16): Nay
Geraldine Erickson (ESU 17): Yea
Dr. Takako Olson (ESU 18): Yea

Yea: 13, Nay: 2

Discuss, consider, and take all necessary action to approve the Modified board calendar. Passed with a motion by Harris, Drew (ESU 09) and a second by Barrett, Laura (ESU 13).

Dr Bill Heimann (ESU 01): Yea
Dr. Ted DeTurk (ESU 02): Nay
Gregg Robke (ESU 04): Yea
Dr. Brenda McNiff (ESU 05): Yea
Dr Brian Maschmann (ESU 06): Yea
Kris Elmshaeuser (ESU 07): Yea
Corey Dahl (ESU 08): Yea
Drew Harris (ESU 09): Yea
Dr. Melissa Wheelock (ESU 10): Yea
John Poppert (ESU 11): Yea
Dr. Laura Barrett (ESU 13): Yea
Phillip Picquet (ESU 15): Yea
James McGown (ESU 16): Yea
Geraldine Erickson (ESU 17): Yea
Dr. Takako Olson (ESU 18): Yea

Yea: 14, Nay: 1

11.4.1. Claims, Financial Statements, and Assets for the Month(s) of March
Other financial reports are available upon request to the ESUCC CEO.

Committee Recommended Motion: Discuss, consider, and take all necessary action to approve the claims, financial statements, and assets for the month(s) of March.

ESUCC CEO Dr. Polk reviewed the attached Budget Summary March 2025 document.

Discuss, consider, and take all necessary action to approve the claims, financial statements, and assets for the month(s) of March Passed with a motion by Erickson, Geraldine (ESU 17) and a second by McNiff, Brenda (ESU 05).

Dr Bill Heimann (ESU 01): Yea
Dr. Ted DeTurk (ESU 02): Yea
Gregg Robke (ESU 04): Yea
Dr. Brenda McNiff (ESU 05): Yea
Dr Brian Maschmann (ESU 06): Yea
Kris Elmshaeuser (ESU 07): Yea
Corey Dahl (ESU 08): Yea

Drew Harris (ESU 09): Yea
Dr. Melissa Wheelock (ESU 10): Yea
John Poppert (ESU 11): Yea
Dr. Laura Barrett (ESU 13): Yea
Phillip Picquet (ESU 15): Yea
James McGown (ESU 16): Yea
Geraldine Erickson (ESU 17): Yea
Dr. Takako Olson (ESU 18): Yea
Yea: 15, Nay: 0

11.4.2. April Expenses to be paid in May

Committee Recommended Motion: Discuss, consider, and take all necessary action to approve the April expenses to be paid in May.

Discuss, consider, and take all necessary action to approve the April expenses to be paid in May
Passed with a motion by Barrett, Laura (ESU 13) and a second by Heimann, Bill (ESU 01).

Dr Bill Heimann (ESU 01): Yea
Dr. Ted DeTurk (ESU 02): Yea
Gregg Robke (ESU 04): Yea
Dr. Brenda McNiff (ESU 05): Yea
Dr Brian Maschmann (ESU 06): Yea
Kris Elmshaeuser (ESU 07): Yea
Corey Dahl (ESU 08): Yea
Drew Harris (ESU 09): Yea
Dr. Melissa Wheelock (ESU 10): Yea
John Poppert (ESU 11): Yea
Dr. Laura Barrett (ESU 13): Yea
Phillip Picquet (ESU 15): Yea
James McGown (ESU 16): Yea
Geraldine Erickson (ESU 17): Yea
Dr. Takako Olson (ESU 18): Yea
Yea: 15, Nay: 0

11.4.3. Authorization for the CEO to pay the June bills in the absence of the June Board Meeting and the July bills due to the late date of the July Board Meeting

Committee Recommended Motion: Discuss, consider, and take all necessary action to authorize the CEO to pay the June bills in the absence of the June Board Meeting and the July bills due to the late date of the July Board Meeting.

Discuss, consider, and take all necessary action to authorize the CEO to pay the June bills in the absence of the June Board Meeting and the July bills due to the late date of the July Board

Meeting Passed with a motion by Heimann, Bill (ESU 01) and a second by Harris, Drew (ESU 09).

Dr Bill Heimann (ESU 01):	Yea
Dr. Ted DeTurk (ESU 02):	Yea
Gregg Robke (ESU 04):	Yea
Dr. Brenda McNiff (ESU 05):	Yea
Dr Brian Maschmann (ESU 06):	Yea
Kris Elmshaeuser (ESU 07):	Yea
Corey Dahl (ESU 08):	Yea
Drew Harris (ESU 09):	Yea
Dr. Melissa Wheelock (ESU 10):	Yea
John Poppert (ESU 11):	Yea
Dr. Laura Barrett (ESU 13):	Yea
Phillip Picquet (ESU 15):	Yea
James McGown (ESU 16):	Yea
Geraldine Erickson (ESU 17):	Yea
Dr. Takako Olson (ESU 18):	Yea

Yea: 15, Nay: 0

12. ESU Share Out and New Chief Administrator Topics

Dr. Barrett recognized the two retiring board members: Dr. Ted DeTurk, ESU 2 Administrator and Kris Elmshaeuser, ESU 7 Administrator.

13. Adjournment

Meeting adjourned at 4:49pm.

Minutes respectfully submitted by Mindy Reed, ESUCC Executive Secretary to the CEO.

1007. Committees

Committees shall, on their own, have no authority to bind the ESUCC Board or any Board Member, unless specifically authorized by the Board.

All matters, except those of routine or emergency nature, should be referred to the appropriate Committee for consideration before any action by the Board.

The Board will rely upon regular committees (“Standing Committees”) to fulfill designated functions and responsibilities for the benefit of the Board. In addition, the Board may appoint temporary, special, or ad hoc committees. The President has the authority to appoint members to a temporary, special, or ad hoc committee. The ESUCC Board may also create a temporary, special, or ad hoc committee and appoint Members to said committee at a Board Meeting.

Summaries of, and recommendations from, all Committee Meetings will usually be reported to the Board for the benefit of Board Members.

Date of Adoption:	November 20, 2024
Date of Review:	July 23, 2025

1008. Standing Committees

The following committees will regularly meet and consist of the Board’s Standing Committees, unless otherwise determined by the ESUCC Board:

Executive Committee

Consists of President, Past-President, President-Elect, Treasurer, and Secretary, and any other Member appointed by the Board. The Executive Committee shall have the following duties and authority: Review and make recommendations to the Board regarding the presentation and tracking of the General Fund Budget.

Information Services Committee

The Information Services Committee shall have the following duties and authority: Reviews and makes recommendations to the Board regarding any technology related items including but not limited to cybersecurity, ESU Professional Development Organization affiliates (Teaching and Learning with Technology (TLT) and Network Operations Committee (NOC)).

Educational Resources Committee

The Educational Resources Committee shall have the following duties and authority: Reviews and makes recommendations to the Board regarding efforts by the ESU Professional Development Organization (PDO) and other professional development items. Reviews statewide initiatives (SRS, Project para, ILCD) as well as other Special Education items in the state.

Legal Committee

The Legal Committee shall have the following duties and authority: Reviews and makes recommendations to the Board regarding items of federal, state, and local legislation or regulations, NSBA and NASB resolutions, and issues of interest regarding other governmental bodies. Reviews the progress and future needs of Nebraska Cooperative Purchasing Project. Reviews and recommends ESUCC Policy.

Date of Adoption:	November 20, 2024
Date(s) of Review:	July 23, 2025

3002. Funds Management

The Board is responsible for the control of all funds of the ESUCC. Funds available to the Chief Executive Officer shall be carefully monitored by the Treasurer and the President to ensure that they are expended for the purposes for which they were appropriated and that the ESUCC receives an appropriate return for its expenditures. All receipts shall be accounted for and reported by all ESUCC staff at least monthly to the Chief Executive Officer. Monthly financial reports shall be provided to and reviewed by the Board at each regular ESUCC Board Meeting.

Legal Reference:	Neb. Rev. Stat. § 79-1245
Date of Adoption:	January 14, 2025
Date(s) of Review:	July 23, 2025

3011. Distance Education Project

The Distance Education project works to build, improve and maintain the state's distance education network.

The Educational Service Unit Coordinating Council shall only provide assistance in brokering or scheduling courses to educational entities that have access to Network Nebraska.

The ESUCC Board contracts with ESU 17 to provide staffing for Distance Education, whose staffing includes a Distance Education Director. The Distance Education Director is the immediate supervisor of all other staff assigned to Distance Education and is charged with general operation of all programs of the Distance Education project. The Distance Education Director reports to the Chief Executive Officer and, ultimately, to the Board.

Legal Reference:	
Date of Adoption:	January 14, 2025
Date(s) of Review:	July 23, 2025



ESUCC Home Base - July 2025

Employee(s)	Home Base Address
Dr. Larianne Polk, Scott Isaacson, Andrew Easton, Mindy Reed, Erin Bussen, Todd Hatcher, Anthony Maggio, Rita McKinney, Lake Gatton, Jenny Ciancio	ESU 3 6949 South 110th Street La Vista, NE 68128
Priscilla Quintana (Coop)	ESU 17 1292 East 4th Street Ainsworth, NE 69210
Craig Peterson (Coop)	ESU 11 412 West 14th Ave Holdrege, NE 68949
Becky Sosalla (PowerSchool)	Home 11862 Newport Ave Omaha, NE 68164
Sarah Baden (PowerSchool)	Home 611 8th St Deshler, NE 68340
Marissa Burenheide (PowerSchool)	Home 626 First Street Fullerton, NE 68638
Ken Clay (PowerSchool)	Home 7110 South 183rd Street W Viola, KS 67149
Peggy Medema (PowerSchool)	Home 809 North Howe St Valentine, NE 69201
Aimee Muehling (PowerSchool Contracted EE)	Home 615 Garrett Pl Hickman, NE 68372
Nicki Muller (PowerSchool Contracted EE)	Home 5754 SW 42nd Rd Cortland, NE 68331
Shara Johnson (Canvas)	Home 1091 County Rd 24 Craig, NE 68019
Bill Schroeder (Canvas)	Home 10313 South 125th St Papillion, NE 68046

April 30, 2025

Checkbook Balances:					
As of Sept. 1, 2024		\$3,033,592.01			
As of Apr 1, 2025 =		\$6,370,378.08			
		Apr 2025 Receipts	Apr 2025 Disbursements	Apr 2024 Receipts	Apr 2024 Disbursements
ESUCC Admin		\$21,139.89	(\$36,017.79)	\$18,834.93	(\$23,855.20)
COOP		\$54,545.04	(\$33,444.99)	\$37,654.42	(\$30,761.81)
DEC		\$4,161.34	(\$33,676.17)	\$0.00	(\$25,943.29)
IMAT		\$3,000.00	(\$9,578.80)	\$0.00	(\$11,401.55)
SRS		\$0.00	(\$48,990.18)	\$0.00	(\$42,062.09)
PDO		\$6,547.73	(\$246,540.58)	\$44,800.46	(\$71,906.20)
PS		\$0.00	(\$52,806.79)	\$11,072.62	(\$49,114.36)
PROJ PARA		\$0.00	(\$8,475.75)	\$0.00	(\$8,541.32)
Canvas		\$720.00	(\$41,582.05)	\$0.00	\$0.00
Textbook Loan Prog		\$0.00	(\$5,558.75)	\$0.00	\$0.00
BITS		\$0.00	(\$32,427.98)	\$0.00	\$0.00
Literacy Project		\$960,923.68	\$0.00	\$0.00	\$0.00
NCNE Cyber		\$0.00	(\$57,505.63)	\$0.00	\$0.00
		\$1,051,037.68	-\$606,605.46	\$112,362.43	-\$263,585.82
ESUCC Reserve		\$250,000.00			
As of Apr 30, 2025=		\$6,814,810.30		Apr 30, 2024=	\$4,329,302.95

Outstanding Receipts As Of 04/30/25:

ESUCC Admin.	\$0.00
Literacy Proj	\$4,543.38
First Literacy Coaching Stipend**	\$4,543.38
DEC	\$0.00
AI Presentations	\$0.00
Canvas	\$105,997.48
Potter Dix	\$405.00
NDE Reimbursement Requested**	\$105,592.48
COOP	\$32,699.56
Vendor Admin Fees	\$0.00
School Orders Worldbook/Movie Lic./Securly	\$0.00
AEPA/Special Buys/Food/Custodial Admin Fees	\$32,699.56
CRISIS/Threat Training	\$22,829.80
UNPPC Funds Due**	\$22,829.80
Duo Security	\$750.00
School Renewals (Fort Calhoun)	\$750.00
ProofPoint	\$595.32
Northwest & Banner Co.	\$595.32
IMAT	\$0.00
ISKME (NDE)	\$0.00
MSA Digial Learning Fees (ESU 19)	\$0.00
PD Library/Sora (NDE)	\$0.00
NCNE CYBER	\$571,720.65
Funds from NEMA	\$398,578.95
Funds from ESUs for Jan - Apr Salaries	\$173,141.70
SRS	\$192.00
MSA Fees	\$0.00
Annual Member Fee (Prime Home DDS)	\$192.00
PDO	\$687,865.73
MSA Fees	\$0.00
PD Trainings/Reg. Fees	\$1,375.00
CSET Funds from NEMA**	\$41,544.50
COSN	\$644,946.23
PS	\$20,932.40
Ashland-Greenwood	\$20,932.40
Total:	\$1,448,126.32

FY Net Activity 04/30/25

ESUCC Admin	\$235,049.76
COOP	\$439,450.22
DEC	\$79,562.41
IMAT	\$27,781.74
SRS	-\$241,971.10
PDO	-\$411,978.61
Canvas	\$910,117.13
Textbook	\$67,716.25
BITS	\$1,840,860.58
Literacy Proj	\$960,923.68
NCNE Cyber	-\$739,214.37
PS	\$672,025.13
PROJ PARA	-\$59,104.53
	\$3,781,218.29

Budget Notes/Comments, April 2025:

16.65%	Total Budget Usage
30.34%	Adjusted Budget Usage
66.64%	8-month Budget Projection

Notes/Special Receipts, April 2025:

\$960,923.68	Literacy Project Funds, First Coach Stipend
\$54,545.04	Coop Admin Fees

Notes/Special Disbursements, April 2025:

\$9,850.00	Grindstone, BITS Round 2 & DL Video Project
\$13,855.00	Instructure, Canvas Certified Educator Program
\$2,500.00	PowerSchool, Summer University Training
\$204,048.12	ESSER Funds Paid to ESUs 6, 7, and 10
\$20,400.00	Wyebot Inc., License Renewal (NOC)

May Expenses Payable June 2025: \$?????????

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Special Projects/Grants Status as of April 30, 2025:

\$6,125.00	SIMPL Expenditures
\$11,571.00	SMART Expenditures

- \$4,543.38 Literacy Funds Received from ESU 5
- \$22,829.80 Funds from UNPPC for Threat Assessment Trn
- \$105,592.48 Funds from NDE for Canvas
- \$41,544.50 Funds from NDE for CSET (NEMA)

May 31, 2025

Checkbook Balances:					
As of Sept. 1, 2024		\$3,033,592.01			
As of May 1, 2025 =		\$6,814,810.30			
	May 2025 Receipts	May 2025 Disbursements	May 2024 Receipts	May 2024 Disbursements	
ESUCC Admin	\$21,664.11	(\$22,313.67)	\$17,481.70	(\$20,918.61)	
COOP	\$34,920.94	(\$35,937.14)	\$51,011.98	(\$37,612.09)	
DEC	\$0.00	(\$28,936.92)	\$0.00	(\$29,777.05)	
IMAT	\$0.00	(\$5,305.01)	\$0.00	(\$8,941.52)	
SRS	\$0.00	(\$47,004.31)	\$0.00	(\$44,529.99)	
PDO	\$69,879.30	(\$7,929.47)	\$22,232.16	(\$117,858.98)	
PS	\$0.00	(\$49,551.39)	\$0.00	(\$55,166.19)	
PROJ PARA	\$0.00	(\$8,438.13)	\$0.00	(\$8,541.32)	
Canvas	\$105,884.98	(\$29,381.13)	\$0.00	\$0.00	
Textbook Loan Prog	\$0.00	(\$257,969.90)	\$0.00	\$0.00	
BITS	\$0.00	(\$213,033.79)	\$0.00	\$0.00	
Literacy Project	\$4,548.38	\$0.00	\$0.00	\$0.00	
NCNE Cyber	\$155,827.53	(\$43,385.04)	\$0.00	\$0.00	
	\$392,725.24	-\$749,185.90	\$90,725.84	-\$323,345.75	
ESUCC Reserve	\$250,000.00				
As of May 31 2025=	\$6,458,349.64		May 31, 2024=	\$4,096,683.04	

Outstanding Receipts As Of 05/31/25:

ESUCC Admin.	\$0.00
Literacy Proj	\$0.00
First Literacy Coaching Stipend	\$0.00
DEC	\$0.00
AI Presentations	\$0.00
Canvas	\$405.00
Potter Dix	\$405.00
NDE Reimbursement Requested	\$0.00
COOP	\$54,255.09
Vendor Admin Fees	\$34,934.63
School Orders Worldbook/Movie Lic./Securly	\$0.00
AEPA/Special Buys/Food/Custodial Admin Fees	\$19,320.46
CRISIS/Threat Training	\$0.00
UNPPC Funds Due	\$0.00
Duo Security	\$750.00
School Renewals (Fort Calhoun)	\$750.00
ProofPoint	\$595.32
Northwest & Banner Co.	\$595.32
IMAT	\$0.00
ISKME (NDE)	\$0.00
MSA Digial Learning Fees (ESU 19)	\$0.00
PD Library/Sora (NDE)	\$0.00
NCNE CYBER	\$448,816.20
Funds from NEMA	\$398,578.95
Funds from ESUs for Jan - Apr Salaries	\$50,237.25
SRS	\$446,440.00
SRS Tier Billing	\$446,248.00
Annual Member Fee (Prime Home DDS)	\$192.00
PDO	\$661,516.23
MSA Fees	\$0.00
PD Trainings/Reg. Fees	\$16,570.00
CSET Funds from NEMA	\$0.00
COSN	\$644,946.23
PS	\$20,932.40
Ashland-Greenwood	\$20,932.40
Textbook Loan	\$0.00
NDE Textbook Loan Purchases	\$0.00
Total:	\$1,633,710.24

FY Net Activity 05/31/25

ESUCC Admin	\$234,400.20
COOP	\$438,434.02
DEC	\$50,625.49
IMAT	\$22,476.73
SRS	-\$288,975.41
PDO	-\$350,028.78
Canvas	\$986,620.98
Textbook	-\$190,253.65
BITS	\$1,627,826.79
Literacy Proj	\$965,472.06
NCNE Cyber	-\$626,771.88
PS	\$622,473.74
PROJ PARA	-\$67,542.66
	\$3,424,757.63

Budget Notes/Comments, May 2025:

23.24%	Total Budget Usage
42.32%	Adjusted Budget Usage
75.00%	9-month Budget Projection

Notes/Special Receipts, May 2025:

\$105,887.98	Canvas Funds
\$155,827.53	NCNE Funds from ESUs
\$34,920.94	Coop Admn Fees
\$22,829.80	Threat Assessment Funds

Notes/Special Disbursements, May 2025:

\$213,033.79	BITS Reimbursements
\$257,969.90	Textbook Loan Purchases

June Expenses Payable July 2025: \$2,397,921.10

\$11,000.00	Dmarcian, NOC SaaS Platform
\$148,549.91	CDWG, SLCGP Logging Project (Elastic)
\$850,418.86	BITS Reimbursements
\$220,650.45	Textbook Loan Project Purchases
\$99,990.00	LETRS Facilitator Training

Special Projects/Grants Status as of May 31

\$6,125.00	SIMPL Expenditures
\$11,571.00	SMART Expenditures

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ESU COORDINATING COUNCIL
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FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG UNIT	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
09000	18055	07/11/25	1098	AESA	01202310100	20810	ADMN ANNUAL MEMBERS	0.00	12,905.00
09000	18055	07/11/25	1098	AESA	01202310100	20810	ADMN REGISTRATION R	0.00	150.00
09000	18055	07/11/25	1098	AESA	01202320100	20580	ADMN ADVOCACY CONF	0.00	525.00
TOTAL CHECK									13,580.00
09000	18056	07/11/25	1638	AIMEE MUEHLING	01202580200	20320	PS CONTRACTED SERVI	0.00	3,232.02
09000	18057	07/11/25	1466	ANDREW EASTON	01202800620	20333	DEC MILEAGE TLT LEA	0.00	119.70
09000	18057	07/11/25	1466	ANDREW EASTON	01202800620	20580	DEC MEALS SPRING NE	0.00	77.93
09000	18057	07/11/25	1466	ANDREW EASTON	01202800620	20580	DEC MEALS/BAG CIN T	0.00	95.84
09000	18057	07/11/25	1466	ANDREW EASTON	01202800620	20580	DEC MEAL CIN TRN	0.00	21.23
09000	18057	07/11/25	1466	ANDREW EASTON	01202800620	20333	DEC MILEAGE FUTURE	0.00	115.50
09000	18057	07/11/25	1466	ANDREW EASTON	01202800620	20333	DEC MILEAGE GEN AI	0.00	21.70
TOTAL CHECK									451.90
09000	18058	07/11/25	1814	WILLIAM SCHROEDER	01203575570	20580	CANV MEALS RD SHOW	0.00	50.28
09000	18058	07/11/25	1814	WILLIAM SCHROEDER	01203575570	20333	CANV MILEAGE RD SHO	0.00	243.60
09000	18058	07/11/25	1814	WILLIAM SCHROEDER	01203575570	20580	CANV MEALS RD SHOW	0.00	77.83
09000	18058	07/11/25	1814	WILLIAM SCHROEDER	01203575570	20333	CANV MILEAGE RD SHO	0.00	165.20
09000	18058	07/11/25	1814	WILLIAM SCHROEDER	01203575570	20580	CANV MEALS RD SHW M	0.00	125.61
09000	18058	07/11/25	1814	WILLIAM SCHROEDER	01203575570	20333	CANV MILEAGE RD SHW	0.00	668.50
09000	18058	07/11/25	1814	WILLIAM SCHROEDER	01203575570	20333	CANV MILEAGE FUTURE	0.00	112.00
TOTAL CHECK									1,383.02
09000	18059	07/11/25	1050	BISHOP BUSINESS	01202530100	20550	ADMN PRINTING EXP	0.00	21.16
09000	18059	07/11/25	1050	BISHOP BUSINESS	01202530620	20550	DEC PRINTING EXP	0.00	42.33
09000	18059	07/11/25	1050	BISHOP BUSINESS	01202530400	20550	SRS PRINTING EXP	0.00	21.16
TOTAL CHECK									84.65
09000	18060	07/11/25	1790	CANDLEWOOD SUITES K	01202800620	20580	DEC LODGING NETA EA	0.00	159.00
09000	18061	07/11/25	1942	CATCH GLOBAL FOUNDA	01203500585	20320	TEXTBOOK JESUIT ACA	0.00	1,499.00
09000	18062	07/11/25	1007	CDW GOVERNMENT INC.	01203500578	20330	SLCGP LOGGING ENT R	0.00	118,499.96
09000	18062	07/11/25	1007	CDW GOVERNMENT INC.	01203500578	20330	SLCGP LOGGING CONSU	0.00	30,049.95
TOTAL CHECK									148,549.91
09000	18063	07/11/25	1066	CHARTWELLS DINING S	01203575570	20580	CANV MEALS RD SHW 6	0.00	1,145.56
09000	18063	07/11/25	1066	CHARTWELLS DINING S	01203575570	20580	CANV MEALS RD SHW 6	0.00	1,055.16
TOTAL CHECK									2,200.72
09000	18064	07/11/25	1871	COLUMN SOFTWARE PBC	01202310100	20540	ADMN NOTICE RULE 84	0.00	25.00
09000	18064	07/11/25	1871	COLUMN SOFTWARE PBC	01202310100	20540	ADMN NOTICE BOARD M	0.00	25.00
TOTAL CHECK									50.00
09000	18065	07/11/25	1391	CORWIN PRESS/SAGE P	01202250520	20330	SDA BOOKS	0.00	497.35
09000	18066	07/11/25	1101	CRAIG PETERSON	01202800300	20333	COOP MILEAGE SCHL N	0.00	138.60
09000	18066	07/11/25	1101	CRAIG PETERSON	01202800300	20333	COOP MILEAGE ALL ST	0.00	289.80
09000	18066	07/11/25	1101	CRAIG PETERSON	01202800300	20333	COOP MILEAGE CONF/I	0.00	555.80
09000	18066	07/11/25	1101	CRAIG PETERSON	01202800300	20333	COOP MILEAGE MENTAL	0.00	92.40

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FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG UNIT	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
TOTAL CHECK								0.00	1,076.60
09000	18067	07/11/25	1821	DMARCIA, INC	01202250510	20330	NOC DMARC SAAS PLAT	0.00	11,000.00
09000	18068	07/11/25	1950	ERIN BUSSEN	01202800620	20333	DEC MILEAGE TLT LEA	0.00	73.50
09000	18068	07/11/25	1950	ERIN BUSSEN	01202800620	20333	DEC MILEAGE FUTURE	0.00	115.50
TOTAL CHECK								0.00	189.00
09000	18069	07/11/25	1057	ESU 3	01203500580	20330	BITS REIMBURSEMENT	0.00	1,313.64
09000	18069	07/11/25	1057	ESU 3	01203500580	20330	BITS MILEAGE REIMBU	0.00	32.20
09000	18069	07/11/25	1057	ESU 3	01202610100	20440	ADMN RENT OMAHA	0.00	244.82
09000	18069	07/11/25	1057	ESU 3	01202610300	20440	COOP RENT OMAHA	0.00	92.17
09000	18069	07/11/25	1057	ESU 3	01202610400	20440	SRS RENT OMAHA	0.00	1,532.40
09000	18069	07/11/25	1057	ESU 3	01202610600	20440	IMAT RENT OMAHA	0.00	132.49
09000	18069	07/11/25	1057	ESU 3	01202610620	20440	DEC RENT OMAHA	0.00	449.31
09000	18069	07/11/25	1057	ESU 3	01202610200	20440	PS RENT OMAHA	0.00	92.17
09000	18069	07/11/25	1057	ESU 3	01203575570	20440	CANVAS RENT OMAHA	0.00	48.96
09000	18069	07/11/25	1057	ESU 3	01202530100	20550	ADMN PRINTING OMAHA	0.00	32.05
09000	18069	07/11/25	1057	ESU 3	01202530620	20550	DEC PRINTING OMAHA	0.00	16.02
09000	18069	07/11/25	1057	ESU 3	01202530400	20550	SRS PRINTING OMAHA	0.00	16.02
TOTAL CHECK								0.00	4,002.25
09000	18070	07/11/25	1057	ESU 3	01203575570	20580	CANVAS ROAD SHOW ME	0.00	1,741.00
09000	18071	07/11/25	1057	ESU 3	01203500582	20320	LITERACY REDISTRIBU	0.00	176,977.31
09000	18072	07/11/25	1057	ESU 3	01203500580	20320	BITS REIMBURSEMENT	0.00	339,827.01
09000	18073	07/11/25	1057	ESU 3	01202610100	20440	ADMN RENT OMAHA	0.00	244.81
09000	18073	07/11/25	1057	ESU 3	01202610300	20440	COOP RENT OMAHA	0.00	92.17
09000	18073	07/11/25	1057	ESU 3	01202610400	20440	SRS RENT OMAHA	0.00	1,532.40
09000	18073	07/11/25	1057	ESU 3	01202610600	20440	IMAT RENT OMAHA	0.00	132.49
09000	18073	07/11/25	1057	ESU 3	01202610620	20440	DEC RENT OMAHA	0.00	449.31
09000	18073	07/11/25	1057	ESU 3	01202610200	20440	PS RENT OMAHA	0.00	92.17
09000	18073	07/11/25	1057	ESU 3	01203575570	20440	CANVAS RENT OMAHA	0.00	48.96
09000	18073	07/11/25	1057	ESU 3	01202560100	20531	ADMN POSTAGE OMAHA	0.00	0.69
09000	18073	07/11/25	1057	ESU 3	01202530100	20550	ADMN PRINTING OMAHA	0.00	14.18
09000	18073	07/11/25	1057	ESU 3	01202530620	20550	DEC PRINTING OMAHA	0.00	14.19
09000	18073	07/11/25	1057	ESU 3	01202530400	20550	SRS PRINTING OMAHA	0.00	14.18
09000	18073	07/11/25	1057	ESU 3	01202800100	20580	ADMN ALL STAFF MEAL	0.00	320.50
09000	18073	07/11/25	1057	ESU 3	01202800400	20580	SRS ADVISORY MTG ME	0.00	144.50
TOTAL CHECK								0.00	3,100.55
09000	18074	07/11/25	1149	ESU 4	01202250540	20330	TLT AI REIMBURSEMEN	0.00	20.00
09000	18076	07/11/25	1150	ESU 5	01203500580	20320	BITS REIMBURSEMENT	0.00	8,647.30
09000	18077	07/11/25	1280	ESU 6	01203500580	20320	BITS REIMBURSEMENT	0.00	28,747.25
09000	18078	07/11/25	1280	ESU 6	01202250540	20330	TLT AI REIMBURSEMEN	0.00	230.00

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FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG UNIT	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
09000	18079	07/11/25	1151	ESU 7	01202580400	20650	SRS LASTPADD LICENS	0.00	200.00
09000	18079	07/11/25	1151	ESU 7	01202250520	20330	SDA PRINTING	0.00	8.55
TOTAL CHECK									208.55
09000	18080	07/11/25	1151	ESU 7	01202580100	20650	ADMN MIFI RENTAL	0.00	192.00
09000	18081	07/11/25	1223	ESU 8	01203500580	20320	BITS REIMBURSEMENT	0.00	73,344.56
09000	18081	07/11/25	1223	ESU 8	01202250540	20330	TLT AI REIMBURSEMEN	0.00	230.00
TOTAL CHECK									73,574.56
09000	18082	07/11/25	1324	ESU 9	01203500580	20320	BITS REIMBURSEMENT	0.00	60,034.22
09000	18083	07/11/25	1067	ESU 10	01202250540	20330	TLT AI REIMBURSEMEN	0.00	205.96
09000	18084	07/11/25	1068	ESU 13	01203500580	20320	BITS REIMBURSEMENT	0.00	92,392.12
09000	18085	07/11/25	1152	ESU 15	01203500580	20320	BITS REIMBURSEMENT	0.00	15,712.60
09000	18086	07/11/25	1104	ESU 16	01202250540	20330	TLT AI REIMBURSEMEN	0.00	200.00
09000	18086	07/11/25	1104	ESU 16	01203500580	20320	BITS REIMBURSEMENT	0.00	26,331.97
TOTAL CHECK									26,531.97
09000	18087	07/11/25	1064	ESU 17	01203500580	20320	BITS REIMBURSEMENT	0.00	3,830.12
09000	18088	07/11/25	1064	ESU 17	01202320100	20110	ADMN CEO SALARIES	0.00	9,614.58
09000	18088	07/11/25	1064	ESU 17	01202320100	20220	ADMN CEO SS/MEDICAR	0.00	735.52
09000	18088	07/11/25	1064	ESU 17	01202320100	20230	ADMN CEO RETIREMENT	0.00	948.00
09000	18088	07/11/25	1064	ESU 17	01202320100	20270	ADMN CEO WORK COMP	0.00	38.39
09000	18088	07/11/25	1064	ESU 17	01202800100	20110	ADMN STAFF SALARIES	0.00	4,134.28
09000	18088	07/11/25	1064	ESU 17	01202800100	20220	ADMN STAFF SS/MEDIC	0.00	256.28
09000	18088	07/11/25	1064	ESU 17	01202800100	20230	ADMN STAFF RETIREME	0.00	408.38
09000	18088	07/11/25	1064	ESU 17	01202800100	20270	ADMN STAFF WORK COM	0.00	15.98
09000	18088	07/11/25	1064	ESU 17	01202510100	20315	ADMN FISCAL AGENT F	0.00	900.00
09000	18088	07/11/25	1064	ESU 17	01202320300	20110	COOP CEO SALARIES	0.00	991.19
09000	18088	07/11/25	1064	ESU 17	01202320300	20220	COOP CEO SS/MEDICAR	0.00	75.83
09000	18088	07/11/25	1064	ESU 17	01202320300	20230	COOP CEO RETIREMENT	0.00	97.73
09000	18088	07/11/25	1064	ESU 17	01202320300	20270	COOP CEO WORK COMP	0.00	3.96
09000	18088	07/11/25	1064	ESU 17	01202800300	20220	COOP STAFF SS/MEDIC	0.00	1,245.69
09000	18088	07/11/25	1064	ESU 17	01202800300	20230	COOP STAFF RETIREME	0.00	2,084.52
09000	18088	07/11/25	1064	ESU 17	01202800300	20270	COOP STAFF WORK CO	0.00	87.07
09000	18088	07/11/25	1064	ESU 17	01202610300	20440	COOP RENT AINSWORTH	0.00	608.00
09000	18088	07/11/25	1064	ESU 17	01202580300	20530	COOP PHONE AINSWORTH	0.00	84.00
09000	18088	07/11/25	1064	ESU 17	01202530300	20550	COOP PRINTING AINSW	0.00	17.50
09000	18088	07/11/25	1064	ESU 17	01202610300	20520	COOP BOND/INSURANCE	0.00	32.00
09000	18088	07/11/25	1064	ESU 17	01202320620	20110	DEC CEO SALARIES	0.00	6,938.35
09000	18088	07/11/25	1064	ESU 17	01202320620	20220	DEC CEO SS/MEDICARE	0.00	530.79
09000	18088	07/11/25	1064	ESU 17	01202320620	20230	DEC CEO RETIREMENT	0.00	684.12
09000	18088	07/11/25	1064	ESU 17	01202320620	20270	DEC CEO WORK COMP	0.00	27.71
09000	18088	07/11/25	1064	ESU 17	01202580620	20110	DEC TECH SALARIES	0.00	5,851.55
09000	18088	07/11/25	1064	ESU 17	01202580620	20220	DEC TECH SS/MEDICAR	0.00	362.43
09000	18088	07/11/25	1064	ESU 17	01202580620	20230	DEC TECH RETIREMENT	0.00	578.00

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG UNIT	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
09000	18088	07/11/25	1064	ESU 17	01202580620	20270	DEC TECH WORK COMP	0.00	22.50
09000	18088	07/11/25	1064	ESU 17	01202580620	20290	DEC TECH HEALTH EQU	0.00	2.80
09000	18088	07/11/25	1064	ESU 17	01202800620	20110	DEC STAFF SALARIES	0.00	9,370.11
09000	18088	07/11/25	1064	ESU 17	01202800620	20220	DEC STAFF SS/MEDICA	0.00	675.26
09000	18088	07/11/25	1064	ESU 17	01202800620	20230	DEC STAFF RETIREMEN	0.00	925.56
09000	18088	07/11/25	1064	ESU 17	01202800620	20270	DEC STAFF WORK COMP	0.00	36.11
09000	18088	07/11/25	1064	ESU 17	01202320600	20110	IMAT CEO SALARIES	0.00	1,189.43
09000	18088	07/11/25	1064	ESU 17	01202320600	20220	IMAT CEO SS/MEDICAR	0.00	90.99
09000	18088	07/11/25	1064	ESU 17	01202320600	20230	IMAT CEO RETIREMENT	0.00	117.28
09000	18088	07/11/25	1064	ESU 17	01203500585	20220	TEXTBOOK SS/MEDICAR	0.00	360.62
09000	18088	07/11/25	1064	ESU 17	01202800300	20110	COOP STAFF SALARIES	0.00	21,103.02
09000	18088	07/11/25	1064	ESU 17	01202800600	20110	IMAT STAFF SALARIES	0.00	3,223.49
09000	18088	07/11/25	1064	ESU 17	01202800570	20270	CANVAS STAFF WORK C	0.00	79.30
09000	18088	07/11/25	1064	ESU 17	01202580570	20110	CANVAS TECH SALARIE	0.00	2,925.77
09000	18088	07/11/25	1064	ESU 17	01202580570	20220	CANVAS TECH SS/MEDI	0.00	181.21
09000	18088	07/11/25	1064	ESU 17	01202580570	20230	CANVAS TECH RETIREM	0.00	289.00
09000	18088	07/11/25	1064	ESU 17	01202580570	20270	CANVAS TECH WORK CO	0.00	11.25
09000	18088	07/11/25	1064	ESU 17	01202580570	20290	CANVAS TECH HEALTH	0.00	1.40
09000	18088	07/11/25	1064	ESU 17	01202800200	20110	PS STAFF SALARIES	0.00	33,699.87
09000	18088	07/11/25	1064	ESU 17	01202800200	20220	PS STAFF SS/MEDICAR	0.00	2,377.88
09000	18088	07/11/25	1064	ESU 17	01202800200	20230	PS STAFF RETIREMENT	0.00	3,328.80
09000	18088	07/11/25	1064	ESU 17	01202800200	20270	PS STAFF WORK COMP	0.00	130.65
09000	18088	07/11/25	1064	ESU 17	01202800200	20290	PS STAFF HEALTH EQU	0.00	7.00
09000	18088	07/11/25	1064	ESU 17	01202800578	20110	NCNE STAFF SALARIES	0.00	28,222.04
09000	18088	07/11/25	1064	ESU 17	01202800578	20220	NCNE STAFF SS/MEDIC	0.00	2,015.53
09000	18088	07/11/25	1064	ESU 17	01202800578	20230	NCNE STAFF RETIREME	0.00	2,696.35
09000	18088	07/11/25	1064	ESU 17	01202800578	20270	NCNE STAFF WORK COM	0.00	108.92
09000	18088	07/11/25	1064	ESU 17	01202800590	20110	PROJ PARA SALARIES	0.00	7,239.79
09000	18088	07/11/25	1064	ESU 17	01202800590	20220	PROJ PARA SS/MEDICA	0.00	455.26
09000	18088	07/11/25	1064	ESU 17	01202800590	20230	PROJ PARA RETIREMEN	0.00	715.13
09000	18088	07/11/25	1064	ESU 17	01202800590	20270	PROJ PARA WORK COMP	0.00	27.99
09000	18088	07/11/25	1064	ESU 17	01202800570	20230	CANVAS STAFF RETIRE	0.00	1,963.43
09000	18088	07/11/25	1064	ESU 17	01203500585	20110	TEXTBOOK SALARIES	0.00	4,714.00
09000	18088	07/11/25	1064	ESU 17	01203500585	20230	TEXTBOOK RETIREMENT	0.00	465.64
09000	18088	07/11/25	1064	ESU 17	01203500585	20270	TEXTBOOK WORK COMP	0.00	18.49
09000	18088	07/11/25	1064	ESU 17	01203500585	20270	IMAT CEO WORK COMP	0.00	4.75
09000	18088	07/11/25	1064	ESU 17	01202800600	20220	IMAT STAFF SS/MEDIC	0.00	223.77
09000	18088	07/11/25	1064	ESU 17	01202800600	20230	IMAT STAFF RETIREME	0.00	318.41
09000	18088	07/11/25	1064	ESU 17	01202800600	20270	IMAT STAFF WORK COM	0.00	12.46
09000	18088	07/11/25	1064	ESU 17	01202320400	20110	SRS CEO SALARIES	0.00	1,090.31
09000	18088	07/11/25	1064	ESU 17	01202320400	20220	SRS CEO SS/MEDICARE	0.00	83.41
09000	18088	07/11/25	1064	ESU 17	01202320400	20230	SRS CEO RETIREMENT	0.00	107.51
09000	18088	07/11/25	1064	ESU 17	01202320400	20270	SRS CEO WORK COMP	0.00	4.35
09000	18088	07/11/25	1064	ESU 17	01202580400	20110	SRS TECH SALARIES	0.00	5,851.55
09000	18088	07/11/25	1064	ESU 17	01202580400	20220	SRS TECH SS/MEDICAR	0.00	362.43
09000	18088	07/11/25	1064	ESU 17	01202580400	20230	SRS TECH RETIREMENT	0.00	578.00
09000	18088	07/11/25	1064	ESU 17	01202580400	20270	SRS TECH WORK COMP	0.00	22.50
09000	18088	07/11/25	1064	ESU 17	01202580400	20290	SRS TECH HEALTH EQU	0.00	2.80
09000	18088	07/11/25	1064	ESU 17	01202800400	20110	SRS STAFF SALARIES	0.00	31,655.66
09000	18088	07/11/25	1064	ESU 17	01202800400	20220	SRS STAFF SS/MEDICA	0.00	2,151.14
09000	18088	07/11/25	1064	ESU 17	01202800400	20230	SRS STAFF RETIREMEN	0.00	3,126.88

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09000	18088	07/11/25	1064	ESU 17	01202800400	20270	SRS STAFF WORK COMP	0.00	122.13
09000	18088	07/11/25	1064	ESU 17	01202250560	20110	CRISIS STAFF SALARI	0.00	743.28
09000	18088	07/11/25	1064	ESU 17	01202250560	20220	CRISIS STAFF SS/MED	0.00	46.67
09000	18088	07/11/25	1064	ESU 17	01202250560	20230	CRISIS STAFF RETIRE	0.00	73.42
09000	18088	07/11/25	1064	ESU 17	01202250560	20270	CRISIS STAFF WORK C	0.00	2.92
09000	18088	07/11/25	1064	ESU 17	01202800570	20110	CANVAS STAFF SALARI	0.00	19,877.25
09000	18088	07/11/25	1064	ESU 17	01202800570	20220	CANVAS STAFF SS/MED	0.00	1,286.06
TOTAL CHECK									233,891.38
09000	18089	07/11/25	1069	LINCOLN PUBLIC SCHO	01203500580	20320	BITS REIMBURSEMENT	0.00	200,205.87
09000	18090	07/11/25	1754	FAIRFIELD INN	01203575570	20580	CANV RD SHW LODGING	0.00	330.00
09000	18090	07/11/25	1754	FAIRFIELD INN	01203575570	20580	CANV RD SHW LODGING	0.00	330.00
TOTAL CHECK									660.00
09000	18091	07/11/25	1661	HAMPTON INN - KEARN	01203575570	20580	CANV RD SHW LODGING	0.00	834.00
09000	18092	07/11/25	1948	HAMPTON INN & SUITE	01202800300	20580	COOP LODGING ALL ST	0.00	548.00
09000	18092	07/11/25	1948	HAMPTON INN & SUITE	01202800300	20580	COOP LODGING ALL ST	0.00	281.69
TOTAL CHECK									829.69
09000	18093	07/11/25	1948	HAMPTON INN & SUITE	01202800200	20580	PS LODGING ALL STAF	0.00	281.69
09000	18093	07/11/25	1948	HAMPTON INN & SUITE	01202800200	20580	PS LODGING ALL STAF	0.00	281.69
09000	18093	07/11/25	1948	HAMPTON INN & SUITE	01202800200	20580	PS LODGING ALL STAF	0.00	281.69
09000	18093	07/11/25	1948	HAMPTON INN & SUITE	01202800200	20580	PS LODGING ALL STAF	0.00	281.69
09000	18093	07/11/25	1948	HAMPTON INN & SUITE	01202800200	20580	PS LODGING ALL STAF	0.00	281.69
TOTAL CHECK									1,408.45
09000	18094	07/11/25	1881	HMH EDUCATION COMPA	01203500585	20320	TEXTBOOKS ST JOHNS	0.00	741.00
09000	18094	07/11/25	1881	HMH EDUCATION COMPA	01203500585	20320	TEXTBOOKS POPE JOHN	0.00	6,482.70
TOTAL CHECK									7,223.70
09000	18095	07/11/25	1085	HOLIDAY INN EXPRESS	01203575570	20580	CANV LODGING RD SHW	0.00	220.00
09000	18095	07/11/25	1085	HOLIDAY INN EXPRESS	01203575570	20580	CANV LODGING RD SHW	0.00	220.00
TOTAL CHECK									440.00
09000	18096	07/11/25	1312	INSTRUCTURE INC	01203575570	20320	CANV TECH CONSULTIN	0.00	1,225.00
09000	18096	07/11/25	1312	INSTRUCTURE INC	01203575570	20650	CANV LEARNING PLATF	0.00	557,200.00
09000	18096	07/11/25	1312	INSTRUCTURE INC	01203575570	20580	CANV CONF REG JOHNS	0.00	150.00
09000	18096	07/11/25	1312	INSTRUCTURE INC	01203575570	20320	CANV TECH CONSULTIN	0.00	875.00
09000	18096	07/11/25	1312	INSTRUCTURE INC	01203575570	20320	CANV TECH CONSULTIN	0.00	875.00
09000	18096	07/11/25	1312	INSTRUCTURE INC	01203575570	20650	STUDIO 7/1/25-6/30/	0.00	9,390.00
09000	18096	07/11/25	1312	INSTRUCTURE INC	01203575570	20650	STUDIO 7/1/26-6/30/	0.00	10,140.00
09000	18096	07/11/25	1312	INSTRUCTURE INC	01203575570	20650	CATALOG 7/1/25-6/3	0.00	11,000.00
09000	18096	07/11/25	1312	INSTRUCTURE INC	01203575570	20650	CATALOG 7/1/26-6/30	0.00	11,880.00
TOTAL CHECK									602,735.00
09000	18097	07/11/25	1882	IXL LEARNING, INC.	01203500585	20320	TEXTBOOK	0.00	2,318.75
09000	18097	07/11/25	1882	IXL LEARNING, INC.	01203500585	20320	TEXTBOOK ST CECILIA	0.00	2,785.00
09000	18097	07/11/25	1882	IXL LEARNING, INC.	01203500585	20320	TEXTBOOKS	0.00	1,656.25
09000	18097	07/11/25	1882	IXL LEARNING, INC.	01203500585	20320	TEXTBOOKS	0.00	3,281.25

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09000	18097	07/11/25	1882	IXL LEARNING, INC.	01203500585	20320	TEXTBOOKS	0.00	3,475.00
09000	18097	07/11/25	1882	IXL LEARNING, INC.	01203500585	20320	TEXTBOOKS	0.00	48,138.00
TOTAL CHECK									61,654.25
09000	18098	07/11/25	1946	K12SAVINGS	01203500585	20320	TEXTBOOK BLESSED SA	0.00	9,398.92
09000	18099	07/11/25	1857	LAKE GATTON	01202320400	20330	SRS TRAINING COURSE	0.00	14.97
09000	18100	07/11/25	1826	LARIANNE POLK	01202320100	20333	ADMN MILEAGE HUMANE	0.00	20.30
09000	18101	07/11/25	1879	LEXIA LEARNING SYST	01203500582	20320	LETRS FACILITATOR T	0.00	99,990.00
09000	18102	07/11/25	1707	MARISSA BURENHEIDE	01202800200	20333	PS MILEAGE PSU	0.00	368.20
09000	18103	07/11/25	1883	MACMILLIAN / MPS	01203500585	20320	TEXTBOOKS MARIAN HI	0.00	360.00
09000	18104	07/11/25	1042	NE COUNCIL OF SCHOO	01202800400	20580	SRS PDO CELEBR ISAA	0.00	35.00
09000	18104	07/11/25	1042	NE COUNCIL OF SCHOO	01202800300	20580	COOP PDO CELEBR PET	0.00	35.00
TOTAL CHECK									70.00
09000	18105	07/11/25	1640	NICOLE MULLER	01202580200	20320	PS CONTRACTED SERVI	0.00	4,185.90
09000	18106	07/11/25	1065	OMAHA WORLD HERALD	01202310100	20540	ADMN PAPER STATEMEN	0.00	10.00
09000	18107	07/11/25	1637	PEGGY MEDEMA	01202800200	20333	PS MILEAGE ALL STAF	0.00	418.60
09000	18108	07/11/25	1633	PERRY, GUTHERY, HAA	01202330100	20317	ADMN LEGAL SERVICE	0.00	1,096.41
09000	18108	07/11/25	1633	PERRY, GUTHERY, HAA	01202330300	20317	COOP LEGAL SERVICE	0.00	1,309.61
09000	18108	07/11/25	1633	PERRY, GUTHERY, HAA	01202330400	20317	SRS LEGAL SERVICE	0.00	213.19
09000	18108	07/11/25	1633	PERRY, GUTHERY, HAA	01202330600	20317	IMAT LEGAL SERVICE	0.00	106.60
09000	18108	07/11/25	1633	PERRY, GUTHERY, HAA	01202330620	20317	DEC LEGAL SERVICE	0.00	106.60
09000	18108	07/11/25	1633	PERRY, GUTHERY, HAA	01202330200	20317	PS LEGAL SERVICE	0.00	213.19
TOTAL CHECK									3,045.60
09000	18109	07/11/25	1076	PRISCILLA QUINTANA	01202800100	20580	ADMN MEALS ALL STAF	0.00	25.48
09000	18109	07/11/25	1076	PRISCILLA QUINTANA	01202800300	20580	COOP MEALS ALL STAF	0.00	25.48
09000	18109	07/11/25	1076	PRISCILLA QUINTANA	01202800100	20333	ADMN MILEAGE ALL ST	0.00	194.60
09000	18109	07/11/25	1076	PRISCILLA QUINTANA	01202800300	20333	COOP MILEAGE ALL ST	0.00	194.60
09000	18109	07/11/25	1076	PRISCILLA QUINTANA	01202800300	20333	COOP MILEAGE INTERV	0.00	383.60
TOTAL CHECK									823.76
09000	18110	07/11/25	1665	REGAL AWARDS INC	01202310100	20810	ADMN BOARD AWARD MC	0.00	166.00
09000	18111	07/11/25	1912	RENAISSANCE LEARNIN	01203500585	20320	TEXTBOOK ST AUGUSTI	0.00	475.00
09000	18111	07/11/25	1912	RENAISSANCE LEARNIN	01203500585	20320	TEXTBOOK ST STEPHEN	0.00	2,825.00
09000	18111	07/11/25	1912	RENAISSANCE LEARNIN	01203500585	20320	TEXTBOOK ST ANTHONY	0.00	1,259.84
09000	18111	07/11/25	1912	RENAISSANCE LEARNIN	01203500585	20320	TEXTBOOK ST ROBERT	0.00	6,032.00
09000	18111	07/11/25	1912	RENAISSANCE LEARNIN	01203500585	20320	TEXTBOOK ST ROSE OF	0.00	522.00
09000	18111	07/11/25	1912	RENAISSANCE LEARNIN	01203500585	20320	TEXTBOOK NO AMERICA	0.00	1,559.00
09000	18111	07/11/25	1912	RENAISSANCE LEARNIN	01203500585	20320	TEXTBOOK HASTINGS C	0.00	1,761.25
09000	18111	07/11/25	1912	RENAISSANCE LEARNIN	01203500585	20320	TEXTBOOK HASTINGS C	0.00	1,559.00

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG UNIT	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
TOTAL CHECK								0.00	15,993.09
09000	18112	07/11/25	1807	SARAH BADEN	01202800200	20333	PS MILEAGE ALL STAF	0.00	207.90
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK CREIGHTON	0.00	18,130.00
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK ST STEPHEN	0.00	874.80
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK SCOTUS CEN	0.00	5,637.60
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK ST STEPHEN	0.00	1,093.50
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK ST STEPHEN	0.00	903.96
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK ST WENCESL	0.00	3,836.16
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK ST WENCELA	0.00	3,836.16
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK ST ROBERT	0.00	7,901.28
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK SACRED HEA	0.00	492.48
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK SACRED HEA	0.00	738.72
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK SACRED HEA	0.00	861.84
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK ST WENCELA	0.00	3,836.16
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK ST WENCELA	0.00	3,836.16
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK ST WENCELA	0.00	3,836.16
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK ST WENCELA	0.00	3,836.16
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK GOOD SHEPH	0.00	106.92
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK GOOD SHEPH	0.00	106.92
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK GOOD SHEPH	0.00	119.88
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK GOOD SHEPH	0.00	106.92
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK GOOD SHEPH	0.00	119.88
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK GOOD SHEPH	0.00	119.88
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK GOOD SHEPH	0.00	119.88
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK ST ROBERT	0.00	2,176.20
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK GOOD SHEPH	0.00	119.88
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK ST PETER &	0.00	877.50
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK ST PETER &	0.00	877.50
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK ST THOMAS	0.00	1,263.60
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK ST THOMAS	0.00	421.20
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK PIUS X HIG	0.00	34,776.00
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK ST ROBERT	0.00	6,626.88
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK SACRED HEA	0.00	779.76
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK SACRED HEA	0.00	738.72
09000	18113	07/11/25	1887	SAVVAS LEARNING	COM 01203500585	20320	TEXTBOOK SACRED HEA	0.00	738.72
TOTAL CHECK								0.00	109,967.26
09000	18114	07/11/25	1086	SCOTT ISAACSON	01202800400	20333	SRS MILEAGE ELASTIC	0.00	45.50
09000	18114	07/11/25	1086	SCOTT ISAACSON	01202800620	20333	DEC MILEAGE FUTURE	0.00	115.50
09000	18114	07/11/25	1086	SCOTT ISAACSON	01202800400	20333	SRS MILEAGE ROBOT D	0.00	18.20
TOTAL CHECK								0.00	179.20
09000	18115	07/11/25	1789	SHARA JOHNSON	01203575570	20580	CANV MEALS RD SHW K	0.00	40.88
09000	18115	07/11/25	1789	SHARA JOHNSON	01203575570	20333	CANV MILEAGE RD SHW	0.00	268.10
09000	18115	07/11/25	1789	SHARA JOHNSON	01203575570	20333	CANV MILEAGE ALL ST	0.00	77.00
09000	18115	07/11/25	1789	SHARA JOHNSON	01203575570	20333	CANV MILEAGE CANVAS	0.00	77.00
09000	18115	07/11/25	1789	SHARA JOHNSON	01203575570	20333	CANV MILEAGE RD SHW	0.00	182.00
TOTAL CHECK								0.00	644.98

EFINANCE - POWERSCHOOL
 DATE: 07/11/2025
 TIME: 11:48:21

ESU COORDINATING COUNCIL
 CHECK REGISTER - BY FUND

SELECTION CRITERIA: transact.yr='25' and transact.period='11'
 ACCOUNTING PERIOD: 10/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG UNIT	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
09000	18116	07/11/25	1891	SHURLEY INSTRUCTION	01203500585	20320	TEXTBOOKS	0.00	5,606.00
09000	18117	07/11/25	1062	STAPLES ADVANTAGE	01202580400	20734	SRS YUBICO SECURITY	0.00	275.00
09000	18118	07/11/25	1695	SYSCLOUD INC	01202580100	20650	ADMN SYSCLOUD	0.00	19.20
09000	18118	07/11/25	1695	SYSCLOUD INC	01202580620	20650	DEC SYSCLOUD	0.00	105.60
09000	18118	07/11/25	1695	SYSCLOUD INC	01203575570	20650	CANVAS SYSCLOUD	0.00	19.20
09000	18118	07/11/25	1695	SYSCLOUD INC	01202580300	20650	COOP SYSCLOUD	0.00	38.40
09000	18118	07/11/25	1695	SYSCLOUD INC	01202580200	20650	PS SYSCLOUD	0.00	67.20
09000	18118	07/11/25	1695	SYSCLOUD INC	01202580400	20650	SRS SYSCLOUD	0.00	105.60
TOTAL CHECK								0.00	355.20
09000	18119	07/11/25	1890	TEXTBOOK WAREHOUSE	01203500585	20320	TEXTBOOK MESSIAH LU	0.00	97.75
09000	18119	07/11/25	1890	TEXTBOOK WAREHOUSE	01203500585	20320	TEXTBOOK ST TERESA	0.00	398.70
09000	18119	07/11/25	1890	TEXTBOOK WAREHOUSE	01203500585	20320	TEXTBOOK LINCOLN LU	0.00	330.05
09000	18119	07/11/25	1890	TEXTBOOK WAREHOUSE	01203500585	20320	TEXTBOOK GOOD SHEPH	0.00	5.57
09000	18119	07/11/25	1890	TEXTBOOK WAREHOUSE	01203500585	20320	TEXTBOOK DANIEL J G	0.00	505.10
09000	18119	07/11/25	1890	TEXTBOOK WAREHOUSE	01203500585	20320	TEXTBOOK MT MICHAEL	0.00	54.90
09000	18119	07/11/25	1890	TEXTBOOK WAREHOUSE	01203500585	20320	TEXTBOOK RONCALLI C	0.00	3,348.00
09000	18119	07/11/25	1890	TEXTBOOK WAREHOUSE	01203500585	20320	TEXTBOOK SISTER MAR	0.00	587.62
09000	18119	07/11/25	1890	TEXTBOOK WAREHOUSE	01203500585	20320	TEXTBOOK LINCOLN CH	0.00	70.84
TOTAL CHECK								0.00	5,398.53
09000	18120	07/11/25	1890	TEXTBOOK WAREHOUSE	01203500585	20320	TEXTBOOK LINCOLN LU	0.00	23.96
09000	18121	07/11/25	1945	SPITZER-MAGIS CENTE	01203500585	20320	TEXTBOOKS	0.00	472.84
09000	18122	07/11/25	1947	VOWAC PUBLISHING CO	01203500585	20320	TEXTBOOKS	0.00	379.62
09000	18122	07/11/25	1947	VOWAC PUBLISHING CO	01203500585	20320	TEXTBOOKS	0.00	526.50
09000	18122	07/11/25	1947	VOWAC PUBLISHING CO	01203500585	20320	TEXTBOOKS	0.00	1,528.80
TOTAL CHECK								0.00	2,434.92
09000	EFT00271	07/11/25	1209	CINCINNATI INSURANC	01202610100	20520	ADMN INSURANCE	0.00	1,049.00
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202320100	20610	ADMN RECOGNITION GI	0.00	88.13
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202580620	20320	DEC FUTURE READY ME	0.00	344.95
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202580620	20320	DEC FUTURE READY ME	0.00	1,174.90
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202580620	20320	DEC FUTURE READY ME	0.00	254.95
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202580620	20320	DEC FUTURE READY ME	0.00	1,395.00
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203575570	20580	CANV FLIGHT SUSAN I	0.00	601.18
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202320100	20610	ADMN STICKY NOTES/W	0.00	21.98
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202320100	20610	ADMIN STICKY NOTES/	0.00	34.94
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202800300	20580	COOP MEALS INTERVIE	0.00	33.41
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202800100	20580	ADMN MEALS COOP INT	0.00	34.63
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202520300	20610	COOP BADGE FOR CIAN	0.00	30.57
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203575570	20580	CANV FLIGHT LAURA I	0.00	552.19
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202520300	20610	COOP STRENGTHS FINDE	0.00	24.53
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202320100	20610	ADMN LABEL MAKER/BA	0.00	25.66
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202520620	20610	DEC LABEL MAKER/BAT	0.00	25.66
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202520400	20610	SRS LABEL MAKER/BAT	0.00	25.65

EFINANCE - POWERSCHOOL
 DATE: 07/11/2025
 TIME: 11:48:21

ESU COORDINATING COUNCIL
 CHECK REGISTER - BY FUND

PAGE NUMBER: 9
 ACCTPA21

SELECTION CRITERIA: transact.yr='25' and transact.period='11'
 ACCOUNTING PERIOD: 10/25

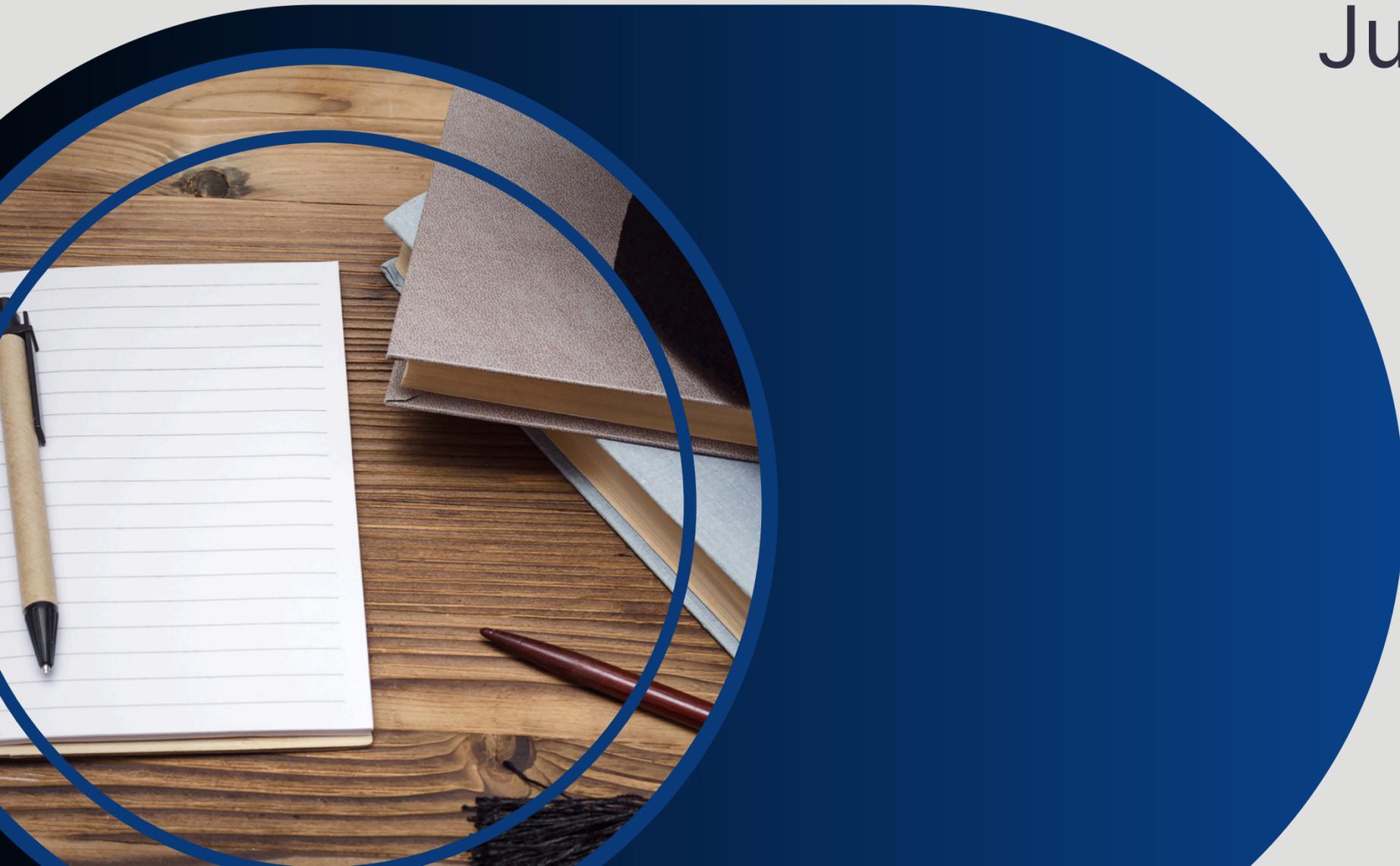
FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG UNIT	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
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09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203500585	20320	TEXTBOOKS	0.00	68.85
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203500585	20320	TEXTBOOKS	0.00	37.12
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203500585	20320	TEXTBOOKS	0.00	73.57
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203500585	20320	TEXTBOOKS	0.00	39.99
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203500585	20320	TEXTBOOKS	0.00	6.00
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203500585	20320	TEXTBOOKS	0.00	5.98
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203500585	20320	TEXTBOOKS	0.00	6.29
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203500585	20320	TEXTBOOKS	0.00	6.72
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203500585	20320	TEXTBOOKS	0.00	7.17
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203500585	20320	TEXTBOOKS	0.00	129.60
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203500585	20320	TEXTBOOKS	0.00	44.50
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203500585	20320	TEXTBOOKS	0.00	112.76
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203500585	20320	TEXTBOOKS	0.00	7.17
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203500585	20320	TEXTBOOKS	0.00	6.28
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203500585	20320	TEXTBOOKS	0.00	11.98
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202800300	20580	COOP REG SCHOOL NUR	0.00	60.00
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202800300	20580	COOP MEAL ALL STAFF	0.00	32.51
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202580200	20650	PS GOOGLE WORKSPACE	0.00	184.80
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202580200	20650	PS ASANA	0.00	134.90
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202800200	20580	PS TEAM MEAL ALL ST	0.00	138.12
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202520400	20610	SRS KEYBOARD LAKE G	0.00	40.86
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202320100	20610	ADMN LINCOLN STAR J	0.00	24.99
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202580300	20650	COOP MAILCHIMP	0.00	93.50
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202580400	20320	SRS GODADDY AAPNEBR	0.00	45.34
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202580400	20320	SRS GODADDY ESUPDO.	0.00	23.17
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01202580400	20650	SRS ATLISSIAN	0.00	10.00
09000	EFT00272	07/11/25	1039	UNION BANK & TRUST	01203575570	20580	CANV FLIGHT ELLEN I	0.00	556.19
TOTAL CHECK								0.00	6,630.69
TOTAL CASH ACCOUNT								0.00	2,397,921.10
TOTAL FUND								0.00	2,397,921.10
TOTAL REPORT								0.00	2,397,921.10

2025-2026

Budget Pre-View

July 23, 2025



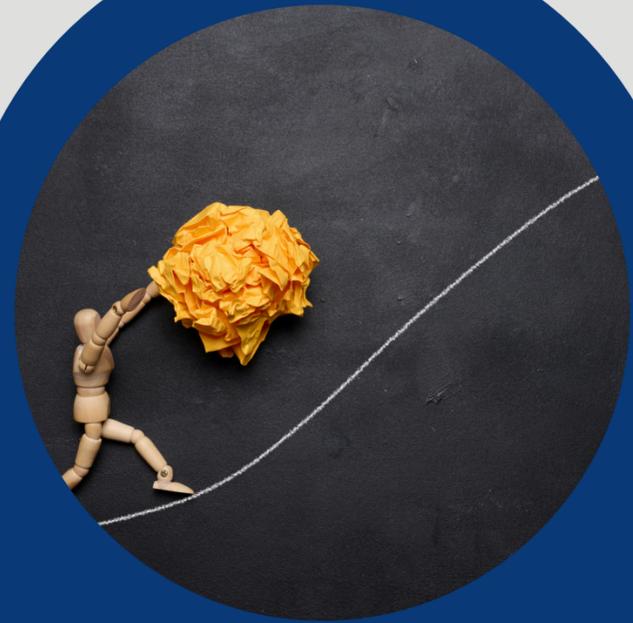
What's New

- Code Alignment to the NDE Code Manual
- Defined Projects in Budget Categories
- Monthly budget discussions with Chiefs
- Quarterly budget discussions with Directors of projects
- New remittance address for checks - LaVista

Budget Categories



Technology
Division

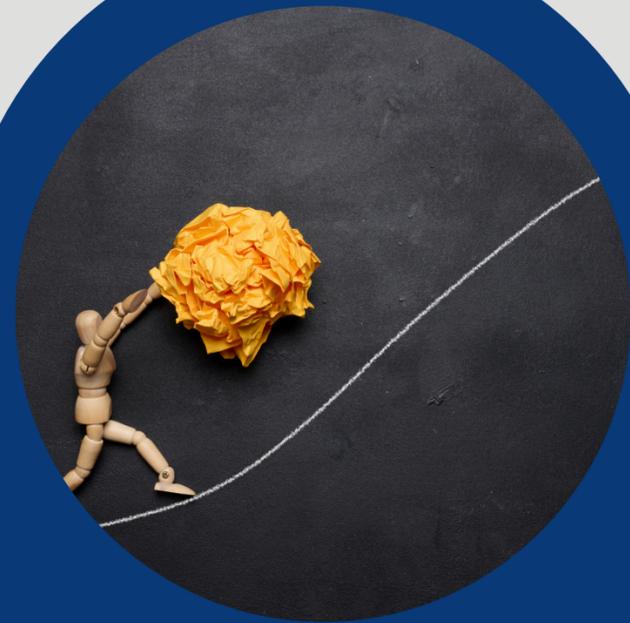


Teaching
and
Learning
Division



Executive
Division

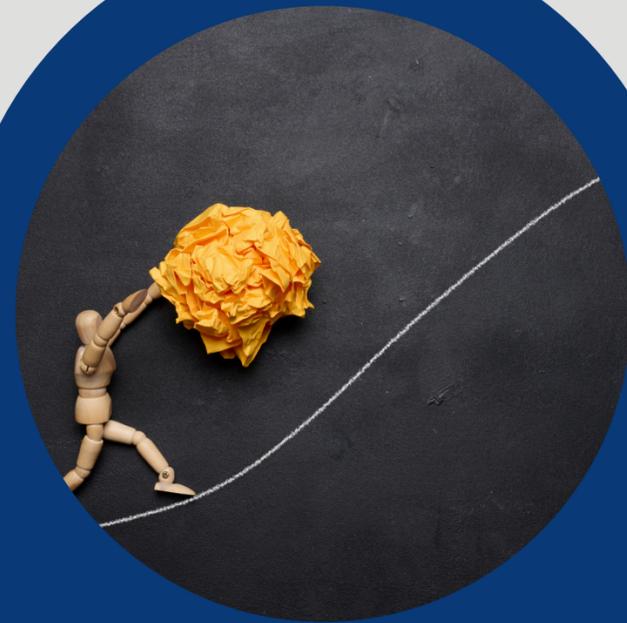
Budget Categories



Technology
Division

- SRS
- Project Para
- NVIS
- Duo Security
- Proofpoint
- General Tech
- Other

Budget Categories



Teaching
and
Learning
Division

- Distance Learning
- Literacy
- PDO
- BITS
- Textbook Loan*
- PowerSchool
- Canvas*
- Threat Assessment
- TeamMates

Budget Categories



Executive
Division

- Coop
- Menstrual Products Pilot
- Board
- Executive Administration

2025-2026

Program Growth

- Technology Division
 - New staff member
 - SRS development, SMART development, ESUCC technology support, eduroam, overflow ticket support, COOP database development and maintenance, website support, NE Cloud, new project coding, Project Para tech support, server maintenance general tech overflow

**Funded with
general fund**

Will not bill ESUs

2025-2026

Program Growth



**Funded with
TeamMates READ
Grant**

1 Year ONLY

Will not bill ESUs

- TeamMates READ Grant
 - Independent Contract
 - ESU Stipends
 - Communicate PD opportunities for TeamMates mentors and Chapter leaders
 - Create and Curate content for training modules housed in Canvas
 - Create supporting materials for training
 - Coordinate the grant.

2025-2026

Program Growth

- SMART Project to ESAs
 - Approved by ESUCC Board Oct. 8, 2024
 - Project management - Scott
 - Project work - New tech staff

**Funded with ESUCC
General Fund**

**Will not bill ESUs for
SMART for ESAs**

2025-2026

Program Growth



**Funded with
ESUCC general
fund**

- New website
 - Modernize
 - Customize
 - Meet the ADA requirements - Full overhaul
 - External support
 - Internal maintenance

Will not bill ESUs

2025-2026 Considerations

- ESUCC Administrator Webinar Series
 - 1/quarter
 - Topics under construction
 - 1-2 hours each

**Will bill ESUs
\$100
for the full series**

Division

FTE

Technology	5.37
Teaching & Learning	11.08
Executive	3.55

\$19,211,225

2024-2025

\$18,397,420

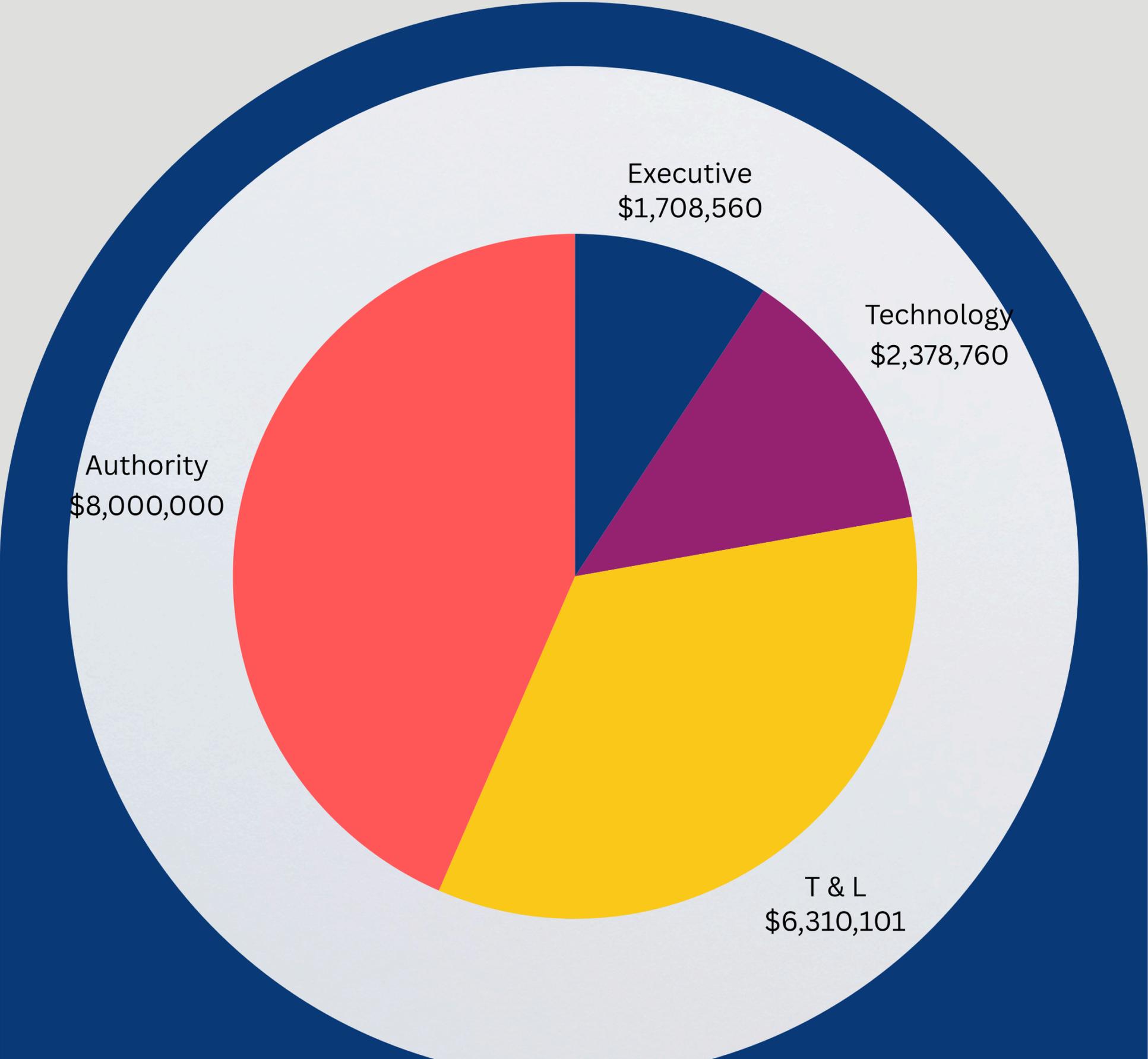
2025-2026

Budget Expenses

Operational
\$10,397,420

Total (includes Authority)
\$18,397,420

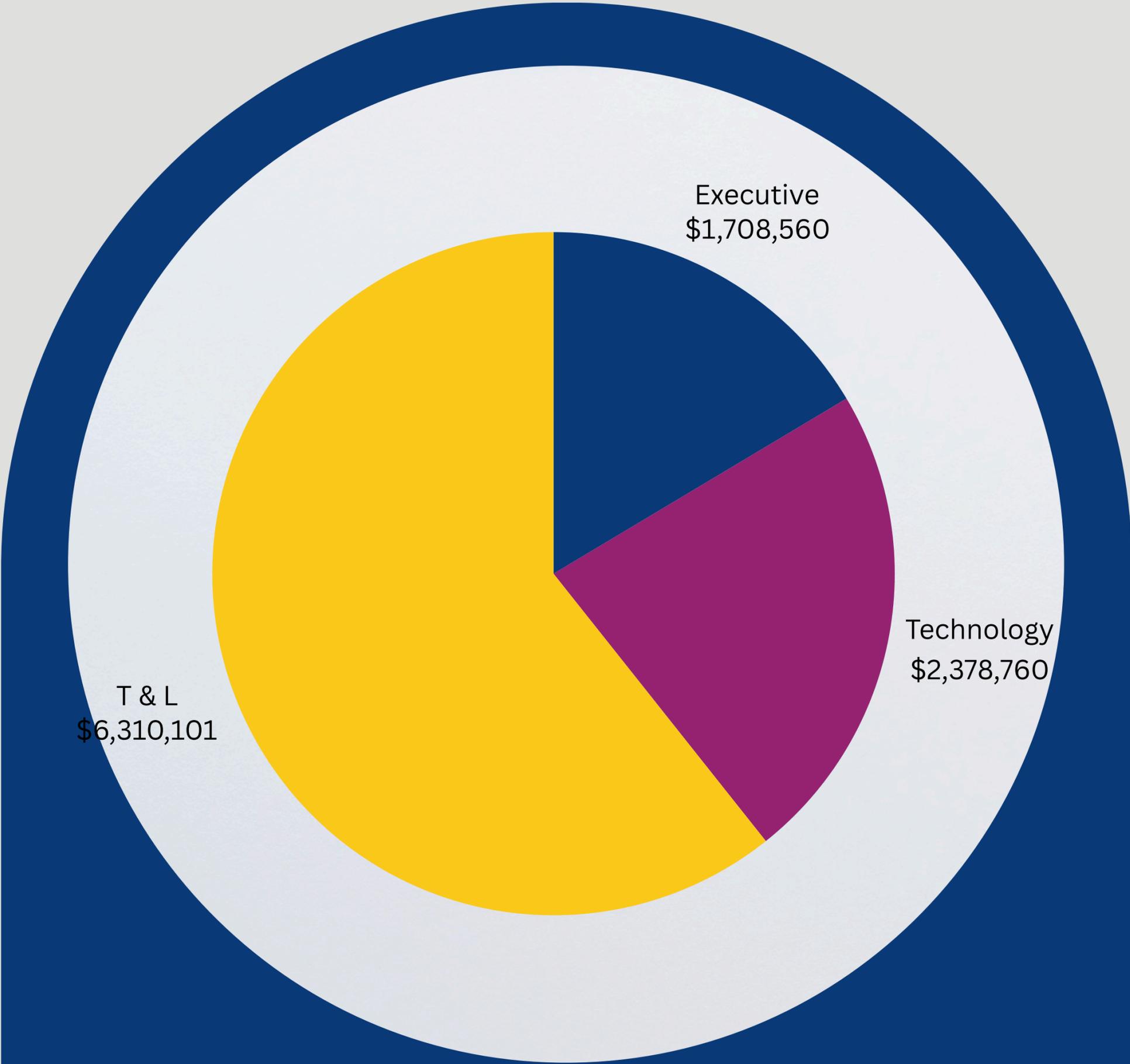
2024-2025
Operational \$10,030,445
Total \$19,211,255 (includes Authority)



Budget Expenses

Operational
\$10,397,420

2024-2025
Operational \$10,030,445
Total \$19,211,255 (includes Authority)



Tech Division

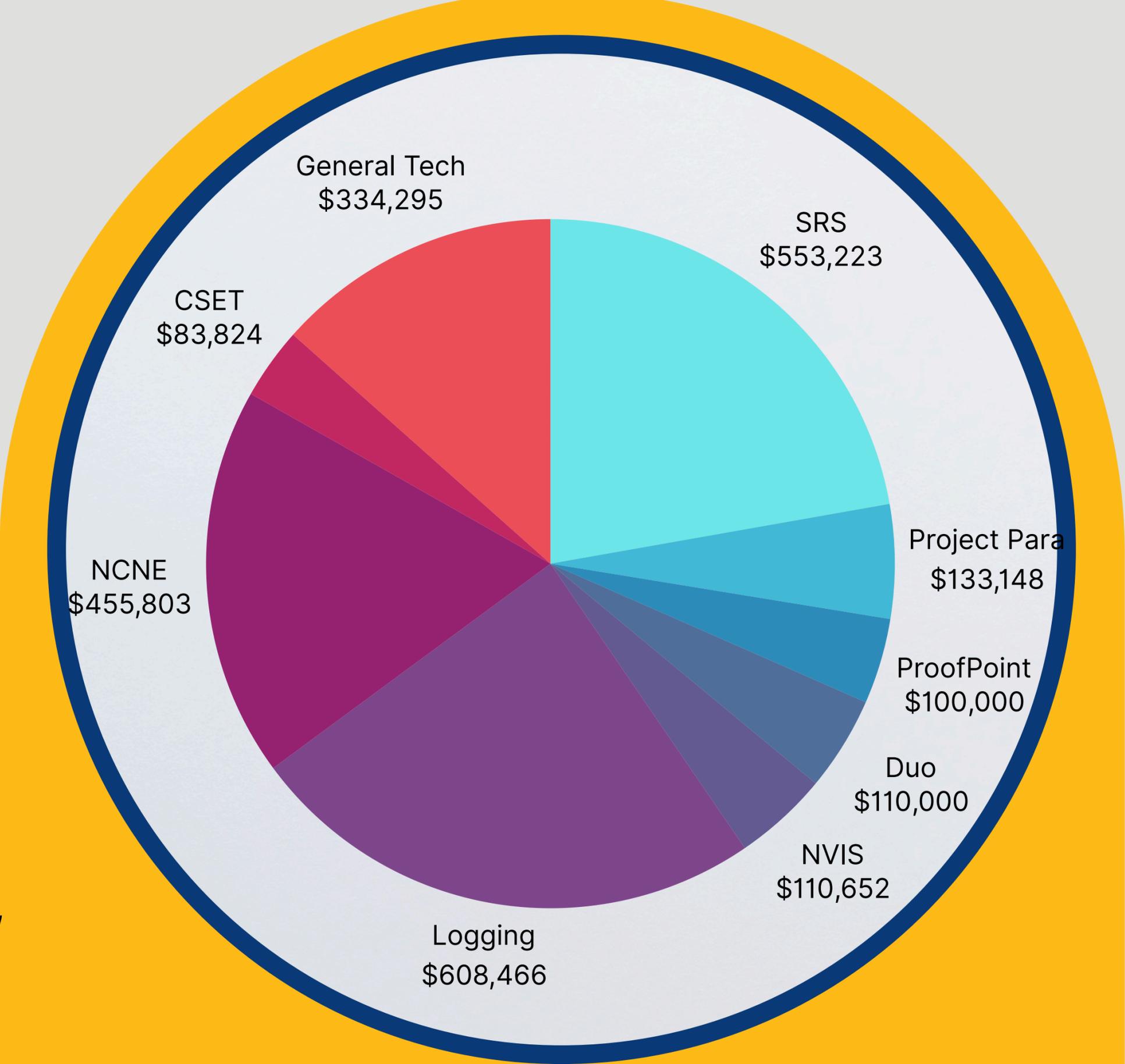
\$2,489,411

Up \$1,027,693

70%

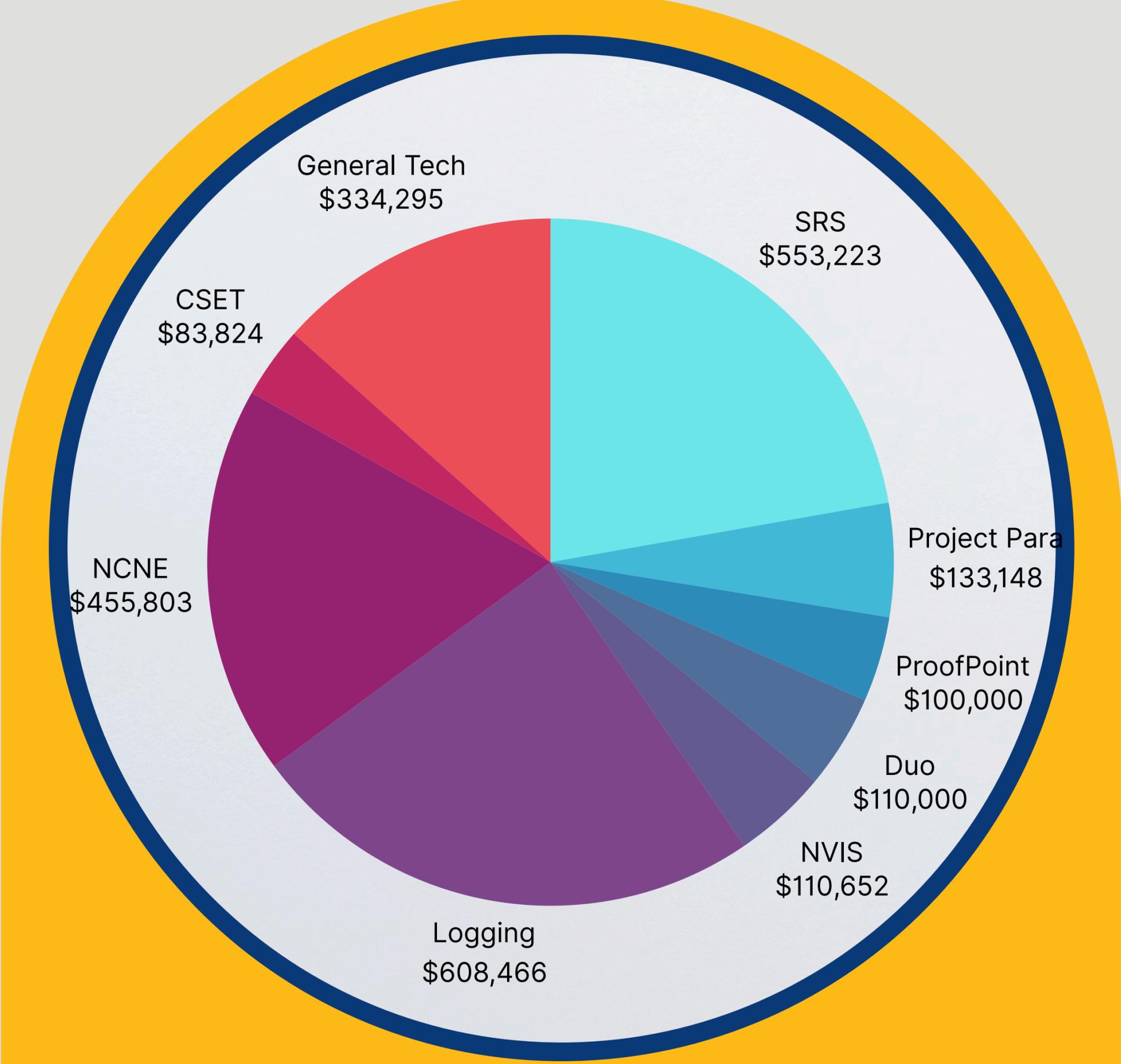
- Coding Corrections
- Salaries
- Additional Staff Member
- Project Growth (Duo/Proofpoint, Logging ~\$1M)

2024-2025
\$1,461,718



Tech Division

Self Funded	ESUCC Supported
SRS	
	Project Para
ProofPoint	
Duo Security	
NVIS	
Logging	
NCNE	
	General Tech



Teaching & Learning Division

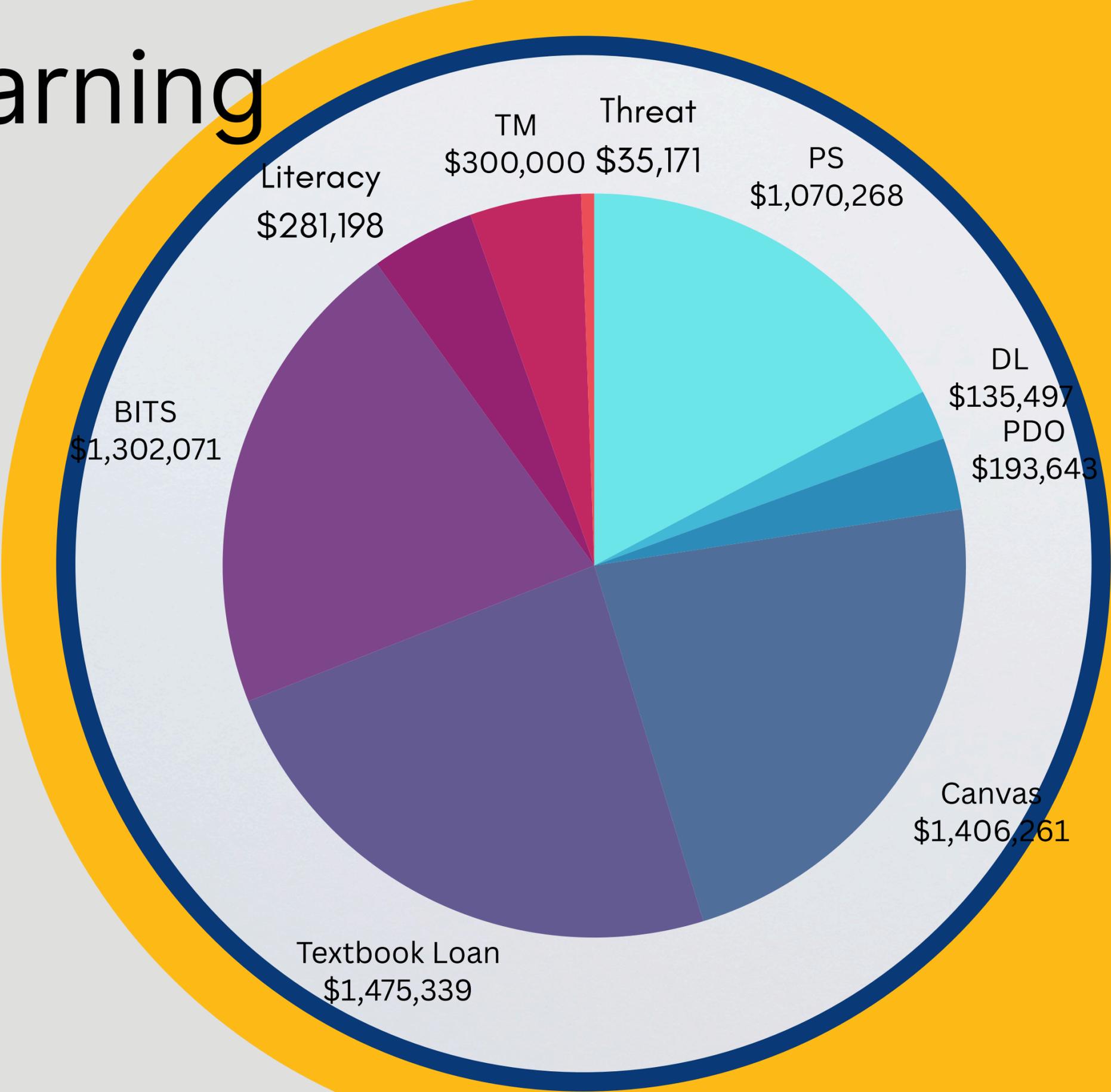
\$6,199,449
Down **\$710,558**

10%

- Coding Corrections
- Project allocation decreases

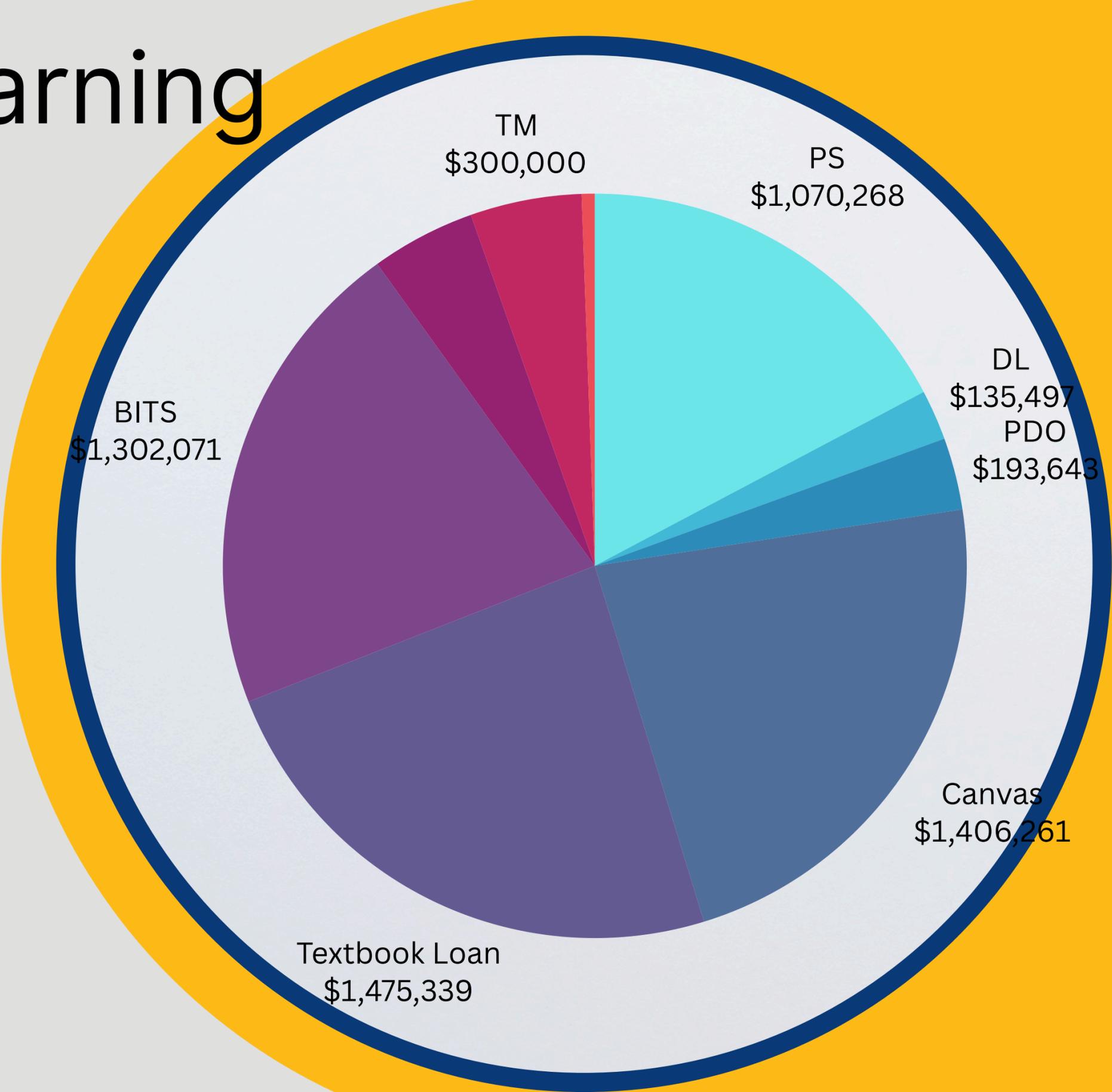
2024-2025

\$6,910,007



Teaching & Learning Division

Self Funded	ESUCC Supported
PowerSchool	
DL	
PDO	
Canvas??	
Textbook Loan	
	BITS
	Literacy
TeamMates	
Threat Aseessment	



Executive Division

\$1,708,559

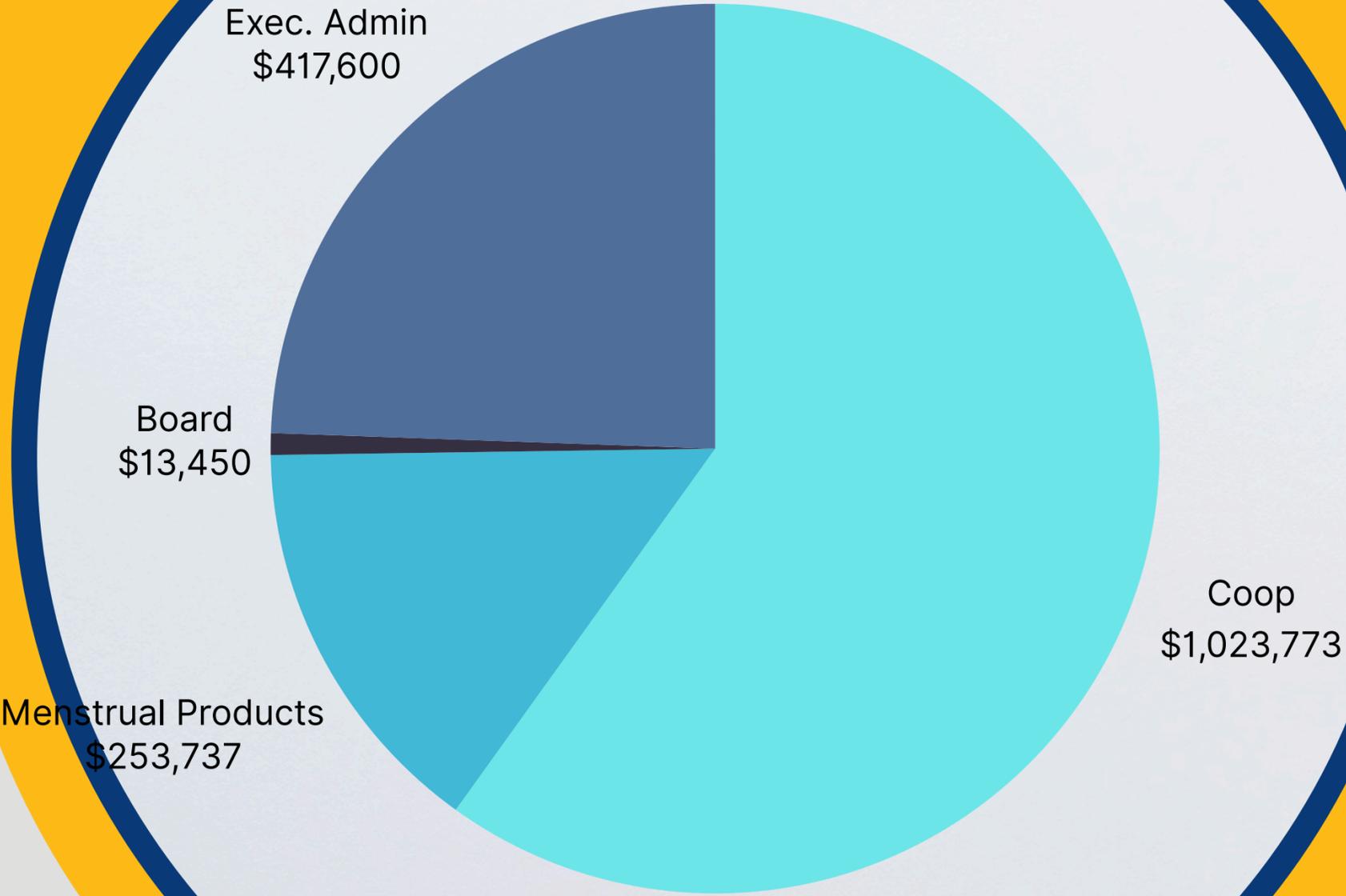
Down \$5,124

<1%

- Code Corrections

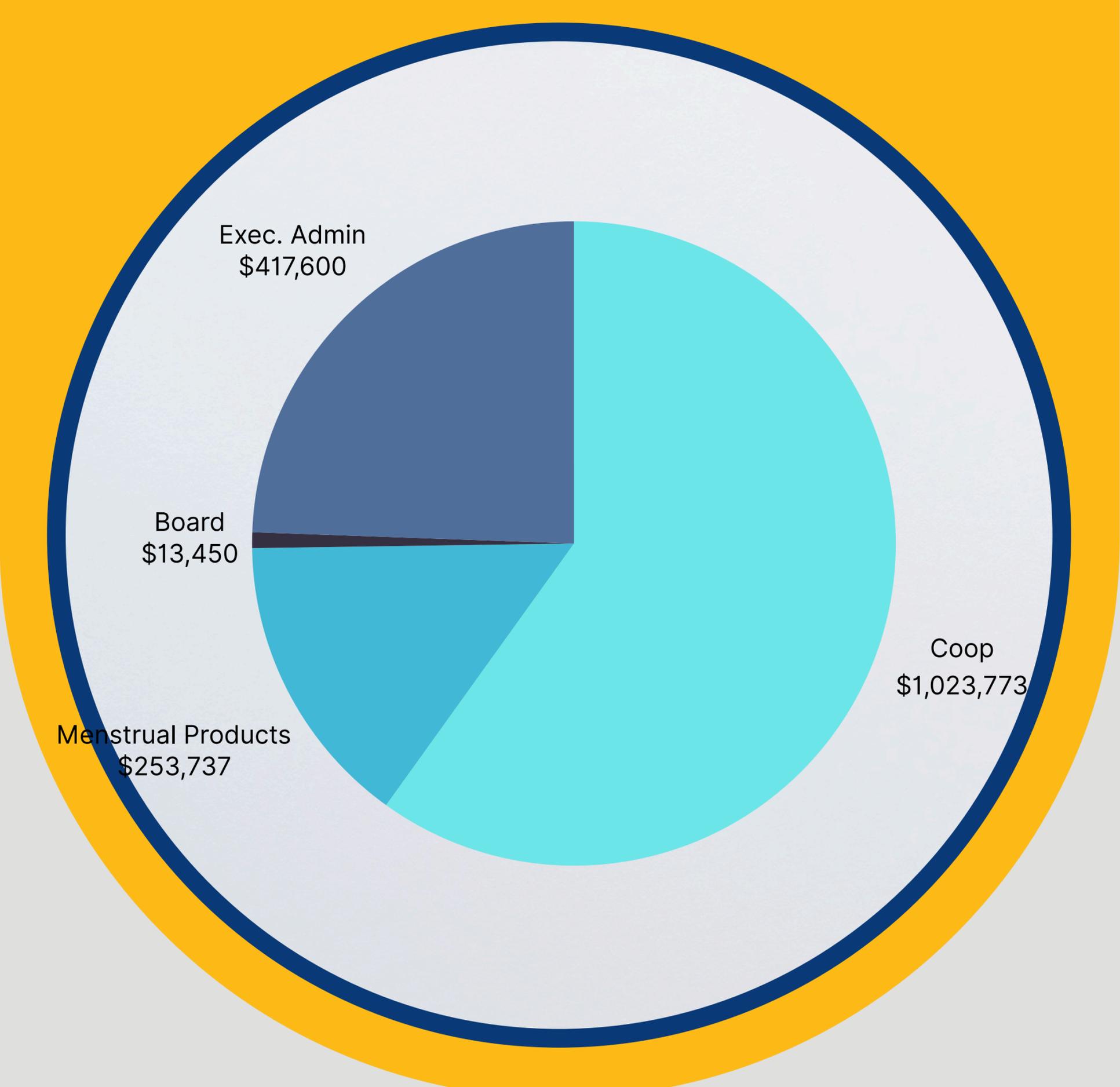
2024-2025

\$1,713,683



Executive Division

Self Funded	ESUCC Supported
Coop	
Menstrual Products	
	Board
	Executive Admin



Budgeted **Authority**

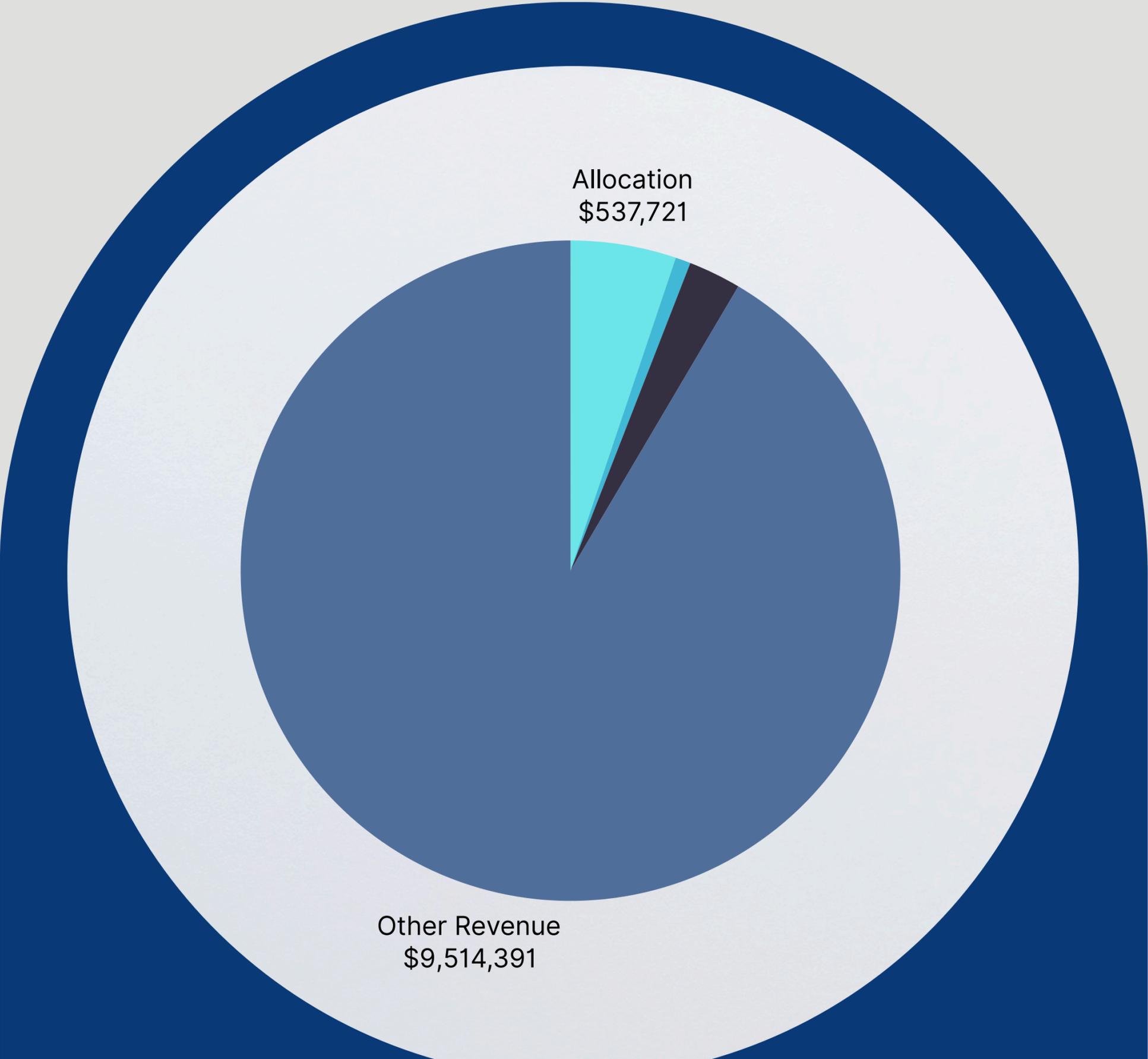
\$8,000,000

- Anticipated State
- Anticipated Federal
- Other

Budget Revenue

Total
\$18,397,420
Down \$813,805

4%
2024-2025
\$19,211,225



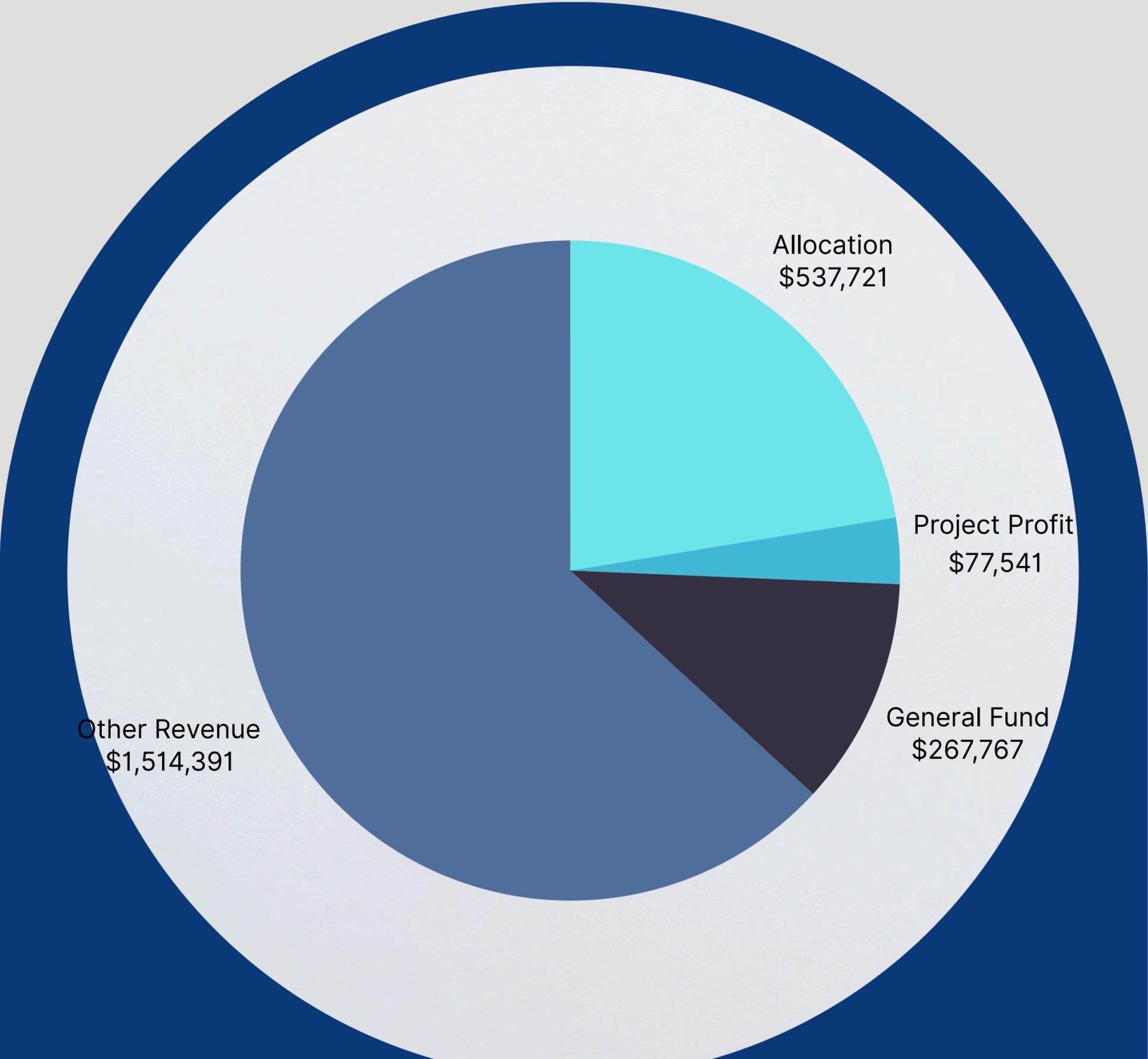
Budget Revenue

Excluding Authority
\$10,397,420

Down \$967,754

<1%

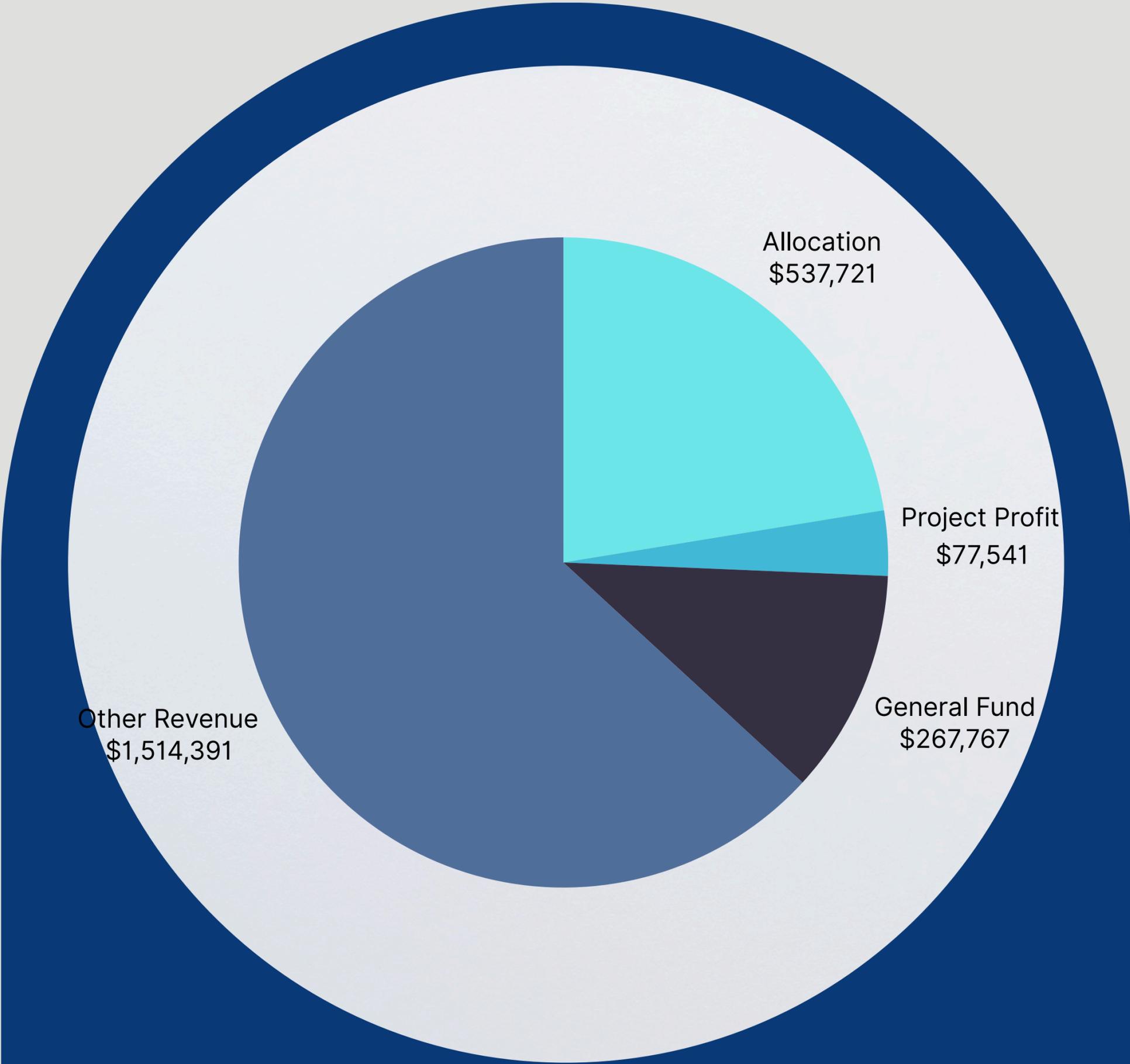
2024-2025
\$10,482,145



Budget Revenue

Up	Down	Level
----	------	-------

Core Service
DL
Coop
MSA
PowerSchool
Contracts/ Grants



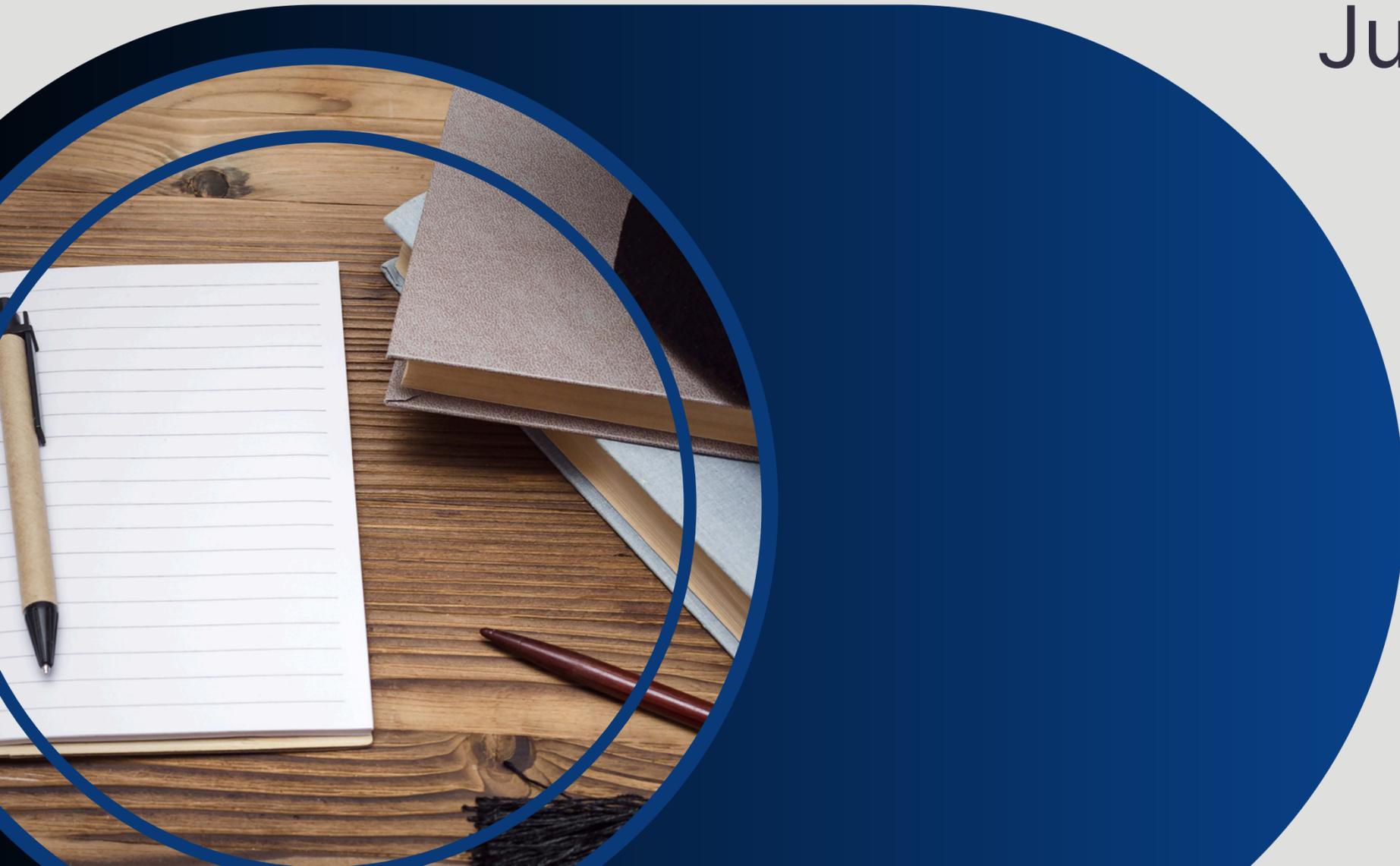
Dollars in **Reserve**

\$700,000

2025-2026

Budget Pre-View

July 23, 2025



1005. Officers

The ESUCC operates on a continuous leadership model wherein Board Members progress through a six-year leadership cycle—serving two years each as President-Elect, President, and Past President—ensuring seamless governance transitions through mentorship, institutional knowledge preservation, and deliberate succession planning that maintains organizational stability while fostering leadership development.

President-Elect:

The Board will biennially elect one of its Members to serve as its President-Elect. In the absence of the President or in the event of his/her inability to act, the President-Elect shall perform the duties of the President, and, when so acting, shall have all the powers and be subject to all the restrictions upon the President. The President-Elect shall perform such other duties as from time to time, may be assigned by the Board.

President:

The President of the ESUCC Board shall preside over all regular and special meetings of the ESUCC Board. The President shall sign contracts or any other instruments, which the Board has authorized to be executed; and, in general, shall perform all duties incident to the office of President and such duties as may be prescribed by the Board. The President shall also have the authority to make temporary employment-related decisions regarding the Chief Executive Officer, including the approval to take leaves and such as placement on paid administrative leave.

Past President:

The Past President of the ESUCC will mentor the President so that the transition will go smoothly without any undue disorder. The Past President may perform the duties of the President in the absence of the President and the President-Elect. If the President, Past President and President-elect are absent from a meeting, the Board Members present will designate the chair for the meeting.

~~President:~~

~~The Board will biennially elect one of its Members to serve as its President. The President of the Board shall preside over all regular and special meetings of the ESUCC Board. The President shall sign contracts or any other instruments, which the Board has authorized to be executed; and, in general, shall perform all duties incident to the office of President and such duties as may be prescribed by the Board. The President shall also have the authority to make temporary employment-related decisions regarding the Chief Executive Officer, including the approval to take leaves and placement on paid administrative leave.~~

~~¶~~

~~President-Elect:~~

~~The Board will biennially elect one of its Members to serve as its President-Elect. In the absence of the President or in the event of his/her inability to act, the President-Elect shall perform the duties of the President, and, when so acting, shall have all the powers and be subject to all the restrictions upon the President. The President-Elect shall perform such other duties as from time to time, may be assigned by the Board.~~

~~¶~~

~~Past President:~~

~~Past President of the ESUCC will mentor the President so that the transition will go smoothly without any undue disorder. The Past President may perform the duties of the President in the absence of the President and the President Elect. If the President, Past President and President-elect are absent from a meeting, the Board Members present will designate the chair for the meeting.¶~~

Treasurer:

The Board will biennially elect one of its members to serve as its Treasurer. The Treasurer shall serve as the custodian of all funds of the ESUCC Board, submit in writing a monthly report of the state of finances, and review, along with the CEO, the money paid out by the ESUCC has been approved by the Board or appropriate staff member per policy or Board directive. The Board may assign other duties to the Treasurer as the Board sees fit.

Secretary:

The Board will biennially elect one of its members to serve as its Secretary. The ESUCC Secretary may sign contracts or any other instruments, which the ESUCC Board has authorized to be executed and in general perform all duties incident to the office of ESUCC Secretary and such duties as may be prescribed by the ESUCC Board.

Removal of Officers

A Board Member may be removed from an officer position by a majority vote of the Members of the Board. In the event of a vacancy in an officer position, the Board shall elect by a majority vote a successor to serve the remainder of the term.

Legal Reference:	Neb. Rev. Stat. § 79-1245.
Date of Adoption:	November 20, 2024

4017. Anti-Discrimination and Harassment

The ESUCC is committed to providing a workplace and learning environment free of discrimination and harassment for employees. Accordingly, discrimination or harassment is prohibited. In addition, the ESUCC will endeavor to protect employees from reported discrimination or harassment in the workplace by other non-employees. Discrimination or harassment based on a person's race, color, religion, national origin, sex, disability, age, marital status, **military or** veteran status, or other protected status, is specifically prohibited.

Any staff member who observes or suspects any harassment, discrimination, or unlawful conduct in the workplace must report and follow the ESUCC's Non-Discrimination Policy 5005.

Legal Reference:	Neb. Rev. Stat. §
Date of Adoption:	April 14, 2025
Date(s) of Revision:	

4020. Equal Opportunity Employment

The ESUCC is an equal opportunity employer. It is the policy of the ESUCC to employ the best qualified applicant for each position without regard to sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, **military or** veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, and to not fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment, because of such individual's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, **military or** veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status.

Legal Reference:	Title VI--34 CFR §100 et seq. Title VII--42 U.S.C. §2000e, et seq. Title IX--20 U.S.C §1681; 34 CFR 106.1 et seq. ADEA--29 U.S.C. §621 et seq. ADA-42 U.S.C. §12101 et seq.; 28 CFR §35.101 et seq. Rehabilitation Act of 1973, Section 504--29 U.S.C. §791, et seq.; 34 CFR §104, et seq. Nebraska Fair Employment Practices Act, Neb. Rev. Stat. §§48-1101 to 48-1126; Neb. Rev. Stat §20-168
Date of Adoption:	April 14, 2025
Date(s) of Revision:	

Article IV [policy number] Chief Executive Officer~~Chief Administrator~~ Evaluation

OLD:

2011. Chief Executive Officer~~Executive Director~~ Evaluation Policy

The Educational Service Unit Coordinating Council recognizes the importance of evaluation for the purpose of improving job performance and for meeting job performance goals. The Chief Executive Officer~~Executive Director~~ Evaluation promotes focused professional activity and professional growth, which, in turn, improves competency leading to improved outcomes. Therefore, the Chief Executive Officer~~Executive Director~~ will be appraised using the written evaluation plan and procedures approved by the ESU Coordinating Council.

The ESU Coordinating Council will conduct an annual evaluation of the job performance of the Chief Executive Officer~~Executive Director~~ and according to applicable law. ~~The ESU Coordinating Council will follow timelines and procedures set by the ESUCC Executive Committee.~~

The Chief Executive Officer~~Executive Director~~ will provide a self-evaluation.

Specific annual goals or initiative areas will be reviewed as part of the annual Chief Executive Officer~~Executive Director~~'s evaluation.

The ESUCC Executive Committee will develop a written summary of Coordinating Council's-submitted evaluations, including any strengths, deficiencies, and growth opportunities of the Chief Executive Officer~~Executive Director~~, and place it in the Chief Executive Officer~~Executive Director~~'s personnel file to be incorporated into the next cycle of evaluations.

The purpose of evaluating the CEO is not to micromanage the organization, but to provide oversight and public assurance that the policies are being effectively implemented. The evaluation process offers the ESUCC Board the avenue to strengthen communication with the CEO and is an ongoing process to enable the ESUCC Board the occasion to provide formal feedback for professional growth.

~~The ESUCC Board will conduct an appraisal of the job performance of the CEO according to applicable law. The ESU 7 Board will follow timelines and procedures set by the Board Evaluation Committee.¶~~

¶

~~The evaluation form will include standards of performance in the following areas of: ¶~~

- ~~● Relations with the Board ¶~~
- ~~● Education Community Relationships ¶~~
- ~~● Staff and Personnel Relationships ¶~~
- ~~● Educational Leadership ¶~~
- ~~● Business and Finance ¶~~

- Professional/Personal Qualities ¶
- Professional Growth ¶

¶

The CEO will use the above standards to prepare a self-evaluation. ¶

¶

The ESUCC Board will include specific annual goals or target areas as part of the annual Administrator's evaluation. These written goals or target areas should be developed in collaboration with the Board, the CEO, and/or ESUCC staff to improve the services provided. ¶

¶

The ESUCC President or Executive Committee will develop a written summary of Board-submitted evaluations, including both the strengths and the growth opportunities of the CEO, and place it in the CEO's personnel file to be incorporated into the next cycle of evaluations.

Legal Reference:	Neb. Rev. Stat. § 79-1247
Date of Adoption:	April 14, 2025

Article IV, [policy number] ESUCC Employee Evaluations

The Board delegates to the CEO the responsibility of developing, organizing and implementing a system-wide program for evaluating ESUCC employees. The CEO shall develop effective evaluation procedures and instruments. The evaluation process is to be conducted in such a manner as to be consistent with and advance the mission and goals of ESUCC.

This evaluation policy is intended to set forth expectations for the administration and not to give rights to employees. As such, a failure to complete observations or evaluations of the designated duration and frequency shall not give the employee rights with regard to continued employment. Such failures, however, are to be considered in evaluating the responsible evaluator's performance.

1. Communication of Evaluation Process. Annual communication of the evaluation process to those being evaluated shall be made by providing a copy of the evaluation instrument to the staff **at least** one time each year.
2. Duration and frequency of observations and written evaluations. The duration and frequency of observations and written evaluations are to be as follows:
 - a. Probationary Employees.
 - i. Probationary employee for purposes of this evaluation policy means an employee who has served under a contract with the ESUCC for up to two successive years.
 - ii. Formal observations of probationary employees are to be based upon actual observations, including artifact observations, for up to one hour.
 - iii. Probationary employees are to be formally observed and evaluated at least one time per year.
 - b. Permanent Employees.
 - i. Permanent employee for purposes of this evaluation policy means an employee who has served under a contract with the ESUCC for at least two successive years.
 - ii. Formal observations of probationary employees are to be based upon actual observations, including artifact observations, for up to one hour.
 - iii. Permanent employees are to be formally observed and evaluated at least once every two years.
 - c. Employees' Responsibility. Employees are expected to inform the responsible evaluator of opportunities for observation or activities that would be conducive to an evaluation and to make themselves readily available to be evaluated. In the event the responsible evaluator has not initiated the evaluation process nearing the time within which an evaluation is to be completed, the employee has a responsibility to notify the responsible evaluator such that the evaluation can be completed when due.
 - d. Informal Observations and Evaluations. Informal observations and evaluations may be conducted as the evaluator determines to be appropriate.

- e. Additional Observations and Evaluations. The duration and frequency of observations and written evaluations is specified as a minimum expectation for the evaluators. Observations and evaluations of greater frequency or number than required may be conducted and made at the request of the employee or at the discretion of the evaluator.
3. Communication of Deficiencies. The evaluation process is to include documented communication to the evaluated employee specifying deficiencies, specific means for the correction of the noted deficiency, and an adequate timeline for implementing the concrete suggestions for improvement.

Employees may be assigned responsibility to provide suggestions for improvement plans or job growth strategies and shall have the duty of complying with such requests. Further, in the event improvement plans or other similar performance measures are implemented, employees shall have the duty to comply with such plans.

Employees are expected to be cooperative, professional, and to exhibit a willingness to improve performance and to accept constructive criticisms and suggestions of the evaluator.

4. Responses to Evaluations. Employees will be given seven calendar days from receipt of an evaluation in which to give a written response to the evaluation.
5. Plan for Training Evaluators. All evaluators shall be trained to use the evaluation system. Training sessions in the use of the evaluation system will be provided by the CEO or designee to all evaluators prior to their participation in evaluations. Refresher training is to be conducted as the CEO determines to be needed.

Legal Reference:	
Date of Adoption:	

New Name	Information Services	Education Resources	Legal	Executive					
	Technology (SMART)	PDO, Student Services (Advocate)	Legislative/Coop (influence & Invest)	Executive/Finance (Lead)	TEAM	LEAD	Combined Influence/Invest	ADVOCATE	SIMPL Workgroup Committee
	9:00-10:15 AM Central	10:30-11:45AM Central	12:30-1:45 PM Central	2:00-3:15 PM Central					
Bill Heimann, ESU 1			X	X (President)	Bill Heimann, ESU 1	X			
Mitch Hoffer, ESU 2	X				Mitch Hoffer, ESU 2	X			X
Dan Schnoes, ESU 3			X		Dan Schnoes, ESU 3				X
Gregg Robke, ESU 4	X - Co-Chair				Gregg Robke, ESU 4		X		X
Brenda McNiff, ESU 5		X - Co-Chair		X (Past President)	Brenda McNiff, ESU 5	X (Chair)			
Brian Maschmann, ESU 6	X				Brian Maschmann, ESU 6			X	
Marci Ostmeyer, ESU 7		X			Marci Ostmeyer, ESU 7				X
Corey Dahl, ESU 8	X				Corey Dahl, ESU 8		X	X	
Drew Harris, ESU 9			X		Drew Harris, ESU 9	X		X (Chair)	
Melissa Wheelock, ESU 10			X - Co-Chair		Melissa Wheelock, ESU 10		X		X
John Poppert, ESU 11			X		John Poppert, ESU 11		X	X	
Laura Barrett, ESU 13		X - Co-Chair			Laura Barrett, ESU 13	X			
Phillip Picquet, ESU 15			X - Co-Chair		Phillip Picquet, ESU 15			X	X (Chair)
James McGown, ESU 16	X - Co-Chair				James McGown, ESU 16	X		X	
Geraldine Erickson, ESU 17		X			Geraldine Erickson, ESU 17			X	
Takako Olson ESU 18			X		Takako Olson ESU 18		X		X
Kanyon Chism, ESU 19		X			Kanyon Chism, ESU 19	X	X (Chair)		
Total Committee Membership	5	5	7		Sub-Total CC Membership	7	6	7	7

July 2025 CEO Leave Report to the Board

Title	Start	End	Total Hours
Floating Holiday: Out of Office	05/23/2025	05/23/2025	8
Sick: Out of Office	05/28/2025	05/28/2025	8
Sick: Out of Office	05/29/2025	05/29/2025	8
Sick: Out of Office	05/30/2025	05/30/2025	8
Vacation: Out of Office	06/02/2025	06/02/2025	8
Sick: Out of Office	06/03/2025	06/03/2025	8
Floating Holiday: Out of Office	06/04/2025	06/04/2025	8
Floating Holiday: Out of Office	06/12/2025	06/12/2025	8
Vacation: Out of Office	06/13/2025	06/13/2025	8



Platform: ESU Data Entry Reference Guide

Purpose:

This guide provides instructions and definitions for entering compensation data into the Sparq platform, ensuring consistency and accuracy across all Educational Service Units (ESUs).

1. Timelines

Event	Timeline
Annual Salary Information Update	New salaries deadline update is August 1st each year.
Previous Year's Data Pull	Occurs automatically on January 1st .
Negotiated Agreement Settlement	Email from SPARQ requesting updated negotiated agreement information sent in June or July.

2. Position Categories

Entering compensation data in the correct section ensures accurate reporting. Sparq uses two main data entry categories:

A. Negotiated Agreement

- For positions covered by formal salary schedules.
- Example: Teachers under a union-negotiated contract.

B. Administrator Negotiations (*Renamed to "Other Bargaining Unit Negotiations"*)

- For all other staff not covered under a negotiated agreement salary schedule.
- Includes many administrative, classified, and specialized roles.

Common Position Examples & Preferred Entry Sections

Position Type	Titles Included	Section
Administrative Assistant	Secretary, Office Manager	Other Bargaining Units
Assistant Superintendent	Assistant CEO, Administrator	Other Bargaining Units
Bookkeeper	Payroll Clerk, Accounting Clerk	Other Bargaining Units
Business Manager	CFO, HR Director	Other Bargaining Units
Chief Administrator	CEO, Executive Director	Other Bargaining Units
Classified Technology	Tech Support, Network Ops	Other Bargaining Units
Instructional Paraprofessional	Para, Behavior Tech	Other Bargaining Units
Licensed Mental Health	LMHP, Social Worker	Other Bargaining Units
Maintenance/Custodian	Facilities Manager	Other Bargaining Units
Nurse	RN, LPN	Other Bargaining Units
Occupational Therapist	OT, COTA	Other Bargaining Units
Other	Grant Writer, Unique roles	Other Bargaining Units
Professional Technology	Coders, Network Engineers	Other Bargaining Units

Program Consultant/Coordinator	Transition Specialist, EDN Coord.	Other Bargaining Units
Program Supervisor/Director	Sped Liaison, Principal	Other Bargaining Units
Psychologist	School Psych	Other Bargaining Units
Special Education Admin/Director	Sped Director	Other Bargaining Units
Speech Pathologist	SLP, SLP-A	Other Bargaining Units
Staff Development Coordinator	Curriculum Specialist	Other Bargaining Units
Teacher (no salary schedule)	Sped, Title, Resource Teacher	Other Bargaining Units
Technology Coordinator	Tech Director	Other Bargaining Units

3. Calculating Experience

Field	Definition
Experience	Years of service at the current ESU .
Experience Total	Total years in all educational roles , regardless of ESU or school district.

Tip: Hover over field names in Sparq for tooltips and clarification.

4. Compensation Breakdown

To avoid **double-counting**, ensure each item is reported in the correct category. Use the [NDE Staff Reporting Manual \(pg. 16\)](#) for further breakdowns.

A. Salary

- Base wage for the role.
- Includes “non-index wage” amounts.

B. Benefits

- Do **not** list individual benefit items separately in Sparq.
- Group together under Benefits.

Includes:

- FICA
- Insurance (health, dental, etc.)
- NPERS (employer contribution)
- Cash in lieu
- Annuities

C. Additional Compensation

- Use this for all stipends or extras **not** classified as salary or benefits.

Examples:

- Car allowance
 - Cell phone/mileage allowance
 - Bonuses
 - Stipends
-

5. Training Videos

Sparq Negotiations ESU Data Entry Training – April 2025

 [Watch Now](#)

Support & Contacts

For additional questions or clarification, contact your ESU administrator or Sparq system support representative.

Document Version: June 2025