



Regular Board of Directors Meeting

Educational Service Unit 7, Oak Room

2657 44th Avenue

Columbus, NE 68601-8537

Monday, March 21, 2022 at 5:30 PM

Posted Locations:

Columbus Telegram Newspaper

Columbus Telegram Website

ESU 7 North Building Front Door

Posted Date: 02/14/2022

Attendance Taken at 5:32 PM.

Bob Arp: Present

Joyce Baumert: Present

Marni Danhauer: Present

Donald Ellison: Present

Dan Hoesly: Present

Dawn Lindsley: Absent

Richard Luebbe: Absent

Jennifer Miller: Present

Doug Pauley: Present

Richard Stephens: Present

Gary Wieseler: Present

Jack Young: Present

Present: 10, Absent: 2.

Attendance Update Taken at 6:00 PM.

Dawn Lindsley: Present

Present: 11, Absent: 1.

1. Call the Meeting to Order

LEADERSHIP • SERVICE • SUPPORT

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public on ESU 7 website www.esu7.org and posted at location of meeting. Notice of this meeting was also given in advance to all members of the Board of Education of Educational Service Unit 7. Availability of the agenda and purpose of the hearing was communicated in the advance notice of the meeting and in the notice to the members of this hearing. All proceedings of the Board of Education of Educational Service Unit 7 were taken while the convened hearing was open to the attendance of the public.

Roll call was taken at 5:31pm

Board President conducted the meeting.

Staff present:

Larriane Polk, Administrator

Linda Shefcyk, Business Manager

Mindy Reed, Secretary to the Board of Directors

Marci Ostmeyer, Professional Development Director

Tami Clay, Special Education Director

Dan Ellsworth, Network Operations Director

1.1. Notification of Open Meetings Law

This meeting has been preceded by reasonable advance notice and is hereby declared to be in open session. A copy of the Open Meetings Act is posted in the meeting room.

1.2. Roll Call

1.3. Absent Board Members

Recommendation: Discuss, consider and take action to approve the Board member absences.

Approval of Board Member absences as presented Passed with a motion by Jack Young and a second by Jennifer Miller.

Dawn Lindsley: Absent

Richard Luebbe: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Marni Danhauer: Yea

Donald Ellison: Yea

Dan Hoesly: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

Board member Richard Luebbe was absent, he notified the Administrator prior to the meeting.

1.4. Pledge of Allegiance All members present participated in the Pledge of Allegiance.

2. Approval of Agenda

The sequence of agenda topics is subject to change at the discretion of the Board.

Recommendation: Discuss, consider and take any necessary action to approve agenda as presented.

Agenda as presented Passed with a motion by Gary Wieseler and a second by Joyce Baumert.

Dawn Lindsley: Absent

Richard Luebbe: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Marni Danhauer: Yea

Donald Ellison: Yea

Dan Hoesly: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

3. Welcome Visitors No visitors present.

4. Public Comment The Board has the discretion to limit the amount of time set aside for public participation.

Citizens wishing to address the Board on a certain agenda item must complete the Request to be Heard Document prior to the start of the board meeting. Citizens wishing to present petitions to the Board may do so at this time. However, the Board will only receive the petitions and not act upon them or their contents. No public comments provided.

5. **Consent Agenda**

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 Includes:

- Minutes from the previous meeting(s)
- Presentation of the bills
- Policy review with no recommended changes

- Other routine agenda items

Recommendation: Discuss, consider and take any action necessary to approve the consent agenda as presented.

Consent agenda as presented Passed with a motion by Jennifer Miller and a second by Donald Ellison.

Dawn Lindsley: Absent
 Richard Luebbe: Absent
 Bob Arp: Yea
 Joyce Baumert: Yea
 Marni Danhauer: Yea
 Donald Ellison: Yea
 Dan Hoesly: Yea
 Jennifer Miller: Yea
 Doug Pauley: Yea
 Richard Stephens: Yea
 Gary Wieseler: Yea
 Jack Young: Yea
 Yea: 10, Nay: 0, Absent: 2

5.1. Minutes

This is a consent item.

5.2. Presentation of Bills #73786 through #73931 totaling \$859,137.59

5.3. The summary of bills for the current month total:\$859,137.59 - Bills #73786 through #73931

5.4. Inservice bills total: \$320.00

5.5.	5.6. Amount	5.7. Vendor	5.8. Description
5.9. 737 91	5.10. \$13,7 60.13	5.11. Amazon	5.12. Migrant/Tech/SPED/Grants supplies
5.13. 7 380 1	5.14. \$13,9 03.37	5.15. Capital One	5.16. Tech/SPED/Grants travel and supplies
5.17. 7 380 3	5.18. \$12,2 93.51	5.19. Central NE Rehab Services	5.20. SPED SLP Services
5.21. 7 380 5	5.22. \$11,4 13.70	5.23. Close Up Foundation	5.24. Migrant Student Closeup Program
5.25. 7 381 4	5.26. \$10,2 76.00	5.27. DakTech	5.28. Tech school equipment flow through

		Computer s	
5.29. 7 381 9	5.30. \$10,3 91.28	5.31. EMS Linq, Inc.	5.32. Accounting software maintenance renewal
5.33. 7 382 1	5.34. \$25,8 73.00	5.35. Ernst Auto	5.36. Toyota Corolla
5.37. 7 386 9	5.38. \$7,62 8.69	5.39. Schuyle r Communi ty Schools	5.40. Instructional Coach - Schuyer - flow through
5.41. 7 387 4	5.42. \$5,18 9.00	5.43. State of NE - Departme nt of Admin	5.44. Network Services Charges
5.45. 7 391 4	5.46. \$42,7 27.01	5.47. MECA	5.48. CCLC Conference Venue - flow through
5.49. 7 393 1	5.50. \$20,2 97.46	5.51. Capital One	5.52. PD travel/Technology School flow through

This is a consent item.

5.53. Reading of Article I, Section 2, A Board's Name and Role

This is a consent item.

5.54. Reading of Article I, Section 3, A Election Districts

This is a consent item.

5.55. Reading of Article I, Section 6, D Line of Responsibility

This is a consent item.

5.56. Reading of Article I, Section 7, A Consultants

This is a consent item.

5.57. Reading of Article I, Section 7, B Legal Counsel

This is a consent item.

5.58. Reading of Article II, Section 1, A Location of Meetings

This is a consent item.

5.59. Reading of Article II, Section 2, A Regular Meetings

This is a consent item.

5.60. Resignations

- Leanne Blanchard, Student Services Principal - Resignation
- Elizabeth Preister, SLP - Resignation

5.61.

This is a consent item.

6. Spotlights - Vision and Production Judy Zadina, Vision Coordinator, and Kaise Recek, Orientation Mobility Specialist, will provide the March Spotlight to the Board. Vision Department Spotlight Vision - Judy Zadina, Teacher of the Visually Impaired, and Kaise Recek, Orientation and Mobility Specialist reviewed the attached slideshow. Kaise brought different canes and mobility assistive devices to show the Board as examples. Kaise reviews techniques and information with the paraprofessionals and information is sent home to the parents. Parents are able to come into school or Kaise can go to the home to help educate the parents on techniques for their visually impaired child(ren).

Production Spotlight - Nancy Smith, Production Personnel, explained what she does in the Production department. Nancy Smith reviewed the Production handouts Director Ostmeier distributed to the Board emphasizing cost and time savings.

7. Treasurer's Report

Review the breakdown of the Treasurer's Report

8. Discuss, consider and take any action necessary to approve the Treasurer's Report as presented. Passed with a motion by Donald Ellison and a second by Joyce Baumert.
- | | |
|-----------------------|------------|
| 9. Richard Luebbe: | 10. Absent |
| 11. Bob Arp: | 12. Yea |
| 13. Joyce Baumert: | 14. Yea |
| 15. Marni Danhauer: | 16. Yea |
| 17. Donald Ellison: | 18. Yea |
| 19. Dan Hoesly: | 20. Yea |
| 21. Dawn Lindsley: | 22. Yea |
| 23. Jennifer Miller: | 24. Yea |
| 25. Doug Pauley: | 26. Yea |
| 27. Richard Stephens: | 28. Yea |
| 29. Gary Wieseler: | 30. Yea |
| 31. Jack Young: | 32. Yea |

Yea: 11, Nay: 0, Absent: 1

33. Board Code of Ethics and Oath of Office Dan Hoesly was absent during the January 17, 2022 Annual Organizational Meeting and was unable to recite the Oath of Office. This opportunity is provided to Board Member Hoesly in this agenda item.

I, _____, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservations, or for purpose or evasions; and that I will faithfully and impartially perform the duties of the office of member of the Board of Educational Service Unit No. 7, according to law, to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence; and that during such time that I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence. So help me God. Board Member Dan Hoesly recited the Oath of Office. The rest of the board present recited the Oath of Office along with board member Dan Hoesly.

34. New Hire - Cara Neesen, Student Services Principal
Cara Neesen, Student Services Principal lives in Schuyler. Cara is currently a Principal at Schuyler Community Schools.

Recommendation: Discuss, consider, and take any necessary action to approve the contract as presented.

35. Discuss, consider, and take any necessary action to approve the contract as presented
Passed with a motion by Bob Arp and a second by Jack Young.
- | | |
|-----------------------|------------|
| 36. Richard Luebbe: | 37. Absent |
| 38. Bob Arp: | 39. Yea |
| 40. Joyce Baumert: | 41. Yea |
| 42. Marni Danhauer: | 43. Yea |
| 44. Donald Ellison: | 45. Yea |
| 46. Dan Hoesly: | 47. Yea |
| 48. Dawn Lindsley: | 49. Yea |
| 50. Jennifer Miller: | 51. Yea |
| 52. Doug Pauley: | 53. Yea |
| 54. Richard Stephens: | 55. Yea |
| 56. Gary Wieseler: | 57. Yea |
| 58. Jack Young: | 59. Yea |

Yea: 11, Nay: 0, Absent: 1

Cara Neesen will be hired as the Student Services Principal. She is currently a Principal at Schuyler Community Schools.

60. Special Education New Hires: Lindsey Clarey, LMHP; Lindy Eberle, Resource/Behavior Teacher; Letishia Kleinschmit, Early Childhood Speech Language Pathologist

- Lindsey Clarey, LMHP, lives in Columbus with her husband. Lindsey currently works for Good Neighbor providing LMHP services.
- Lindy Eberle, Resource/Behavior Teacher lives in Clarks. Lindy is currently a teacher at Central City Public School.
- Letishia Kleinschmit, Early Childhood Speech Language Pathologist lives in Lindsay. Letishia is currently a Speech Language Pathologist at Norfolk Public.

61.

Recommendation: Discuss, consider, and take any necessary action to approve the contracts as presented for Lindsey Clarey, LMHP; Lindy Eberle, Resource/Behavior Teacher; and Letishia Kleinschmit, Early Childhood Speech Language Pathologist.

62. Discuss, consider, and take any necessary action to approve the contracts as presented for Lindsey Clarey, LMHP; Lindy Eberle, Resource/Behavior Teacher; and Letishia Kleinschmit, Early Childhood Speech Language Pathologist Passed with a motion by Jack Young and a second by Doug Pauley.

- | | |
|-----------------------|------------|
| 63. Richard Luebbe: | 64. Absent |
| 65. Bob Arp: | 66. Yea |
| 67. Joyce Baumert: | 68. Yea |
| 69. Marni Danhauer: | 70. Yea |
| 71. Donald Ellison: | 72. Yea |
| 73. Dan Hoesly: | 74. Yea |
| 75. Dawn Lindsley: | 76. Yea |
| 77. Jennifer Miller: | 78. Yea |
| 79. Doug Pauley: | 80. Yea |
| 81. Richard Stephens: | 82. Yea |
| 83. Gary Wieseler: | 84. Yea |
| 85. Jack Young: | 86. Yea |

Yea: 11, Nay: 0, Absent: 1

87. Special Education Full Time Equivalent Changes

The below Special Education employees have decreased their FTE:

- Rachel Garner, Speech Language Pathologist - .35 FTE
- Cassandra Krings, Teacher of the Deaf - .60 FTE
- Tricia Spieker, Speech Language Pathologist - .20 FTE

88.

Recommendation: Discuss, consider, and take any necessary action to approve the contracts as presented for Rachel Garner, Speech Language Pathologist; Cassandra Krings, Teacher of the Deaf; and Tricia Spieker, Speech Language Pathologist.

89. Discuss, consider, and take any necessary action to approve the contracts as presented for Rachel Garner, Speech Language Pathologist; Cassandra Krings, Teacher of the Deaf; and Tricia Spieker, Speech Language Pathologist Passed with a motion by Jennifer Miller and a second by Doug Pauley.

- | | |
|------------------------|------------|
| 90. Richard Luebbe: | 91. Absent |
| 92. Bob Arp: | 93. Yea |
| 94. Joyce Baumert: | 95. Yea |
| 96. Marni Danhauer: | 97. Yea |
| 98. Donald Ellison: | 99. Yea |
| 100. Dan Hoesly: | 101. Yea |
| 102. Dawn Lindsley: | 103. Yea |
| 104. Jennifer Miller: | 105. Yea |
| 106. Doug Pauley: | 107. Yea |
| 108. Richard Stephens: | 109. Yea |
| 110. Gary Wieseler: | 111. Yea |
| 112. Jack Young: | 113. Yea |

Yea: 11, Nay: 0, Absent: 1

Director Clay provided explanation as to the decrease for each of the personnel included in this action item.

114. April 2022 Board Meeting Time

The Board - Employee Recognition Dinner is scheduled on April 19, 2022 beginning at 5:00pm. It is recommended to change the Board Meeting time to 4:00pm to accommodate for the Annual Board Recognition Dinner.

Recommendation: Discuss, consider and take any action necessary to approve an April 19, 2022 Board Meeting Time of 4:00pm.

Discuss, consider and take any action necessary to approve an April 19, 2022 Board Meeting Time of 4:00pm Passed with a motion by Richard Stephens and a second by Dan Hoesly.

- | | |
|-------------------|--------|
| Richard Luebbe: | Absent |
| Bob Arp: | Yea |
| Joyce Baumert: | Yea |
| Marni Danhauer: | Yea |
| Donald Ellison: | Yea |
| Dan Hoesly: | Yea |
| Dawn Lindsley: | Yea |
| Jennifer Miller: | Yea |
| Doug Pauley: | Yea |
| Richard Stephens: | Yea |
| Gary Wieseler: | Yea |
| Jack Young: | Yea |

Yea: 11, Nay: 0, Absent: 1

115. Administrator's Report General

- ESUCC Update
 - Reviewing Bold Step Strategic Plan in April
- Upcoming Events
 - NASB Make Your Meetings Matter: Building Effective Board Meetings for your District and Community
 - April 7 - West Point
 - April 12 - Gering
 - April 13 - Kearney
- Quarterly Report
- Elections 2022 Information - Filing Deadline June 15, 2022
 - District 1 - Richard Stephens
 - District 3 - Jennifer Miller
 - District 5 - Jack Young
 - District 7 - Dan Hoesly
 - District 9 - Joyce Baumert
 - District 11 - Donald Ellison

Administrator Polk reviewed the Five Bold Steps attachment and the Quarterly Update attachment.

Administrator Polk reviewed the upcoming events and let the Board know to notify Secretary to the Board, Mindy Reed if they would like to attend any of the events.

Administrator Polk reviewed the upcoming elections list. Vice President Jack Young provided the Board an update on the process when he went to submit his re-election paperwork.

115.1. Goal Update Goals - Attached for your Review Administrator Polk has had conversations with other ESU Administrators about what they do with onboarding new board members. Many of the other administrators said they do not have a formal process in place. Administrator Polk will work with a small committee statewide to develop this process. This information will be shared at upcoming board meetings.

School district board meetings - Secretary to the Board Mindy Reed will gather the Boards 1st and 2nd choice for school district board meetings. The list will be distributed at the May board meeting. Once the board determines their preferred months, the Directors will determine which meetings to accompany the board members. Communication materials will be put together for the board members to take to the board meetings they will attend.

115.2. Services Update

- SIMPL Update
 - Phases
- External Visit is in 2023
- Early Development Network

- Director Tami Clay will provide a description of Early Development Network.

SIMPL Statewide roll out - There is a three-phase roll out for the ESUCC. Phase 1 should be completed by the end of this year. Phase 1 includes having all inventories in SIMPL and the access/plan data. The ESUCC has started working on having a statewide formula for calculating cost savings across Professional Development. Phase 2 will kick off in September with cost savings in Technology. Phase 2 also has to do with group purchasing. Phase 2 may or may not be only one year. Phase 3 will include other cost savings, including Production costs and implementation objectives, a way for us to measure what way services are being implemented at the district level.

Accreditation external visit will occur in the spring of 2023. There is a core group of staff who are leading the charge on this, including Director Ostmeyer, Cynthia Alarcon, and Amy Mazankowski. They will create a timeline and coordinate the process. The core group works closely with the Administrator and the agency team members.

Director Tami Clay reported on the Early Development Network. This is an opportunity to partner with another agency. The Early Development Network is funded through NDE and DHHS. We are exploring the possibility of bringing them under the ESU 7 umbrella. Currently, the END works with ECDHD. More information will be available in the upcoming board meetings.

115.3. Facilities Update

The Administrator will provide a facilities update during this item.

- Playground Update
 - Fencing - Inquiring about types of fencing and quotes for the different types.
 - Insurance Rates - It will be insignificant to our insurance premium. For every \$10,000 of property value, the premium would be approximately \$10 with a \$500 deductible. No charge for liability.
- Learning Academy Kitchen Needs
 - Director Clay will describe the current status of the Learning Academy gym space with regards to meals, meal prep, food service, and safety around the equipment. Director Clay will present suggestions for a kitchen remodel.

115.4. Recommendation: Discuss, consider, and take any necessary action to approve the playground project including a fence, not to exceed \$300,000. Playground Update - Administrator Polk reviewed an ariel photo showing where the playground items would be located. The quotes provided are with the recommendations made during the February board meeting. No one has responded to the fence quote request at this time. Secretary Jen Miller had insight into steel prices. After much discussion, no action was taken to formally approve a budget for the playground project. Informally, the board supports a playground addition. It was recommended to wait until steel prices trend downward before committing

to a project quote. Administrator Polk is continuing to look into grants and applying for the ones we qualify for.

Director Clay discussed the Learning Academy's kitchen needs. Currently, the dishes are being done in the bathroom sink. Director Clay is asking for a sink for the kids to do the dishes. There are a few students who have sensory issues who cannot eat the food provided by Columbus Public Schools. Costs and quotes have not been requested since these items are currently just for visibility. Director Clay has some possible solutions which do not require construction. Director Clay will continue to update the board on this issue.

Board President Doug Pauley would like to have an opportunity to tour the Learning Academy and look at the areas of concern. This will be scheduled at an upcoming meeting.

115.5. Personnel

- New Hires
 - Kara Lutjens - Learning Academy Paraprofessional
 - Jennifer Olson - Cen7ter Paraprofessional
 - Michelle Viessman - Cen7ter Paraprofessional
 - Darcy Warth - Learning Academy Paraprofessional
- Resignations
 - Joan Hassebrook - Production Personnel (Retirement)
 - Nikole Ziembra Streckfuss - Learning Academy Paraprofessional

115.6. Legislative Update During this item, the Administrator will provide a Legislative Update to members of the Board. Administrator Polk reviewed the attached Legislative update document and noted the bills highlighted in yellow are ones of greatest importance at this time.

116. **Committee Reports**

116.1. Negotiations Committee Report

Reports of activities and discussions from the Negotiations Committee will take place during this item.

Recommended Motions:

- I would like to make a motion to approve a 7.9% total compensation package increase for the general staff group excluding Migrant group, Special Education certificated group, and Administrator for contract year 2022-2023.
- I would like to make a motion to approve an 18.56% total compensation package increase for the Migrant Education group for contract year 2022-2023 as recommended by the Department of Education funded by the Migrant Education Program grant.

- I would like to make a motion to approve the total compensation package for Administrator Larianne Polk including 4.39% increase to salary + cost of single insurance + \$10,000 for comparability/merit for contract year 2022-2023.

Discuss, consider, and take any necessary action to approve a 7.9% total compensation package increase for the general staff group excluding Migrant group, Special Education certificated group, and Administrator for contract year 2022-2023 Passed with a motion by Doug Pauley and a second by Richard Stephens.

Richard Luebbe: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Donald Ellison: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea

Yea: 11, Nay: 0, Absent: 1

Discuss, consider, and take any necessary action to approve a 18.56% total compensation package increase for the Migrant Education group for contract year 2022-2023 as recommended by the Department of Education funded by the Migrant Education Program grant Passed with a motion by Donald Ellison and a second by Bob Arp.

Richard Luebbe: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Donald Ellison: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea

Yea: 11, Nay: 0, Absent: 1

Discuss, consider, and take any necessary action to approve the total compensation package for Administrator Larianne Polk including 4.39% increase to salary + cost of single insurance + \$10,000 for comparability/merit for contract

year 2022-2023 Passed with a motion by Doug Pauley and a second by Richard Stephens.

Richard Luebbe: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Donald Ellison: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea

Yea: 11, Nay: 0, Absent: 1

Secretary Jennifer Miller provided an update on the joint Negotiations and Budget Committee Meeting. The Negotiations Committee shared their philosophy and explained how the committee did a comparability study.

The board expressed their appreciation of Administrator Larianne Polk as a true leader who inspires her staff to work hard and care about the work being done.

117. Conference Report

Conference Attendees will report on their learnings.

- Finance and Budget Workshop
- NRCSA Spring Conference

Board Member Richard Stephens attended the Finance and Budget Workshop. He provided an update on the areas he enjoyed.

Administrator Polk attended the NRCSA Spring Conference. There were some sessions focused on the Board and Administrator Polk encouraged the board members to see if they could attend the NRCSA Spring Conference next year. The Keynote speaker, Laurie Smith, was voted Rural Teacher of the Year. Her story was submitted to National NRCSA and she won the National Rural Teacher of the Year. Laurie's philosophy is to "Go be the light...go be amazing!". Ryan Foor, the liaison to the State Board of Education, facilitates a panel discussion with board members Kirk Penner, Patti Gubbels, Maureen Nickels, and Robin Stevens. Three areas discussed were positive outcomes from the pandemic, teacher pipeline and shortage, and statewide assessment system.

Board President Doug Pauley attended the United Way Meeting for volunteers. He would encourage everyone to go next year if possible.

118. Adjournment Meeting adjourned at 7:57pm.

Minutes respectfully submitted by Mindy Reed, Recording Secretary to the ESU 7 Board.

Open Meetings Act

Neb. Rev. Stat. § 84-1407. Act, how cited.

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

Neb. Rev. Stat. § 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.

Neb. Rev. Stat. § 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, and (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;

(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.

Neb. Rev. Stat. § 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.

Neb. Rev. Stat. § 84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; virtual meetings authorized; emergency meeting without notice; appearance before public body.

(1)(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 web site.

(ii) In the case of the governing body of a city of the second class or village or such body's advisory committee, 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 web site; or

(B) Posting written notice in three conspicuous public places in such city or village. 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.

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

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

(e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the

meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

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

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

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

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

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

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

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

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority;

(xiii) A natural resources district; and

(xiv) The Judicial Resources Commission.

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

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

(ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as

would be provided if virtual conferencing was not used;

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

(iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act, the organization 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. The governing body of a risk management pool that meets at least quarterly and the advisory committees of the governing body may each hold more than one-half of its meetings by virtual conferencing if the governing body's quarterly meetings are not held by virtual conferencing.

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

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

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

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

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

(b) The public body shall provide access by providing a dial-in
Open Meetings Act

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

(c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsections (5) and (6) of section 84-1413.

Neb. Rev. Stat. § 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.

(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. A body may not be required to allow citizens to speak at each meeting, but it may not forbid public participation at all meetings.

(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.

Neb. Rev. Stat. § 84-1413. Meetings; minutes; roll call vote; secret ballot; 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, except as provided in subsection (6) of this section, and 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 the minutes is absent due to a serious illness or emergency.

(6) Minutes of the meetings of the board of a school district or educational service unit may be kept as an electronic record.

(7) 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 web site the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the web site at least twenty-four hours before the meeting of

the governing body. Minutes shall be placed on the web site 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 web site for at least six months.

Neb. Rev. Stat. § 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.

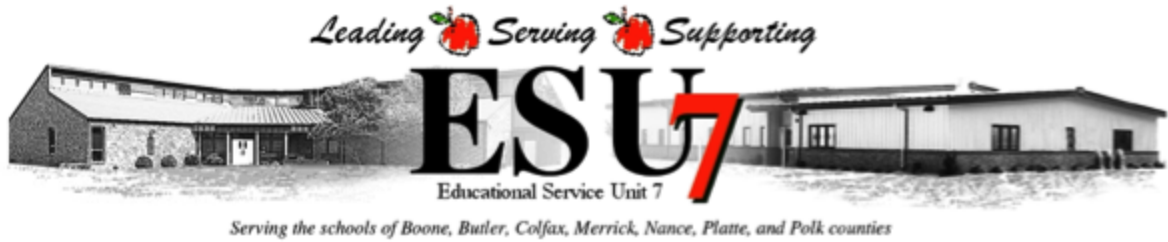
(2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.

(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.

Neb. Rev. Stat. § 84-1415. Open Meetings Act; requirements; waiver; validity of action.

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



Regular Board of Directors Meeting

Educational Service Unit 7, Oak Room

2657 44th Avenue

Columbus, NE 68601-8537

Monday, February 21, 2022 at 5:30 PM

Posted Locations:

- Columbus Telegram Newspaper
- Columbus Telegram Website
- ESU 7 North Building Front Door

Posted Date: 02/14/2022

Attendance Taken at 5:34 PM.

Bob Arp: Present

Joyce Baumert: Present

Marni Danhauer: Absent

Donald Ellison: Absent

Dan Hoesly: Absent

Dawn Lindsley: Absent

Richard Luebbe: Present

Jennifer Miller: Present

Doug Pauley: Absent

Richard Stephens: Present

Gary Wieseler: Present

Jack Young: Absent

Present: 6, Absent: 6.

Attendance Update Taken at 5:42 PM.

Dawn Lindsley: Present

Present: 7, Absent: 5.

Attendance Update Taken at 5:45 PM.

Jack Young: Present

Present: 8, Absent: 4.

Attendance Update Taken at 6:41 PM.

Doug Pauley: Present

Present: 9, Absent: 3.

Attendance Update Taken at 7:53 PM.

Richard Luebbe: Absent

Present: 8, Absent: 4.

1. Call the Meeting to Order

LEADERSHIP • SERVICE • SUPPORT

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public on ESU 7 website www.esu7.org and posted at location of meeting. Notice of this meeting was also given in advance to all members of the Board of Education of Educational Service Unit 7. Availability of the agenda and purpose of the hearing was communicated in the advance notice of the meeting and in the notice to the members of this hearing. All proceedings of the Board of Education of Educational Service Unit 7 were taken while the convened hearing was open to the attendance of the public.

Roll call was taken at 5:34pm

Board Secretary conducted the meeting.

Staff present:

Larianne Polk, Administrator

Linda Shefcyk, Business Manager

Mindy Reed, Secretary to the Board of Directors

Marci Ostmeyer, Professional Development Director

Tami Clay, Special Education Director

Dan Ellsworth, Network Operations Director

1.1. Notification of Open Meetings Law

This meeting has been preceded by reasonable advance notice and is hereby declared to be in open session. A copy of the Open Meetings Act is posted in the meeting room.

1.2. Roll Call

1.3. Absent Board Members

Board members Donald Ellison and Marni Danhauer will be absent. Both Board members notified the Administrator of their absences prior to the board meeting.

Recommendation: Discuss, consider and take action to approve the Board member absences.

Approval of Board Member absences as presented Passed with a motion by Bob Arp and a second by Dawn Lindsley.

Marni Danhauer: Absent
Donald Ellison: Absent
Dan Hoesly: Absent
Doug Pauley: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 8, Nay: 0, Absent: 4

Board members Donald Ellison and Marni Danhauer were absent. Both Board members notified the Administrator of their absences prior to the board meeting. Board member Dan Hoesley was absent without prior notification.

1.4. Pledge of Allegiance

All members present participated in the Pledge of Allegiance.

2. Approval of Agenda

The sequence of agenda topics is subject to change at the discretion of the Board.

Recommendation: Discuss, consider and take any necessary action to approve agenda as presented.

Agenda as presented Passed with a motion by Gary Wieseler and a second by Richard Luebbe.

Marni Danhauer: Absent
Donald Ellison: Absent
Dan Hoesly: Absent
Doug Pauley: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 8, Nay: 0, Absent: 4

3. Welcome Visitors
No visitors present.

4. Public Comment
The Board has the discretion to limit the amount of time set aside for public participation.

Citizens wishing to address the Board on a certain agenda item must complete the Request to be Heard Document prior to the start of the board meeting. Citizens wishing to present petitions to the Board may do so at this time. However, the Board will only receive the petitions and not act upon them or their contents.
No public comments provided.

5. Approval of the 2022-2023 Services Plan
The ESU 7 Executive Committee Chair attending will make a summary report to the Board on the plan for ESU 7 Services for 2022-2023.

Discuss, consider and take any action necessary to approve the 2022-2023 Services Plan as presented Passed with a motion by Richard Stephens and a second by Jennifer Miller.

Marni Danhauer:	Absent
Donald Ellison:	Absent
Dan Hoesly:	Absent
Doug Pauley:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Dawn Lindsley:	Yea
Richard Luebbe:	Yea
Jennifer Miller:	Yea
Richard Stephens:	Yea
Gary Wieseler:	Yea
Jack Young:	Yea

Yea: 8, Nay: 0, Absent: 4

Howells-Dodge Superintendent and Executive Committee member Mark Ernst presented the proposed 2022-2023 Service Plan. Superintendent Ernst explained the service planning process and how services are selected. Administrator Polk provided additional information regarding the service planning process.

6. Spotlight - ESU 7 ASD Network Overview
ASD Grant Staff Abby Pfister, ASD Coordinator, and Stephanie Johnson, ASD Behavior Specialist, will provide an ESU 7 ASD Network Overview.
ASD Grant Staff Abby Pfister, ASD Coordinator, and Stephanie Johnson, ASD Behavior Specialist, reviewed the attached presentation.

7. **Consent Agenda**

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 Includes:

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

Recommendation: Discuss, consider and take any action necessary to approve the consent agenda as presented.

Consent agenda as presented Passed with a motion by Joyce Baumert and a second by Jennifer Miller.

Marni Danhauer: Absent

Donald Ellison: Absent

Dan Hoesly: Absent

Doug Pauley: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 8, Nay: 0, Absent: 4

7.1. Minutes

This is a consent item.

7.2. Presentation of Bills #73645 through #73785 totaling \$807,770.12

The summary of bills for the current month total:\$807,770.12 - Bills #73645 through #73785

Inservice bills total: \$0

	Amount	Vendor	Description
73648	\$13,375.62	Amazon	Migrant/Tech/SPED/Grants supplies
73656	\$9,973.20	Capital One	Tech/SPED/Grants travel and supplies

73658	\$17,471.85	Central NE Rehab Services	SPED SLP Services
73664	\$20,558.00	Daktech Computers	Tech school equipment flow through
73667	\$11,078.43	Eakes Office Solutions	Copier Maintenance
73683	\$7,880.00	Insignia Software	Series M and SNAP software
73687	\$9,228.60	Journeyedcom Inc.	Tech school equipment flow through
73718	\$15,255.82	Powerschool	HR software - Applicant tracking, Records and Perform (evaluation)
73722	\$6,950.00	Romans, Wiemer & Assoc.	Audit services for year ending August 31, 2021
73726	\$7,628.69	Schuyler Community Schools	Instructional Coach - Schuyer - flow through
73732	\$5,189.80	State of NE - Department of Health	Network Services Charges

This is a consent item.

- 7.3. Reading of Article I, Section 2, B Duties and Function of the Board

This is a consent item.

- 7.4. Reading of Article I, Section 3, C Role of Individual Board Members

This is a consent item.

- 7.5. Reading of Article I, Section 3, D Orientation of New Board Members

This is a consent item.

- 7.6. Reading of Article I, Section 3, G Compensation of Board Members

This is a consent item.

- 7.7. Reading of Article I, Section 4, G Removal from Officer Position

This is a consent item.

- 7.8. Reading of Article I, Section 4, H Filling a Vacancy in an Officer Position

This is a consent item.

- 7.9. Reading of Article I, Section 5, B Appointments

This is a consent item.

7.10. Resignation - Nicki Brigham, Nurse
Resignation - Nicki Brigham, Nurse. Last day will be the last day of the school year.

This is a consent item.

7.11. April 1, 2022 - March 31, 2023 NASB Dues

This is a consent item.

7.12. Disposal of Inventory - VHS, DVDs and other media materials which have aged out.

The videos, DVDs and other media materials being disposed of were first offered to school districts at no cost. The items for disposal are those school districts did not want and are obsolete.

This is a consent item.

8. Treasurer's Report

Review the breakdown of the Treasurer's Report

Discuss, consider and take any action necessary to approve the Treasurer's Report as presented. Passed with a motion by Gary Wieseler and a second by Dawn Lindsley.

Marni Danhauer: Absent

Donald Ellison: Absent

Dan Hoesly: Absent

Doug Pauley: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 8, Nay: 0, Absent: 4

Administrator Polk discussed the cash on hand and cash reserve lines. The goal is to have 30% cash on hand, which is enough to sustain salaries and grant opportunities while ESU waits for payments from schools and grants.

9. Playground Update

The Administrator will provide a facilities update during this item.

- Julie Kutilek, Creative Sites LLC, will provide a description of the playground project.

- The board will have the opportunity to ask questions. Administrator Polk will describe the process of the selection of Creative Sites LLC. Approval of the playground project will be brought to the Board in March.

Julie Kutilek, Creative Sites LLC, reviewed the attached playground pictures with the Board. Julie explained what the items were and the materials the playground items will be made from. The Board provided some suggestions regarding adding benches and adding more shading. If approved in March, the playground will be installed in the fall of 2022.

10. New Hire - Brooke Hemmer, Special Education Teacher
Brooke Hemmer, Special Education Teacher for the Learning Academy, for the 2022-2023 school year. Brooke is currently teaching at Norfolk Public School and she lives in Lindsay.

Recommendation: Discuss, consider and take any action necessary to approve the contract for Brooke Hemmer, Special Education Teacher for the 2022-2023 school year as presented.

Discuss, consider and take any action necessary to approve the contract for Brooke Hemmer, Special Education Teacher for the 2022-2023 school year as presented
Passed with a motion by Richard Stephens and a second by Bob Arp.

Marni Danhauer: Absent
Donald Ellison: Absent
Dan Hoesly: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Dawn Lindsley: Yea
Richard Luebbe: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 9, Nay: 0, Absent: 3

11. Board Code of Ethics and Oath of Office
Jack Young and Dan Hoesly were absent during the January 17, 2022 Annual Organizational Meeting and were unable to recite the Oath of Office. This opportunity is provided to Vice President Young and Board Member Hoesly in this agenda item.

I, _____, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservations, or for purpose or evasions; and that I will faithfully and impartially perform the duties of the office of member of the Board of Educational Service Unit No. 7, according to law, to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government

of the United States or this State by force or violence; and that during such time that I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence. So help me God.

Board Vice President Jack Young recited the Oath of Office.

12. 2020-2021 Audit Report

The 2020-2021 Romans Wiemer and Associates Audit Report is attached for the Board's review.

Recommended Motion: Discuss, consider and take any action necessary to accept the 2020-2021 Audit Report as presented.

Discuss, consider and take any action necessary to accept the 2020-2021 Audit Report as presented Passed with a motion by Gary Wieseler and a second by Doug Pauley.

Marni Danhauer: Absent

Donald Ellison: Absent

Dan Hoesly: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Dawn Lindsley: Yea

Richard Luebbe: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 9, Nay: 0, Absent: 3

13. **Administrator's Report General**

- ESUCC Update
 - 2.8.2022 Legislative Day
- Safe Return to Services/Instruction Plan
 - The plan requires review and approval every six months. Any public comment regarding Safe Return to Services/Instruction Plan will occur during the Public Comment item 4. After approval, the plan will be available on the ESU 7 website and emailed to the ESU 7 staff.
 - **Recommended Motion:** Discuss, consider, and take any necessary action to approve the Safe Return to Services/Instruction Plan as presented.
- Digital Marketing Committee Update
 - Logo winner
- Upcoming Events
 - NASB Budget and Finance Workshop
 - March 1 - York (Registration due 2.22.2022)
 - Columbus Area United Way Board of Directors Training
 - March 4 - Columbus

- NASB Making your Meetings Matter Workshops
 - April 7 - West Point
 - April 12 - Gering
 - April 13 - Kearney

Discuss, consider, and take any necessary action to approve the Safe Return to Services/Instruction Plan as presented Passed with a motion by Jennifer Miller and a second by Doug Pauley.

Marni Danhauer: Absent
 Donald Ellison: Absent
 Dan Hoesly: Absent
 Bob Arp: Yea
 Joyce Baumert: Yea
 Dawn Lindsley: Yea
 Richard Luebbe: Yea
 Jennifer Miller: Yea
 Doug Pauley: Yea
 Richard Stephens: Yea
 Gary Wieseler: Yea
 Jack Young: Yea
 Yea: 9, Nay: 0, Absent: 3

Administrator Polk provided an update to the Board about the ESUCC Legislative Day on February 8, 2022. Nancy Smith from the Production Department and Lincoln Quteifan from the Technology Department attended with Administrator Polk, Director Ostmeier, and Director Ellsworth to discuss the services provided at ESU 7. On Thursday, February 24, 2022, the ESU 7 Superintendent Executive Committee will be at the Capitol to meet with Senators.

13.1. Goal Update

- Board Goal 3: By July 2024, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
- Administrator Goal 3: Administrator will coordinate the scheduling of regular board visits over a rolling two year period and will organize a board member summit for ESU 7 area boards to participate in professional learning.
 - Administrator Polk will share school district board meeting dates for the Board to select potential board visit dates.
- Board Goal 4: By July 2024, the ESU 7 board will create, roll out, and operationalize communication materials detailing tailored services and outcomes.

- Administrator Goal 4: Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize.
 - Administrator Polk will share the first draft of the document to accompany the board members on their school district board visits. Any feedback or revisions will be presented at the next board meeting.

Administrator Polk reviewed the School District Board Meeting Info with the Board. A draft schedule for the Board will be discussed at the March board meeting.

13.2. Services Update

- SIMPL Update
 - SIMPL: Testimonials
 - <https://simpl.esucc.org/>
- Substitute Rate
 - Director Tami Clay will provide the Board with a recommendation for Teacher Substitute rate increase.

Recommended Motion: Discuss, consider, and take any necessary action to approve the Teacher Substitute rate of ____.

Discuss, consider, and take any necessary action to approve the Teacher Substitute day rate of \$175 effective March 1, 2022. Passed with a motion by Richard Stephens and a second by Jennifer Miller.

Marni Danhauer:	Absent
Donald Ellison:	Absent
Dan Hoesly:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Dawn Lindsley:	Yea
Richard Luebbe:	Yea
Jennifer Miller:	Yea
Doug Pauley:	Yea
Richard Stephens:	Yea
Gary Wieseler:	Yea
Jack Young:	Yea
Yea: 9, Nay: 0, Absent: 3	

Director Clay is recommending to increase the substitute teacher day rate to \$175 a day.

13.3. Facilities Update

The Administrator will provide a facilities update during this item.

- Julie Kutilek, Creative Sites LLC, will provide a description of the playground project.
 - The board will have the opportunity to ask questions. Administrator Polk will describe the process of the selection of Creative Sites LLC. Approval of the playground project will be brought to the Board in March.
- Car update
 - Administrator Polk recommends purchasing an additional car for the fleet. Quotes have been obtained and will be discussed.
- ALICAP Update by Director Ellsworth

Administrator Polk provided an update on the new car. The new car will be a hybrid vehicle, which will help with gas costs.

Director Ellsworth provided an ALICAP update. ESU 7 recently had the annual safety visit, which was successfully passed again this year. ALICAP is encouraging schools to be more secure in terms of cyber security. ESU 7 has implemented two-factor authentication and Last Pass to assist with cyber security.

13.4. Personnel

- New Hires:
 - Nikole Ziemba Streckfuss - Learning Academy Paraprofessional, first day was 2.11.2022
 - Tyler Schrant - District Technology Coordinator. Tyler Schrant will be joining our technology team as a District Technology Coordinator at Columbus Catholic schools providing technical support to Scotus, St. Anthony, St. Bonaventure, and St. Isidore. Tyler most recently assisted News Channel Nebraska where he helped with numerous projects including video services for churches that want to offer services for those that cannot attend in person. Tyler resides in the Columbus area with his wife and son. He is very eager to get started and learning more about how the ESU 7 technology department operates.
- Resignations:
 - Macy Bauenhous, Paraprofessional, last day is 2.17.2022.
- Personnel Wellness

Administrator Polk discussed activities scheduled over the next two-three months that will target Personnel Wellness.

Director Clay shared the following staff members are involved in sharing their skills at a state and national level. Brandy Rose (BCBA/Psych) and Ronelle Jackson (LMHP) were interviewed by KETV about Mental Health last week. Brandy Rose

was interviewed by the Omaha World Herald about behavior. Anne Baptiste (Learning Academy teacher) was asked to help give a four-part webinar for behavior intervention in schools by the ASD network called Flying the Plane While You Build It. Anne Baptiste was also asked to present at the MidWest Behavior symposium in Kansas City last week.

13.5. Legislative Update

During this item, the Administrator will provide a Legislative Update to members of the Board.

Administrator Polk reviewed the attached Legislative Update to the ESU 7 Board.

14. **Committee Reports**

14.1. Negotiations Committee Report

Reports of activities and discussions from the Negotiations Committee will take place during this item.

Recommendation: Discuss, consider, and take any necessary action to approve a ___% total package compensation increase for all staff excluding staff covered under the Negotiated Agreement and the Administrator.

Chairperson Jennifer Miller provided a verbal summary to the board following the Negotiations Committee Meeting that occurred earlier. Another Negotiations meeting will be scheduled before the March Board Meeting.

15. Conference Report

Conference Attendees will report on their learnings.

- NASB Legislative Issues Conference: January 30-31,2022

Board members Dawn Lindsley and Richard Stephens attended the NASB Legislative Issues Conference and reported a summary of what they learned.

16. Adjournment

Meeting adjourned at 8:14pm.

Minutes respectfully submitted by Mindy Reed, Recording Secretary to the ESU 7 Board.

Inservice Account

10/27/21	Deposit - Memorial	\$20.00	\$7,914.66
2/14/22	Yaribey Rodriguez - memorial	\$20.00	\$7,894.66
3/11/22	Mindy Muller - Embark Counseling - Wellness day	\$300.00	\$7,594.66

Expenditures	\$320.00
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Section 2 - ESU Board

Article I, Section 2, A Board's Name and Role

The ESU is governed by a board legally known as the “Board of Educational Service Unit No. 7.” The Board is responsible for the general control and direction of ESU 7.

Legal Reference:	§ 79-1217
Date of Adoption:	November 20, 2017
Date(s) of Review:	September 13, 2021 March 21, 2022

Section 3 - ESU Board Members

Article I, Section 3, A Election Districts

After each decennial census, the Board shall divide the territory of ESU 7 into at least five and up to twelve numbered election districts that are compact and contiguous and substantially equal in population.

Board members are elected to represent the geographical boundaries of ESU 7. One member is elected to represent each election district for the term provided by law.

Legal Reference:	§ 32-515; § 79-1217; § 79-1217.01
Date of Adoption:	January 15, 2018
Date(s) of Review:	November 15, 2021 March 21, 2022

Article I, Section 6, D Line of Responsibility

Each ESU employee is responsible to the Board through the Administrator. All personnel shall refer matters requiring administrative action to the administrative officer immediately in charge of the area in which the problem arises. Administrative officers shall refer such matters to the next higher authority when necessary. *See chain of command on next page.*

Employees have the right to appeal decisions made by an administrative officer to the next higher authority and thus through successive steps to the Board on matters regarding continuation of employment, terms and conditions of employment, and matters of policy and procedures.

Legal Reference:	
Date of Adoption:	February 19, 2018
Date of Revision(s):	October 21, 2019 March 15, 2021 March 21, 2022

Educational Service Unit 7

Chain of Command

Any staff member with a conflict is encouraged to first talk with the person(s) with whom he/she has conflict. If, after this conversation, the situation is not resolved, and there is a need for third party, follow the chain of command outlined below.

General Chain of Command:

1. Department Director/Coordinator
2. Administrator
3. Board of Directors

On Matters involving Professional Development:

1. Professional Development Coordinator
2. Professional Development Director
3. Administrator
4. Board of Directors

On Matters Involving Special Education (non-Cen7ter/Learning Academy):

1. Special Education Coordinator
2. Special Education Director

3. Administrator
4. Board of Directors

On Matters Involving Cen7ter:

1. Teacher
2. Student Services Principal
3. Special Education Director
4. Administrator
5. Board of Directors

On Matters Involving Learning Academy:

1. Teacher
2. Student Services Principal
3. Special Education Director
4. Administrator
5. Board of Directors

On Matters Involving Technology:

1. Network Operations Director
2. Administrator
3. Board of Directors

On Matters Involving Facilities, Grounds, Vehicles:

1. Custodian
2. Administrator
3. Board of Directors

On Matters Involving Leadership:

1. Coordinator
2. Director
3. Administrator
4. Board of Directors

On Matters Involving Production:

1. Production Coordinator
2. Administrator
3. Board of Directors

Section 7 - Consultants and Legal Council

Article I, Section 7, A Consultants

The Board encourages the use of consultants as a means of providing specialized services not normally required on a continuing basis.

Legal Reference:	
Date of Adoption:	February 19, 2018
Date(s) of Review:	March 21, 2022

Article I, Section 7, B Legal Counsel

The Board shall use an attorney at law to advise on all legal matters.

Members of the staff may have access to the Board's legal counsel only at the specific direction of the Administrator.

The Administrator is authorized to make appropriate arrangements for additional legal services.

Legal Reference:	
Date of Adoption:	February 19, 2018
Date(s) of Review:	March 21, 2022

Section 1 - Location of Meetings

Article II, Section 1, A Location of Meetings

The traditional meeting place for Board meetings will be the Oak room at the ESU's principal office. The President or Administrator may designate a different meeting place for individual meetings with advance notice to all members. The alternative location may not be outside the boundaries of the ESU unless approved by the Board at any preceding meeting.

Legal Reference:	§§ 79-1218, 84-1412(5)
Date of Adoption:	March 19, 2018
Date(s) of Review:	March 21, 2022

Section 2 - Regular Meetings

Article II, Section 2, A Regular Meetings

The regular meetings of the Board shall be held on the third Monday of each calendar month and commence at 5:30 p.m. A regular meeting may be scheduled for a different date or time when approved by the Board at any preceding meeting.

Legal Reference:	
Date of Adoption:	March 19, 2018
Date(s) of Review:	March 15, 2021 March 21, 2022

VISION SERVICES

ESU7



ESU 7 VISION SERVICES

- **VISION SERVICES INCLUDE: TEACHER FOR THE VISUALLY IMPAIRED, ORIENTATION AND MOBILITY, AND BRAILLE SERVICES**
 - **JUDY ZADINA, TEACHER FOR THE VISUALLY IMPAIRED**
 - **LISA DURANSKI, TEACHER FOR THE VISUALLY IMPAIRED & EARLY CHILDHOOD**
 - **ELISSA HEIBEL, TEACHER FOR THE VISUALLY IMPAIRED AND CERTIFIED ORIENTATION AND MOBILITY SPECIALIST**
 - **KAISE RECEK, TEACHER FOR THE VISUALLY IMPAIRED INTERN AND CERTIFIED ORIENTATION AND MOBILITY SPECIALIST**
 - **KRIS JOHNSON, BRAILLIST AND VISION ASSISTANT**

ESU7 SCHOOLS SERVED

- COLUMBUS PUBLIC SCHOOLS

- HIGH SCHOOL
- MIDDLE SCHOOL
- NORTH PARK
- CENTENNIAL
- LOST CREEK
- ST BONAVENTURE

- CENTRAL CITY

- DAVID CITY

- EAST BUTLER

- FULLERTON

- LAKEVIEW

- OSCEOLA

- SCHUYLER

- ST EDWARD

- TWIN RIVER

SCHOOLS SERVED OUTSIDE OF ESU7

- FREMONT (5 STUDENTS)
- GRAND ISLAND (1 STUDENT)
- WOOD RIVER (1 STUDENT)
- KEARNEY (4 STUDENTS)
- LEXINGTON (1 STUDENT)
- CAMBRIDGE (1 STUDENT)
- WAVERLY (2 STUDENTS)
- RIVERSIDE (1 STUDENT)
- WAYNE (1 STUDENT)
- AURORA (1 STUDENT)

NUMBER OF STUDENTS

- WE SERVE STUDENTS AGES BIRTH TO 21
- VISION IS CONSIDERED A LOW INCIDENCE/HIGH NEED DISABILITY
- EARLY CHILDHOOD
 - 4 STUDENTS
- SCHOOL AGE
 - 28 STUDENTS RECEIVE SERVICES FROM A TEACHER OF THE VISUALLY IMPAIRED
 - 18 OF THESE STUDENTS ALSO RECEIVE O&M SERVICES
 - 3 BRAILLE READERS

NEBRASKA CENTER FOR THE EDUCATION OF CHILDREN WHO ARE BLIND AND VISUALLY IMPAIRED (NCECBVI)

- **PROVIDES OUR DEVELOPMENT/EDUCATIONAL OPPORTUNITIES FOR STATEWIDE EDUCATORS WHO WORK WITH BLIND AND VISUALLY IMPAIRED STUDENTS**
- **PROVIDES CONSULTATION, ADVISORY, AND TECHNICAL ASSISTANCE FOR STUDENTS, FAMILIES, EDUCATORS, LOCAL AGENCIES, AND EDUCATION SERVICE UNITS ON A STATEWIDE BASIS**
- **ESU7 HELPING SERVE THE GAPS IN UNDERSERVED AREAS OF THE STATE**

ORIENTATION AND MOBILITY

- **FOCUSES ON INSTRUCTING STUDENTS WHO ARE BLIND OR VISUALLY IMPAIRED WITH INSTRUCTION ON SAFE TRAVEL THROUGH THEIR ENVIRONMENT**
- **INCLUDES SENSORY SKILLS, CONCEPT DEVELOPMENT, MOTOR DEVELOPMENT AND ENVIRONMENTAL AND COMMUNITY AWARENESS**
- **CONDUCTS EVALUATIONS AND HELPS DEVELOP PLANS FOR STUDENTS**

ORIENTATION AND MOBILITY

- **MOBILITY SKILLS TAUGHT CAN INCLUDE:**
 - **HUMAN GUIDE**
 - **PROTECTIVE TECHNIQUES**
 - **INDOOR/OUTDOOR CANE SKILLS**
 - **STREET CROSSINGS**
 - **USE OF PUBLIC TRANSPORTATION SYSTEMS**
 - **CONCEPTS**

February '22 Treasurer Report

Beginning Balance FEBRUARY 1, 2022			\$116,127.81		
RECEIPTS					
Property taxes			\$214,324.18		
SPED			\$377,603.44		
General/Flow Through			\$89,026.47		
Grants			\$1,862.08		
TOTAL RECEIPTS			\$682,816.17	\$682,816.17	
				\$798,943.98	
Transfer to Money Market				\$120,000.00	+
Total Funds Available				\$918,943.98	
DISBURSEMENTS:					
General Fund			\$311,681.65		
SPED			\$355,017.65		
Grants			\$141,070.82		
Total DISBURSEMENTS Check #73645 thru #73785			\$807,770.12	\$807,770.12	-
Ending balance, FEBRUARY 28, 2022			\$111,173.86		

Checking balance					\$111,173.86
Money Market Deposit Account at First National Bank					\$4,180,000.00
Money Market Deposit Account at First National Bank					\$100,000.00
Money Market Deposit Account at Bank of Clarks					\$100,000.00
Money Market Deposit Account at Columbus Bank & Trust					\$100,000.00
Certificate of Deposit - Great Western Bank					\$200,000.00
Certificate of Deposit - First National Bank-Columbus					\$100,000.00
TOTAL CASH ON HAND (includes the amounts below)					\$4,891,173.86
CASH RESERVE	\$1,332,482.04				
PROTECTED BUDGET AUTHORITY	\$1,325,459.00				
Funds that are due to ESU 7					
Grants				(\$644,261.13)	
Production/Art Media Accounts Receivable			(\$5,265.50)		
Network Support Accounts Receivable			(\$602.50)		
Misc. Flow thru Accounts Receivable			(\$27,120.06)		
Outstanding Receivables				(\$32,988.06)	
Total due to ESU 7				(\$677,249.19)	

	2020-2021	2021-2022	2020-2021	2021-2022		
	Dollars Spent Per Month	Dollars Spent Per Month	Percentage spent each month	Percentage spent each month		
September	\$219,458.69	\$230,646.07	8.41%	8.65%	Total Budget	\$14,750,740.08
October	\$193,540.30	\$172,872.86	7.42%	6.49%	30% of budget	\$4,425,222.02
November	\$170,793.79	\$194,455.74	6.55%	7.30%	Earmarked set aside	\$5,264,201.00
December	\$170,207.74	\$197,903.14	6.53%	7.43%	Total budget spent to date	\$4,927,834.87
January	\$163,271.84	\$191,895.21	6.26%	7.20%		
February	\$185,946.19	\$202,922.77	7.13%	7.61%	NOTES	
March	\$160,023.15	\$0.00	6.13%	0.00%		
April	\$175,952.25	\$0.00	6.75%	0.00%		
May	\$188,816.11	\$0.00	7.24%	0.00%		
June	\$175,773.04	\$0.00	6.74%	0.00%		
July	\$194,713.50	\$0.00	7.46%	0.00%		
August	\$268,457.00	\$0.00	10.29%	0.00%		
Approved Total General Budget for Levy \$			\$2,608,410.23	\$2,664,964.08		
Total Spent to date			\$2,266,953.60	\$1,190,695.79		
Dollars approved from cash reserve				\$0.00		

Article I, Section 3, E Oath of Office

Board members before taking office shall take and sign the following oath or affirmation:

I, _____, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservations, or for purpose or evasions; and that I will faithfully and impartially perform the duties of the office of member of the Board of Educational Service Unit No. 7, according to law, to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence; and that during such time that I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence. So help me God.

Legal Reference:	§ 11-101 to § 11-101.03
Date of Adoption:	January 15, 2018
Date of Review:	January 17, 2022

Article I, Section 3, F Code of Ethics for Board Members

Board members of ESU 7, like all public officers in the State, “stand in a fiduciary relationship to the people whom they have been elected or appointed to serve. As fiduciaries and trustees of the public wealth they are under an inescapable obligation to serve the public with the highest fidelity. In discharging the duties of their office they are required to display such intelligence and skill as they are capable of, to be diligent and conscientious, to exercise their discretion not arbitrarily but reasonably, and above all to display good faith, honesty and integrity. They must be impervious to corrupting influences and they must transact their business frankly and openly in the light of public scrutiny so that the public may know and be able to judge them and their work fairly. These obligations are assumed by them as a matter of law upon their entering public office.”

To assure that the entire Board acts in accordance with the foregoing legal responsibilities and to ensure the effective functioning of the Board, each Board member will sign a Board-approved Code of Ethics for ESU 7 Board Members (attached). The Code of Ethics is to be signed upon assumption of office and at each annual meeting.

Legal Reference:	<i>Nebraska Legislature on behalf of the State of Nebraska v. C. David Hergert, 271 Neb. 976, 1011 (2006)</i>
Date of Adoption:	January 15, 2018
Date of Review	January 18, 2021 January 17, 2022

Code of Ethics for ESU 7 Board Members

Members of the Board of ESU 7 are expected to abide by the following Code of Ethics in performance of their duties as a Board member and will be requested to acknowledge their intent to do so:

- Follow Laws:** I will uphold and enforce the constitutions, laws, rules and regulations of the state and federal governments, the state and federal agencies, binding court orders pertaining to educational service units, and the policies and regulations of ESU 7. Desired changes shall be brought about only through legal and ethical procedures.
- Non-Discrimination:** I will not make decisions which affect personnel, students, parents, the public, or otherwise on the basis of sex, disability, race, color, religion, veteran

status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, or on the basis of constitutionally protected speech.

3. **Welfare of Students:** I will make decisions in terms of the educational welfare of students served by ESU 7 and will seek to develop and maintain services and programs that meet the individual needs of students served by the ESU regardless of their sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, social standing, or personal feelings not associated with the best interests of ESU 7 and the students.

4. **Role of the Board:** I will confine my action as a member of the Board to policy making, planning, and evaluation of the Administrator. I will carry out my responsibility, not to administer ESU 7 or its services and programs, but, together with my fellow board members, to see that they are well run. I will refer all complaints which I may receive to the Administrator and will act on the complaints at public meetings only after failure of an administrative solution. I will support decisions made by the Board, even if it is not the one I would have made, although I will reserve my independent right to seek a change using appropriate procedures. I will recognize that authority rests with the Board as a whole and will make no personal promises nor take any private action that may compromise the Board.

5. **Meetings of the Board:** I will attend all meetings of the Board except when I am unable to attend for excusable reasons, will be prepared to be an active participant at such meetings, and will follow appropriate rules of order at such meetings. I will fulfill my responsibilities on any committees and any officer positions to which I may be elected, assigned or appointed. I will not attempt to circumvent the open meetings laws by participating in meetings with a quorum of other members of the Board to make decisions on ESU 7 matters. I will not seek closed session meetings or participate in closed session meetings except as permitted by law.

6. **Independent Judgment:** I will refuse to surrender my independent judgment to special interest or partisan political groups.

7. **Confidentiality:** I will hold confidential all matters pertaining to ESU 7 which, if disclosed, would needlessly injure individuals, the Board, or ESU 7. I will not ask for legally confidential information about staff or students when not required to fulfill my duties as a Board member. When such information is made available to me in my role as a Board member, I will maintain the confidentiality of such information.

8. **Conflicts:** I will not use my position as a Board member for personal gain or for the gain of family or friends. Where I have a personal conflict of interest which affects or may be reasonably seen by others as affecting my ability to make a fair and impartial decision on a matter before the Board, I will follow the law and Board policy to avoid the conflict from affecting the decision of the entire Board.

9. **Personnel Matters:** I will vote to appoint the best qualified personnel available after consideration of the recommendation of the administration. I will support and protect personnel in the proper performance of their duties but likewise will hold staff accountable, on matters which reach the Board, to the standards and expectations of the Board and the administration.

10. **Role Model.** I understand that my personal actions may reflect on ESU 7 and the schools and communities served by ESU 7 due to my position as a Board member. I will in all respects serve as a proper role model and engage in conduct which is reflective of a good citizen in the communities served by ESU 7.

Agreed to by the members of the Board of Educational Service Unit 7 on this ___ day of _____, 20__.

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

FIVE BOLD STEPS: ESUCC

Design Keys

- New structure
- Provides some ESUCC oversight where none exists today

Oversight For Accountability

Joint Decision Making

- Formal authority
- Focus on decisions about ESU roles and LEA needs identification

Design Keys

- For benefit to state's education system
- Leverage what we have

Optimize Resources & Expertise

ESUCC's PURPOSE is to enable ESUs to work together effectively, efficiently, and equitably to accomplish common goals and deliver high value to the state's education system.

ESUCC Work Processes

- Definition and delivery of core services
- How to share resources among ESUs and with NDE

- Multiple stakeholders
- Communicated consistently

Value Proposition

Two-way Communication

- Needs identification
- Implementation plans

SUPPORTS

- Expertise and resource that reside in staff and affiliates
- Strengths of the ESUCC members
- SIMPL is underway
- The time is right; there's legitimate need
- Funding concerns provide focus



CHALLENGES

- Bringing others along, especially staff and affiliates
- Must commit to hard work
- Leadership turnover
- Willingness to change
- Political climate
- Perceptions at Board level and NDE

VALUES

- Deliberative processes
- Fiscal responsibility
- Relationships with educational entities
- Rights of individuals to speak freely
- Commitment to action
- Data informed decisions
- Opinions of others
- High quality ESUs
- Efficiency
- Relevance of our work
- Access to quality and equitable student and adult learning
- Statewide collaboration

ESUCC Redesign Team 5/8/18

Component 1: Relations with the Board

- Administrator Board Report: December, January, and February
- Policy reviews:
 - Article I, Section 1, F Unit Calendar
 - Article I, Section 2, B Duties and Function of the Board
 - Article I, Section 3, B Filling Vacancies
 - Article I, Section 3, C Role of Individual Board Members
 - Article I, Section 3, D Orientation of New Board Members
 - Article I, Section 3, E Oath of Office
 - Article I, Section 3, F Code of Ethics for Board Members
 - Article I, Section 3, G Compensation of Board Members
 - Article I, Section 4, A Officer Positions
 - Article I, Section 4, B President
 - Article I, Section 4, C Vice President
 - Article I, Section 4, D Secretary
 - Article I, Section 4, E Treasurer
 - Article I, Section 4, F Recording Secretary
 - Article I, Section 4, G Removal from Officer Position
 - Article I, Section 4, H Filing a Vacancy in an Officer Position
 - Article I, Section 5, A Committees
 - Article I, Section 5, B Appointments
 - Article I, Section 5, C Temporary Committees
 - Article I, Section 5, D Committee Operations
 - Article II, Section 12, A Minutes
 - Article III, Section 1, A ESU Services
 - Article III, Section 1, B Core Services to Member Districts
 - Article III, Section 1, C Use of Core Service Funds and Property Tax Funds
 - Article III, Section 1, E Use of Funds from Other Sources
- ESUCC Updates to Board: December, January, and February
- Committee Meetings
 - Negotiations: January and February
- Email Communication: COVID Correspondence, Legislative updates, Board packets, NASB Board, and DYKs
- Monthly Meeting with the Board President: December, January, and February
- Monthly Meeting with the Board Vice President: December
- Board Members that utilize Health Insurance: Dan Hoesly and Jack Young utilize Dental

Administrator Goal 1: Administrator will research and present drafted processes for recruitment, onboarding, mentoring, and boardsmanship for board consideration, revision, and adoption.

Administrator Goal 2: Administrator will provide the board with an ongoing menu of available learning opportunities at each board meeting aligned to the ESU 7 vision, mission, and/or beliefs.



Component 2: Community Relationships

- Attend and Participate in ESUCC/NDE Collaborative Planning Meetings: Ongoing
- Partnership with CCC regarding Distance Learning
- Poison Control delivered pamphlets and items to distribute to ESU 7 schools
- Worked with DHHS and ECDHD to obtain 1,800 COVID-19 tests for schools in the ESU 7 area
- Meetings with ESU 6 and ESU 10 regarding Student Services
- Partnership Opportunities since January 1: Problem solving with Nebraska Department of Education and ESU Coordinating Council 2-3x/wk, ESU Coordinating Council Leadership Meetings 1-2x/wk, East Central District Health Department with Superintendents 2-4x/month, Central District Health Department with Merrick Foundation and Superintendents Updates 2-4x/month, Four Corners District Health Department with Superintendents 1x/wk, Director meetings 2-3/month, Agency Team 1/month, and Communications Campaign.
- Amy Mazankowski, Resource Coach, presented about ESU 7 at Rotary at the end of January 2022

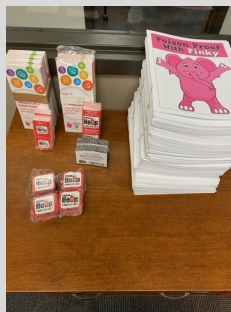
Board Goal 3: By July 2024, the ESU 7 Board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.

Board Goal 4: By July 2024, the ESU 7 Board will create, roll out, and operationalize communication materials detailing tailored services and outcomes.

Administrator Goal 3: Administrator will coordinate the scheduling of regular board visits over a rolling two year period and will organize a board member summit for ESU 7 area boards to participate in professional learning.

Administrator Goal 4: Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize.

Cen7ter Goal: Cen7ter staff will increase their team mentality and get to know each other better by implementing a team building exercise at least once per month in order to collaborate more effectively.



Component 3: Staff and Personnel Relationships

- Agency Team meetings: January, February, and March
- Committee Meetings: All Staff, Digital Marketing, and Powerschool
- All Staff Meeting: December
- Director Meetings: Twice per month in January, February, and March
- Ongoing Staff Evaluation and Goal Setting
- Production Department Transition: Ongoing
- Did You Knows: December, January, and February
- Learn Spanish Over Lunch Classes: Weekly on Thursdays
- Personnel Wellness Days: Soups On in February, Meditation and Yoga in March

Agency Team Goal 1: By May 20, 2022, Agency Team will coordinate the implementation of agency wide processes by documenting progress on all topics.

Agency Team Goal 2: In order to meet our vision, Agency Team will develop processes to enable staff to provide innovative services and to grow as professionals.

Administration Goal: By July 31, 2022 ESU 7 will fully implement a document management system across departments.

Early Childhood Goal: By May 2022, the Early Childhood team will develop and clarify roles, responsibilities, and expectations amongst service providers from different agencies or districts.

Grants Goal: By May 2022, the Grants Department will have a document prepared to be disseminated to districts (Google Doc & Hardcopy) which outlines services and resources available.

Mental Health Goal: By May 2022, the Mental Health Department will formalize a belief system and solidify service delivery across districts utilizing consistent protocols.

Migrant Goal: By the end of the 21-22 MEP performance period, we will increase the communication, engagement, and participation among migrant families and students.

Network Ops Goal: During the 21-22 school year, the Technology Department will work toward equalizing technology knowledge and abilities among team members.

Production Goal: By July 2022, ensure that every staff member is trained and proficient in every area of the department.

Professional Development Goal: By May 2022, we will develop and implement a process to maximize and optimize our service planning and delivery.

Psychology Goal: By May of 2022, members of our department will intentionally select, participate in, and apply professional development learning to meet the needs of our districts.

Speech Goal: By May 20, 2022, the Speech Department will share a presentation with current districts and ESU 7 Administrators about the role and responsibilities of Speech Language Pathologists in schools.

Vision Goal: By May 2022, the Vision Team will explore ways to efficiently serve districts, families and students with visual impairments in underserved areas of the state, in addition to students in the ESU 7 area as measured by number of students served.



Component 4: Educational Leadership



- Superintendent Meetings: Bi-weekly in January, February, and March
- SIMPL training and ongoing correspondence all ESUs with monthly Meetings
- Meetings with Lakeview and Columbus Public School Leadership: Monthly
- Agency Team Meetings: January, February, and March
- Director Meetings: Twice per month in January, February, and March
- Software development meetings for SIMPL: ESU 10 Partnership Ongoing Bi-Weekly
- Chair of ESUCC Special Populations Committee and a member of PD and Executive Committees
- NNNC meetings: Monthly
- Participated in Nebraska ELLC Meetings: January, February, and March
- Participated in Statewide Teacher and Principal Support Conversations
- Member of NRCSA (Nebraska Rural Council of School Administrators) Legislative Committee
- Member of Commissioner's Advisory Group
- Member of Nebraska Schoolmasters Club
- Member of DLRT (Diverse and Learner Ready Teachers) Initiative
- Stakeholder for Nebraska Teacher and Principal Performance Standards
- Co-Facilitate Goal Setting and Data Analysis for High Plains Community Schools Board
- Coordinate ESSA Designations Conversation with ESU 7 Executive Committee and NDE
- Attend and facilitate Joint Bold Step Committee Meetings (Monthly)
- Attended the Legislative Issues Conference in January
- Attended the NENCAP Meeting in February with Superintendent of Clarkson Public School, Rich Lemburg
- Attended the ESUCC Legislative Day in February
- Attended the NRCSA Legislative Forum in February
- Attended the STANCE Meeting and met with Senators with the ESU 7 Executive Committee in February
- Attended the 2022 NRCSA Spring Conference in March
- Assisting Superintendent of East Butler Public Schools, Michael Eldridge, on improving their evaluation process
- Elected as Superintendent Region III President Elect
- Partnership Opportunities since January 1: Problem solving with Nebraska Department of Education and ESU Coordinating Council 2-3x/wk, ESU Coordinating Council Leadership Meetings 1-2x/wk, East Central District Health Department with Superintendents 2-4x/month, Central District Health Department with Merrick Foundation and Superintendents Updates 2-4x/month, Four Corners District Health Department with Superintendents 1x/wk, Director meetings 2-3/month, Agency Team 1/month, and Communications Campaign.

Board Goal 2: By July 2024, the ESU 7 Board will attend at least two professional/personal learning events annually.

Administrator Goal 1: Administrator will research and present drafted processes for recruitment, onboarding, mentoring, and boardsmanship for board consideration, revision, and adoption.

Administrator Goal 2: Administrator will provide the board with an ongoing menu of available learning opportunities at each board meeting aligned to the ESU 7 vision, mission, and/or beliefs.

Administrator Goal 3: Administrator will coordinate the scheduling of regular board visits over a rolling two year period and will organize a board member summit for ESU 7 area boards to participate in professional learning.

Administrator Goal 4: Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize.

Learning Academy Goal: By May 2022, Learning Academy staff will learn how to navigate and implement Acellus to effectively support our students in progressing academically as evidenced by student progress and grades.

Component 5: Business and Finance

- Sign/Inspect Monthly Bills
- Budget Maintenance with Agency Team: Monthly
- Accounts Payable work and examination: Monthly
- Revenue flow status work
- Budget Development work with business manager and Directors: Monthly

Board Goal 1: By July 2024, the ESU 7 Board will create, roll out, and operationalize a formalized process for board recruitment, onboarding, mentoring, and boardmanship.

Administrator Goal 4: Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize.

Component 7: Professional Growth

- ESUCC Committees and ESUCC/Board Meetings: January, February, and March
- NNNC Tech Budgeting Discussions: Monthly
- Books Read: 100+ Leaders

Director Goal: By July 31, 2022, Directors will identify different methods of measurement and visualization of key data points on service performance and service selection.

Vision, Mission, Beliefs

Vision:

To be a leader in innovative service delivery, ESU 7 prioritizes three areas: people, services, and efficiency.

- People: To be a family centered place to work where people are inspired to continue to grow.
- Services: Provide innovative services for school districts to meet current and anticipate future needs.
- Efficiency: Maximize our services by scaling them up to optimize outcomes.

Mission:

- The mission of ESU 7 is to provide leadership and support by delivering customized and innovative services.

Beliefs:

We believe in...

- People first
- Leading with trust and reliability
- Customized and innovative services
- Best practice expertise
- Intentional data driven service planning
- Authentic collaboration
- Maximizing efficiencies

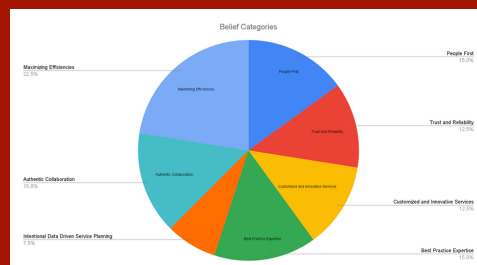
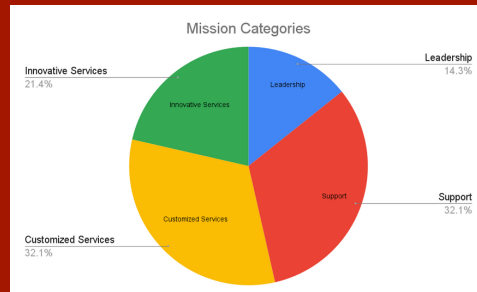
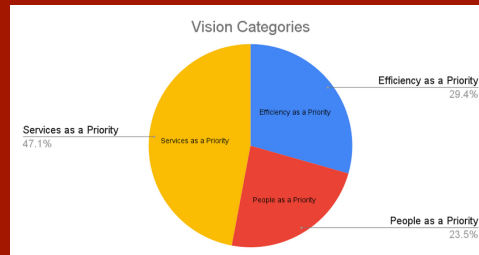
Component 6: Professional/Personal Qualities

- Interactions with ESU staff, school staff, school leadership, and Board
- Monthly Meetings with Coordinators/Directors (Marci, Tami, Dan, Cynthia)
- Monthly Meetings with Support Staff (Linda and Mindy)
- Growth and planning meetings with Production as needed
- Daily Secretary Meetings

Significant Agency Initiatives:

Significant improvements, additions, initiatives in the current Agency Improvement Cycle (since 2014)

- Clarified the Organizational Structure
- Solidified a people first, family matters culture
- Operationalized growth centered evaluation system, agency wide.
- Completed a strategic plan
- Revised the vision, mission, and belief statements
- Began utilizing online hiring software to bring our systems up to date
- Developed and deployed ESU database
- Strengthened SIMPL across every department in the ESU 7



Goals

Board of Directors

- Goal 1: By July 2024, the ESU 7 board will create, roll out, and operationalize a formalized process for board recruitment, onboarding, mentoring, and boardsmanship.
- Goal 2: By July 2024, the ESU 7 board will attend at least two professional/personal learning events annually.
- Goal 3: By July 2024, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
- Goal 4: By July 2024, the ESU 7 board will create, roll out, and operationalize communication materials detailing tailored services and outcomes.

Administrator

- Goal 1: Administrator will research and present drafted processes for recruitment, onboarding, mentoring, and boardsmanship for board consideration, revision, and adoption.
- Goal 2: Administrator will provide the board with an ongoing menu of available learning opportunities at each board meeting aligned to the ESU 7 vision, mission, and/or beliefs.
- Goal 3: Administrator will coordinate the scheduling of regular board visits over a rolling two year period and will organize a board member summit for ESU 7 area boards to participate in professional learning.
- Goal 4: Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize.

Goal Progress

Board of Directors

- Goal 1: Board has been updated on Administrator's progress. Product to review is under construction.
- Goal 2: Beginning 2/14/2022, board agenda item containing upcoming events includes badging indicating events and/or agendas supporting ESU 7's vision, mission, and/or beliefs.
- Goal 3: A document containing the dates of school district board meetings was provided at the 2/14/2022 board meeting. Scheduling of the visits will begin after the April board meeting.
- Goal 4: Administrator presented first draft of document to share with the school boards and was provided feedback to enhance the clarity of the data. Administrator will make the changes and bring it back to the ESU 7 board for further feedback.

Administrator

- Goal 1: Administrator has researched onboarding for board members using Hanover Research, national research database. She has made inquiries to the Association of Educational Service Agencies and other ESUs in Nebraska. She has initiated to development of an ESUCC committee to continue research and development.
- Goal 2: Administrator has developed a 'badging' system to identify when the vision, mission, or beliefs are supported by board learning opportunities. When agendas are made available, badges are placed next to the agenda items corresponding with the vision, mission, and/or belief statements. This practice began 2/14/2022.
- Goal 3: Administrative staff have collected the dates each school district has their board meetings.
- Goal 4: Visual graphic was provided to the board on 2/14/2022 visualizing data to present to the school boards and asked for feedback from the ESU 7 Board. Administrator will make revisions suggested and will bring back to the board for additional feedback.

Stakeholder Satisfaction

2.50

Leadership Practices Inventory

2.73

Services Available

59

Services Accessed

54

0=Unsatisfactory

1=Basic

2=Proficient

3=Distinguished



ESU 7 Goals

Board of Directors

- Goal 1: By July 2024 the ESU 7 board will create, roll out, and operationalize a formalized process for board recruitment, onboarding, mentoring, and boardsmanship.
 - Pre-Post engagement survey
 - Pre-Post process survey
- Goal 2: By July 2024 the ESU 7 board will attend at least two professional/personal learning events annually.
 - Pre-Post data
- Goal 3: By July 2024 the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
 - Pre-Post data
- Goal 4: By July 2024 the ESU 7 board will create, roll out, and operationalize communication materials detailing tailored services and outcomes.
 - Pre-Post data

Administrator

- Goal 1: Administrator will research and present drafted processes for recruitment, onboarding, mentoring, and boardsmanship for board consideration, revision, and adoption.
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Agency Team

- Goal 1: By May 20, 2022, Agency Team will coordinate the implementation of agency wide processes by documenting progress on all topics
- Goal 2: In order to meet our vision, Agency Team will develop processes to enable staff to provide innovative services and to grow as professionals.



Serving the schools of Boone, Butler, Colfax, Merrick, Nance, Platte, and Polk counties

Departments

- Administration: By July 31, 2022 ESU 7 will fully implement a document management system across departments.
- Cen7ter: Cen7ter staff will increase their team mentality and get to know each other better by implementing a team building exercise at least once per month in order to collaborate more effectively.
- Early Childhood: By May 2022, Early Childhood team will develop and clarify roles, responsibilities and expectations amongst service providers from different agencies or districts.
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**107th Legislative Session
Update to the ESU 7 Board
3.21.2022**

Legislative Session Convened January 5, 2022
Bills introduced until 10th day, January 20, 2022
Hearings begin January 18, 2022
Adjourn sine die, April 20, 2022

615 Bills introduced, 85 related to education

[Link to Bill Tracker](#)

Speaker of the Legislature: Senator Mike Hilgers of Lincoln, 2-year term	
Education Committee Members: Walz (Chair), Fremont (D) Day, Gretna (D) Linehan, Millard (R) McKinney, Omaha (D) Morefeld, Lincoln (D) Murman, Holdrege (R) Pansing-Brooks, Lincoln (D) Sanders, Bellevue (R)	Appropriations Committee: Stinner (Chair) Wishart Vargas Erdman Clements McDonnell Dorn Kolterman Hilkemann
Revenue Committee: Linehan (Chair) Albrecht Flood Lindstrom Briese Bostar Pahls Friesen	Retirement Committee: Kolterman (Chair) Lindstrom Slama Clements McDonnell Stinner

~Each senator may select one priority bill, each committee may select two priority bills, and the speaker may select up to 25 priority bills.

Rules

- In order to have a full and fair debate on legislation, 8 hours of debate before a cloture motion for General File, 4 hours on Select File, and 2 hours on Final Reading. However, if no filibuster occurred in either the first or second rounds, the threshold for a full and fair debate could be four hours on Final Reading. (A cloture motion, if successful, would cease debate on a bill and require an immediate vote on the pending matter. The cloture motion currently requires an affirmative vote of 33 members.)

Each bill summary is organized as:

Bill Number/Amendment Number (Senator's last name), Sponsor Committee - One-liner
Summary Description. [New info in blue.](#)

[Action \(new action in bold\)](#)

[Orange is the link to Slip Law](#)

[Red means in opposition](#), [Green means proponent](#), regular type is neutral or monitor

****Carryover Bill**LB 361 (Dorn) Appropriations - Appropriate money to ESUs to get the back to where they were**

ESUCC Will not advance any work this legislative session

[LB 696 \(Blood\), Appropriations - Appropriate federal funds to the State DOE for school employee retention payments](#)

[NASB](#)

[ESUCC with amendment to include ESU](#)

[January 5, 2022 Introduced.](#)

[January 10, 2022 Referred to the Appropriations Committee](#)

[February 28, 2022 Hearing](#)

[LB 723 \(Briese\), Change provisions relating to the calculation of tax credits under the Nebraska Property Tax Incentive Act](#)

Raises the floor of how much money goes into Property Tax Credit Fund (from LB 1107 last year). Will impact LB 890/891.

ESUCC

January 5, 2022 Introduced

January 10, 2022 Referred to the Revenue Committee

January 19, 2022 Hearing

January 20, 2022 Murmans priority

January 20, 2022 General File

January 27, 2022 Select File

LB 743 (Erdman), Gov, Mil, and Vet Affairs - Change provisions relating to when closed sessions may be held under Open Meetings Act

All to do with the subcommittee moving into closed session.

NASB

ESUCC

January 5, 2022 Introduced

January 10, 2022 Referred to the Government, Military and Veterans Affairs Committee

February 9, 2022 Hearing

LB 758 (Brant), Education - Change provisions relating to the Nebraska Farm-to-School Program Act

Add EARly Childhood programs to the Farm-to-School Programs.

ESUCC

January 5, 2022 Introduced

January 10, 2022 Referred

January 18, 2022 Hearing

January 27, 2022 General File

February 9, 2022 Select file

February 14, 2022 E&R for Engrossment

February 16, 2022 Final Reading

March 3, 2022 Approved by Governor

Slip Law

LB 768 (Albrecht), Education - Change provisions related to establishment of academic content standards for school districts

Prohibits NDE from developing curriculum on anything other than reading, writing, math, science and social studies

NASB

ESUCC

January 5, 2022 Introduced

January 10, 2022 Referred to Education Committee

February 15, 2022 Hearing

LB 852 (Day), Education - Required behavioral health points of contact for school districts

Morfeld Amendment requires Psychological First Aid trainers and training with Lottery \$\$.

ESUCC

NASB

January 6, 2022 Introduced

January 10, 2022 Referred to Education Committee

February 22, 2022 Hearing

March 2, 2022 General File

March 10, 2022 Morfeld Amendment

LB 890 (Walz), Education - Change the Tax Equity and Educational Opportunities Support Act.

This is the Columbus Plan as it has come out in a bill. LB 891 is the revenue companion bill.

NASB

ESUCC

January 7, 2022 Introduced

January 10, 2022 Referred to Education Committee

January 25, 2022 Hearing

January 27, 2022 Committee Priority

February 3, 2022 General File, now holding

LB 891 (Lindstrom), Revenue - Change the distribution of sales tax revenue, school levy limitations, and other tax and school provisions

NASB

ESUCC

January 7, 2022 Introduced

January 10, 2022 Referred to Revenue Committee

January 26, 2022 Hearing

LB 908 (McDonnell), Gov, Mil and Vet Affairs - Provide additional requirements for virtual conferencing under the Open Meetings Act

If we hold any full virtual meetings, no decisions could be made until next in person meeting

ESUCC watch, will reach out to him.

ESUCC monitor

January 10, 2022 Introduced

January 12, 2022 Referred to Government, Military and Veterans Affairs Committee

February 16, 2022 Hearing

February 22, 2022 General File

LB 912 (Morfeld), Education - Provide for mental health first aid training for school districts and change provisions relating to the use of lottery funds.

ESUCC for now

January 10, 2022 Introduced

January 11, 2022 Referred to the Education Committee

February 28, 2022 Hearing

March 9, 2022 General File

March 10, 2022 Amended these contents into LB 852 (Day)

LB 945 (Linehan), Education - Adopt the Teach in Nebraska Today Act, provide for student loan repayment assistance, and appropriate General Funds

NASB

ESUCC

January 10, 2022 Introduced

January 11, 2022 Referred to Education Committee

February 1, 2022 Hearing

LB 986 (Briese), Revenue - Adopt the School District Property Tax Limitation Act

Puts a cap on how much valuations can grow. LB 986 would prohibit school districts from raising property taxes beyond the greatest of 2.5%, Consumer Price Index inflation, 40% of student enrollment growth, 25% of LEP student growth, or 25% of poverty student growth. A 60% majority of voters could vote to exceed the limit.

NASB

ESUCC watch because we are not in it yet

January 12, 2022 Introduced

January 13, 2022 Referred to Revenue Committee

January 20, 2022 Hearing

January 27, 2022 Prioritized

January 28, 2022 General File

LB 987 (Briese), Revenue - Adopt the School District Property Tax Limitation Act

NASB

January 12, 2022 Introduced

January 13, 2022 Referred to Revenue

January 20, 2020 Hearing

LB 997 (Day), Education - Change school entrance requirements

Do an autism screen outside of school prior to entrance.

ESUCC watch

January 12, 2022 Introduced
January 13, 2022 Referred to Education Committee
February 8, 2022 Hearing

LB 1001 (Erdman), Education - Limit the school term for school districts and ESUs

Labor Day to Memorial Day

NASB

ESUCC monitor

January 12, 2022 Introduced
January 13, 2022 Referred to the Education Committee
February, 8, 2022 Hearing

LB 1034 (Pahls), Education - Provide for designation of progress schools and progress plans and state intent to appropriate federal funds.

Pahls teased about this bill when he testified against Linehan's Scholarship bill. Will likely not come out of committee. Wants to attack more schools than the current bill does now (3).

ESUCC monitor, want to be a part of the conversation

January 13, 2022 Introduced
January 19, 2022 Referred to Education Committee
February 28, 2022 Hearing

LB 1057 (Brewer), Education - Change provisions relating to Class III class districts

ESUCC

January 18, 2022 Introduced
January 20, 2022 Referred to Education Committee
February 8, 2022 Hearing
March 8, 2022 General File

LB 1077 (B. Hansen), Gov, Mil, and Vet Affairs - Prohibit public schools, public postsecondary institutions, and governmental entities from training or teaching certain concepts relating to race and sex and provide for withholding of state funds

Make it impossible for schools to partner with ESUs for the purposes of bonding. Interlocals are still allowable.

ESUCC watch

January 18, 2022 Introduced
January 21, 2022 Referred to Government, Military, and Veterans Affairs Committee
February 15, 2022 Hearing

LB 1078 (B. Hansen), Education - Prohibit possession of personal electronic devices by students in public school classrooms

NASB

ESUCC watch

January 18, 2022 Introduced

January 20, 2022 Referred to the Education Committee

March 1, 2022 Hearing

LB 1085 (Pansing-Brooks), Appropriations - Appropriate federal funds to the State Department of Education for career and technical educational student organizations

ESUCC Monitor

January 18, 2022 Introduced

January 20, 2022 Referred to the Appropriations

February 28, 2022 Hearing

LB 1105 (Day), Transportation and Telecommunications Committee - Provide for Autism Awareness Plates

Would like the additional money to the ASD grants

ESUCC watch

January 19, 2022 Introduced

January 21, 2022 Referred to the Trans & Telecom Committee

February 22, 2022 Hearing

LB1106 (Day), Health and Human Services - Change provisions of the Mental Health Practice Act

ESUCC monitor

January 19, 2022 Introduced

January 21, 2022 Referred to HHS Committee

February 25, 2022 Hearing

LB 1112 (McKinney), Education - Adopt the Computer Science and Technology Act and provide graduation requirements and academic content standards

Required 5 credit hour course. May be difficult for small schools

Begins 2024-25 elem and middle public school students

NASB

ESUCC monitor

January 19, 2022 Introduced

January 21, 2022 Referred to the Education Committee

February 15, 2022 Hearing

February 22, 2022 General File

February 23, 2022 Speaker Priority

March 10, 2022 Select File

LB 1128 (DeBoer), Education - Adopt the Student Loan Repayment Assistance for Teachers Act

NASB

ESUCC

January 19, 2022 Introduced

January 21, 2022 Referred to the Education Committee

February 1, 2022 Hearing

LB 1131 (Morfeld) - State intent to appropriate federal funds for bonus payments for teachers, childcare workers, and health care workers

ESUCC monitor

NASB

January 19, 2022 Introduced

January 21, 2022 Referred to the Appropriations Committee

March 1, 2022 Hearing

LB 1143 (Linehan, Bostelman added), Education - **Required approval by the voters of a school district or educational service unit for the issuance of certain bonds under the Interlocal Cooperation Act.**

This is likely in response to the ESU 5/BPS and ESU 2/WPS cooperative agreements for buildings. Still allows interlocal agreements, simply eliminates bonding authority. The bill would require a vote on any bonding agreement.

NASB

ESUCC

January 19, 2022 Introduced

January 21, 2022 Referred to Education Committee

March 1, 2022 Hearing

LB 1146 (Friesen), Gov, Mil, and Vet Affairs - **Change provisions relating to the Interlocal Cooperation Act**

This is broad and will impact ANY interlocal. Municipalities included. Directly a result of WPS and BPS.

NASB

ESUCC

January 19, 2022 Introduced

January 21, 2022 Referred to Government, Military, and Veterans Affairs Committee

February 11, 2022 Hearing

LB 787 (Groene) Gov, Mil, and Vet Affairs - Redefine a term and change applicability provisions under the Nebraska Budget Act

More focus on NRDs and how they report accountability when in interlocals. Not intended to address ESUs.

ESUCC watch

January 5, 2022 Introduced

January 10, 2022 Referred to Government, Military, and Veterans Affairs Committee

February 9, 2022 Hearing

February 15, 2022 General File

LB 1157 (Linehan), Education - Require the State Department of Education to submit reports on federal funds.

ESUCC monitor

January 19, 2022 Introduced

January 21, 2022 Referred to Education Committee

March 1, 2022 Hearing

LB 1161 (Wishart), Appropriations - Appropriate federal funds to the State Department of Education for programs and interpreters that provide services to students who are deaf or hard of hearing

ESUCC Monitor

January 19, 2022 Introduced

January 21, 2022 Referred to Appropriations

March 1, 2022 Hearing

LB 1165 (Sanders), Gov, Mil and Vet. Affairs Committee - Change provisions of the Nebraska Budget Act

Has to do with the interlocal agreements and bond payments

ESUCC Monitor

January 19, 2022 Introduced

January 21, 2022 Referred to Gov, Mil and Vet. Affairs Committee

February 10, 2022 Hearing

February 22, 2022 General File

LB 1169 (Linehan), Education - Require the State Department of Education to create a loan forgiveness grant program

NASB

ESUCC monitor

January 19, 2022 Introduced
January 21, 2022 Referred to the Education
February 1, 2022 hearing
February 3, 2022 Indefinitely Postponed

LB 1170 (Sanders), Education - Require schools to allow certain youth organizations to provide information, services, and activities.

NASB

ESUCC monitor

January 19, 2022 Introduced
January 21, 2022 Referred to the Education Committee
February 8, 2022 Hearing

LB 1179 (Groene), Education - Adopt the Classroom Safety Intervention and Behavioral Awareness Training Act

ESUCC

January 19, 2022 Introduced
January 21, 2022 Referred to Education Committee
February 28, 2022 Hearing scheduled for this date. **Sen. Groene resigned from the Legislature.**
February 23, 2022 Motion to cancel hearing

LB 1198 (McDonnell), Appropriations - Appropriate federal funds to the State Department of Education to provide grants to nonprofit organizations providing programming

ESUCC monitor, ask if includes ESUs

January 20, 2022 Introduced
January 24, 2022 Referred to Appropriation
February 28, 2022 Hearing

LB 1207 (Groene), Revenue - Change taxation and school funding provisions

Reduce taxable value of ag and for all school funding purposes.

ESUCC monitor

January 20, 2022 Introduced
January 24, 2022 Referred to Revenue Committee
February 17, 2022 Hearing
February 25, 2022 Friesen name added after Sen. Groene resigned.

LB 1211 (Linehan), Education - Change provisions relating to option enrollment for students

ESUCC watch

NASB

January 20, 2022 Introduced

January 24, 2022 Referred to Education Committee

February 22, 2022 Hearing

LB 1212 (Linehan), Education - Change provisions relating to individualized education plans under the Special Education Act

ESUCC monitor closely

January 20, 2022 Introduced

January, 24, 2022 Referred to Education Committee

February 22, 22 Hearing

LB 1213 (Albrecht), Judiciary - Provide requirements regarding access to digital and online resources provided by school districts, schools, and Nebraska Library Commission for students

ESUCC Monitor

January 20, 2022 Introduced

January 24, 2022 Referred to Judiciary Committee

January 31, 2022 Albrecht Prioritized

February 9, 2022 Hearing

LB 1217 (Walz), Appropriation - Appropriate federal funds to the Department of Administrative Services for incentive payments to eligible school employees

ESUCC monitor, ask to include ESUs

January 20, 2022 Introduced

January 24, 2022 Referred to Appropriation

February 28, 2022 Hearing

LB 1218 (Walz), Education - Change provisions relating to certification of school employees and student loan forgiveness.

There are others about teacher certification. This one looks interesting.

NASB

ESUCC

January 20, 2022 Introduced

January 24, 2022 Referred to Education Committee

January 27, 2022 Committee Priority

January 31, 2022 Hearing

March 9, 2022 General File

March 11, 2022 Amendment (Linehan)

LB 960 (Vargas), Education - Eliminate certain basic skill and content test requirements for eligibility for teaching certificates

NASB

ESUCC

January 11, 2022 Introduced

January 12, 2022 Referred to Education Committee

January 31, 2022 Hearing

LB 690 (Blood), Education - Redefine basic skills competency for purposes of teachers' and administrators' certificates or permits

NASB

ESUCC

January 5, 2022 Introduced

January 10, 2022 Referred to Education Committee

January 31, 2022 Hearing

LB 1219 (Sanders), Education- Adopt the Extended Learning Opportunities Act

ESUCC Monitor

January 20, 2022 Introduced

January 24, 2022 Referred to Education Committee

February 8, 2022 Hearing

LB 1220 (Morfeld), Appropriations - Appropriate federal funds to the State Department of Education for premium payments for teachers working in underserved communities

Federal Funds

ESUCC Monitor

January 20, 2022 Introduced

January 24, 2022 Referred to Appropriation

February 28, 2022 Hearing

****Carryover Bill**LB 364 (Linehan), Revenue - Adopt the Opportunity Scholarship Act and provide tax credits**

Tax credit program for private schools.

NASB

January 13, 2021 Introduced

January 15, 2021 Referred to Committee

January 28, 2021 Hearing

March 10, 2021 Linehan Priority

March 25, 2021 General File

April 28, 2021 Cloture Failed

January 5, 2022 Carryover

January 6, 2022 Linehan Priority

January 12, 2022 Cloture Failed

LB 1237 (Brewer), Revenue - Opportunity Scholarships Act and the Nebraska Child Care Contribution Tax Credit Act

This is reiteration of the bill above, introduced this legislative session.

NASB

ESUCC monitor with opposition

January 20, 2022 Introduced

January 24, 2022 Referred to Revenue Committee

February 9, 2022 Hearing

LB 1251 (B. Hansen), Education -Adopt the Equal Opportunity Scholarships for Students with Special needs Program Act and change provisions relating to the distribution of lottery funds

Provides scholarships to special needs students to be used on school of their choice, including non-public k-12

NASB

ESUCC monitor

January 20, 2022 Introduced

January 24, 2022 Referred to the Education Committee

February 28, 2022 Hearing

LB 1240 (Albrecht), Appropriations - Appropriate federal funds to the State Department of Education to provide family-directed education recovery accounts for low-income children and families

Federal funds

ESUCC monitor

January 20, 2022 Introduced

January 24, 2022 Referred to the Education Committee

February 28, 2022 Hearing

LB 1242 (Murmans), Revenue - Change the valuation of certain real property for purposes of property taxes levied by school districts

ESUCC heavily monitor

January 20, 2022 Introduced

January 24, 2022 Referred to the Revenue Committee

February 3, 2022 Hearing

****Carryover Bill** [LR 14](#) (Halloran), Gov, Mil, and Vet Affairs - Resolution to congress for convention of the states to propose amendments to the US Constitution**

ESUCC Monitor

January 8, 2021 Introduced

January 12, 2021 Referred to the Government, Military and Veterans Affairs Committee

February 10, 2022 Hearing

March 31, 2021 General File

January 5, 2022 Carryover

January 18, 2022 Select File

January 24, 2022 Final Reading

January 28, 2022 Passed, presented to Sec. of State

Slip Law

[LR 278CA](#) (Linehan), Education - Constitutional amendment to eliminate the State BOE and provide for the Governor to appoint the Commissioner of Education.

Will likely get a late hearing date.

NASB

ESUCC Monitor with caution

January 20, 2022 Introduced

January 21, 2022 Referred to the Education Committee

March 1, 2022 Hearing

[LR 264CA](#) (Erdman), Revenue - Constitutional amendment to prohibit the imposition of taxes other than retail consumption taxes and excise taxes

Repeal state income tax, state sales tax, property tax, and inheritance tax. Only excise tax and retail consumption taxes would remain.

ESUCC

January 05, 2022 Introduced

January 10, 2022 Referred to the Revenue Committee

January 13, 2022 Erdman priority

February 3, 2022 Hearing

February 24, 2022 General File

2022 Legislative Session*

Sun	Mon	Tues	Wed	Thur	Fri	Sat
January						
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Sun	Mon	Tues	Wed	Thur	Fri	Sat
February						
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20	21	22	23	24	25	26
27	28					

Sun	Mon	Tues	Wed	Thur	Fri	Sat
March						
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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Sun	Mon	Tues	Wed	Thur	Fri	Sat
April						
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Federal & State Holidays

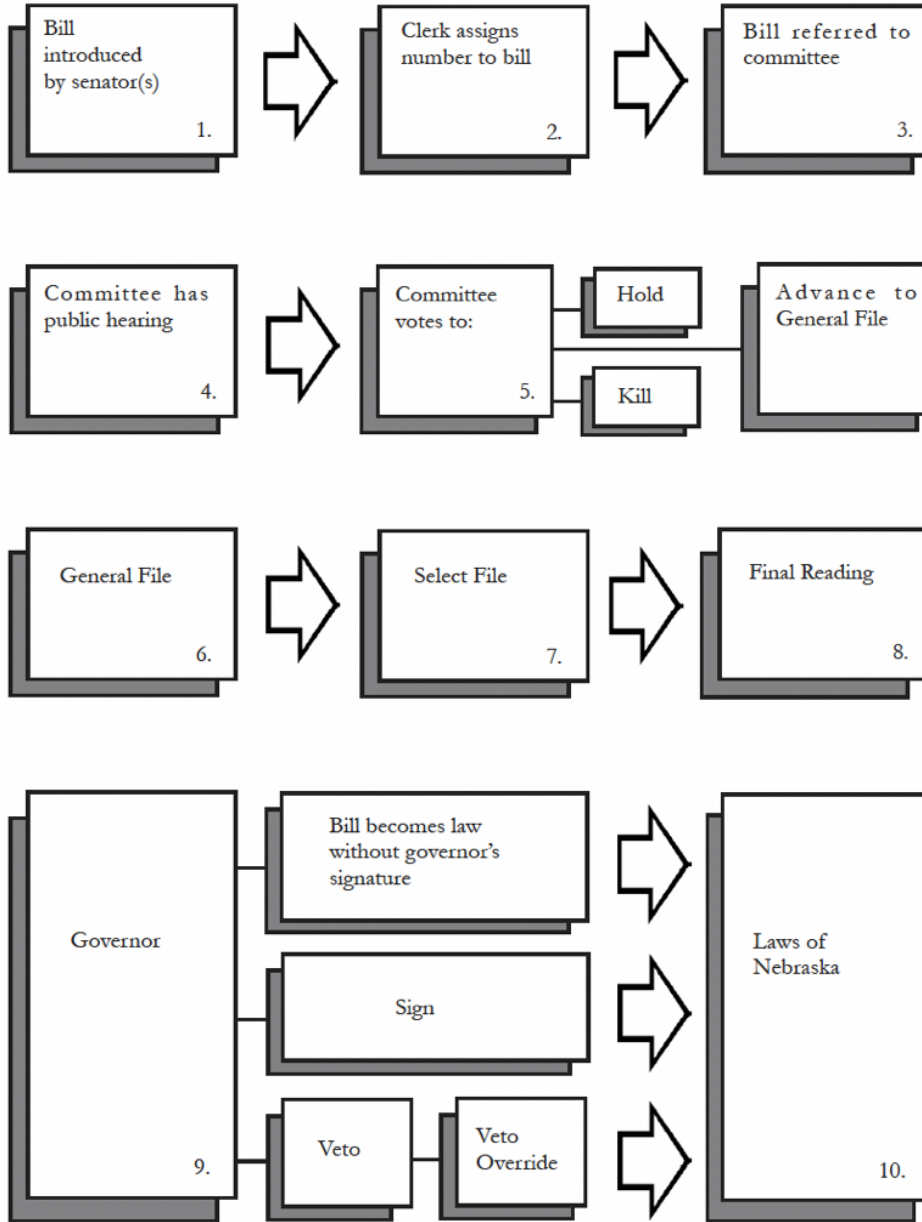
January 17 – Martin Luther King Jr. Day
 February 21 - Presidents' Day

Legislative Recess Days

January 14
 February 4, 7, 18
 March 4, 7, 18, 21
 April 1, 4, 14, 15, 18, 19

*The Speaker reserves the right to revise the session calendar.

How a Bill Becomes a Law



(Unicameral Clerk of the Legislature, 2017, p. 281)



CONTRACT OF EMPLOYMENT WITH ADMINISTRATOR OF
EDUCATIONAL SERVICE UNIT 7
COLUMBUS, NEBRASKA

THIS CONTRACT OF EMPLOYMENT is made by and between the Board of Educational Service Unit 7 (ESU 7), hereinafter referred to as "the Board", and Larianne Polk hereinafter referred to as "the Administrator".

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 21st day of March, 2022 the Board hereby agrees to employ the Administrator, and the Administrator hereby agrees to accept such employment subject to the following terms and conditions:

Section 1. Term of Contract. The Administrator shall be employed for a period of two (2) years, beginning on the 1st day of July 2022, and expiring on the 30th day of June 2024, excluding Saturdays, Sundays and legal holidays. A "contract year" for purposes of this Contract shall be from July 1 to June 30. A provision for an annual extension of the contract is provided as follows:

Administrator's Notice of Intent to Extend. The administrator shall, between December 1 and December 31 of each contract year, give the President of the Board an "Administrator's Notice of Intent to Extend," which is a written notice that the Administrator intends to extend the Contract which allows the Board of Education to renew this contract for a new period, up to three years, and make adjustments on the annual total compensation each year of the contract as stated in Section 2 of this contract. In the event a Administrator's Notice of Intent to Extend is not given within the specified time, the Contract may not be extended.

Board Action on Notice of Intent to Extend. In the event the Board has received an Administrator's Notice of Intent to Extend, the Board shall have until, on, or before February 16th of each year to give a Notice of Intent to Not Extend. In the event the Board does not give a Notice of Intent to Not Extend, or of a notice of possible non-renewal or cancellation, the Contract shall be extended for an additional term of at least one (1) contract year.

Notice of Non-Renewal. The failure to extend does not automatically affect a non-renewal of the Contract. The deadline to give a notice of non-renewal is, by law, April 15th.

At the time of each contract renewal and/or amendment, the Administrator shall be responsible for taking all necessary steps to insure that ESU 7 has complied with the Superintendent Pay Transparency Act.

Section 2. Total Compensation:

Salary. The annual salary for the 2022-2023 contract year shall be: \$219,908.82. The annual salary for the second and any subsequent year of this contract will be set by the Board no later than the regular meeting of the board for the month of March (unless alternate date is determined by mutual agreement

of Board and Administrator). Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of other professional staff employees of the Educational Service Unit. The Board retains the right to adjust the Administrator's annual salary upward during the term of this Contract, as an amendment hereto, without such adjustment constituting a new contract or extending the length of this Contract. The Administrator's salary shall not be reduced during the term of this Contract.

In consideration of this annual salary, the Administrator agrees to perform faithfully, duties of the Administrator in and for the Educational Service Unit as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board thereunder.

Fringe Benefits. The Administrator may elect to receive health insurance benefits consisting of full single health/dental insurance in a premium contribution by Educational Service Unit 7 to the health/dental insurance carrier selected by Educational Service Unit 7, in an amount not to exceed \$9,334.56; LTD Premium reimbursement: \$857.64, Life Insurance: \$66.00.

Leave Benefits. For the purpose of this section, the term "working days" shall not include any Saturday, Sunday, legal holiday, or break as indicated on Educational Service Unit Board approved calendar. Paid leave is available to the Administrator when the following specific conditions are met: (1) the Administrator is currently employed by ESU 7 and (2) the paid leave day is taken on a day Administrator would otherwise be expected to be at work. The Administrator shall report earned leave and usage to the Board no less than two (2) times annually.

(a) Vacation Leave: The Administrator shall earn 20 working days of paid vacation leave per ESU 7 policy 3.15.02 to be used in a manner and at times selected by the Administrator.

(b) Sick Leave: The Administrator shall be entitled to 12 annual sick leave days during each year of this contract accumulating to 55 days.

(c) Personal Leave: The Administrator may receive up to 2 personal days each Contract year per Board Policy 3.05. Personal leave days may be used at the Administrator's sole discretion, provided that the Administrator makes reasonable efforts not to use them when such use would interfere with the Administrator's ability to attend the Board's meetings.

Meetings and Dues: The Administrator shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Administrator's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by ESU 7 consistent with Board policies. In addition, ESU 7 shall pay the Administrator's annual dues to the following organizations: Nebraska Council of School Administrators (NCSA) and American Association of School Administrators (AASA). The Board may pay dues for other professional organizations suitable for the Administrator position upon the Administrator's request.

Transportation. The reasonable and necessary expenses of transportation required in the performance of Administrator's official duties shall be reimbursed at the rate set by the Board for ESU 7 travel.

Indemnification. ESU 7 shall, to the extent permitted by law, defend, hold harmless, and indemnify the Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator in the Administrator's individual capacity or the Administrator's official capacity as an agent or employee of ESU 7, provided that the incident arose while the Administrator was acting (or, in

good faith, reasonably believed that the Administrator was acting) within the scope of the Administrator's employment with ESU 7 and ESU 7 is not in an adverse position in the legal proceedings. This provision shall not apply to criminal proceedings against the Administrator and shall not obligate ESU 7 beyond any applicable insurance coverage ESU 7 has available.

Section 3. Professional Status. The Administrator hereby affirms that the Administrator is not under contract with another school board or educational service unit covering any part of or all of the same terms provided in this Contract. The Administrator further affirms that throughout the term of this Contract she will hold a valid and appropriate certificate to act as an Educational Service Unit Administrator in the State of Nebraska.

Section 4. Administrator's Duties. The Administrator agrees to perform faithfully the duties of the position as prescribed by the laws and regulations of the State of Nebraska; the policies, rules and regulations promulgated by the Board; the Administrator Job Description; and the directives of the Board.

Section 5. Board - Administrator Relationship. The Board shall have primary responsibility for formulating (in collaboration with the Administrator) and adopting Board policy. The Administrator shall be the chief administrative officer for the Educational Service Unit, and shall have primary responsibility for implementation of Board policy. The Administrator shall be responsible for development of regulations and rules consistent with Board policy and shall communicate with the board about these regulations and rules. In the absence of Board policy on matters which require prompt action, the Administrator shall have the authority to act using the Administrator's professional judgment and consistent with legal requirements; provided that the Administrator shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, not to interfere with or usurp the duties or responsibility of the other party. The Board, individually and collectively, will promptly refer all criticisms, complaints, and suggestions called to its attention to the Administrator for action, study and/or recommendation, as appropriate.

Section 6. Evaluation of the Administrator. The Administrator shall be evaluated once during each contract year, unless the Board deems additional evaluations appropriate as per ARTICLE 1, SECTION 6C DUTY AND FUNCTION OF THE ADMINISTRATOR. The Administrator shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Administrator's personnel file. The Administrator shall notify the President of the Board to remind the Board of the need to evaluate.

Section 7. Contract Termination. Throughout the term of this Contract the Administrator may be discharged if she materially breaches any provision of this Contract, or performs any act which substantially inhibits her ability to discharge her duties as Administrator, including, but not limited to: (a) upon cancellation, termination, revocation, or suspension of the Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate by the State Board of Education; (b) breach of any of the material provisions of this Contract; (c) for any of the reasons set forth in this employment contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) physical or mental incapacity; or (i) conviction of a felony. The procedures for cancellation during the term of the contract shall be in accordance with the applicable Nebraska Revised Statutes.

Section 8. Compensation upon Termination and Credit for Accrued Vacation. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination

bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract shall be refunded by the Administrator. Upon termination or expiration of this Contract, the Administrator shall be entitled to compensation for all unused accrued vacation leave at the current salary.

Section 9. No Penalty for Release or Resignation. There shall be no penalty for release or resignation by the Administrator from this Contract; provided no resignation shall become effective until expiration of the Contract unless accepted by the Board and the Board shall fix the time at which the resignation shall take effect.

Section 10. Disability. Should the Administrator be unable to perform her duties by reason of illness, accident or other disability beyond her control, and such disability shall continue for more than six (6) continuous months, or if such disability is permanent, irreparable, or of such a nature as to make performance of her duties impossible, the Board may in its discretion terminate this Contract, whereupon the respective rights, duties, and obligations of the parties hereunder shall terminate.

Section 11. Deductions. This Contract shall conform to the statutes and regulations governing deductions from compensation. ESU 7 shall withhold other deductions as the Administrator and Board may agree.

Section 11. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

Section 12. Amendments to be in Writing. This Contract may be modified or amended only by a writing duly authorized and executed by the Administrator and the Board.

Section 13. Severability. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

IN WITNESS WHEREOF, the parties have executed this Contract on the date indicated below.

Executed by the Board this 21st day of March, 2022.

President, Educational Service Unit 7 Board

Secretary, Educational Service Unit 7 Board

Executed by the Administrator this 21st day of March, 2022.

Larianne Polk