



Regular Board of Education Meeting

Educational Service Unit 7, Oak Room

2657 44th Ave

Columbus, NE 68601-8537

Monday, November 17, 2025 at 5:30 PM

Posted Locations:

Columbus Telegram Newspaper

Columbus Telegram Website

ESU 7 North Building Front Door

Posted Date: 11/08/2025

Attendance Taken at 5:36 PM.

Bob Arp: Present

Joyce Baumert: Present

Amy Blaser: Present

Marni Danhauer: Absent

Karen Gomez: Absent

Don Graff: Present

Beth Kabes: Present

Clark Lehr: Present

Dawn Lindsley: Present

Doug Pauley: Present

Richard Stephens: Present

Jack Young: Present

Present: 10, Absent: 2.

{{Name: Agenda Item Name}}

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.

Board President Doug Pauley called the meeting to order at 5:35pm.

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

Marni Danhauer notified of her absence prior to the meeting.

Administrator Recommendation: Discuss, consider and take all necessary action to approve Board member absences.

Discuss, consider and take all necessary action to approve the absences of Marni Danhauer & Karen Gomez Passed with a motion by Amy Blaser and a second by Clark Lehr.

Marni Danhauer:	Absent
Karen Gomez:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Amy Blaser:	Yea
Don Graff:	Yea
Beth Kabes:	Yea
Clark Lehr:	Yea
Dawn Lindsley:	Yea
Doug Pauley:	Yea
Richard Stephens:	Yea
Jack Young:	Yea

Yea: 10, Nay: 0, Absent: 2

Karen Gomez notified of her absence prior to the meeting.

1.4. Pledge of Allegiance

2. Approval of Agenda

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

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

Discuss, consider and take all necessary action to approve the agenda as presented

Passed with a motion by Dawn Lindsley and a second by Bob Arp.

Marni Danhauer: Absent

Karen Gomez: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Don Graff: Yea

Beth Kabes: Yea

Clark Lehr: Yea

Dawn Lindsley: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

3. Virtual Conferencing Option

Nebraska Revised Statute § 84-1411 authorizes virtual meetings for educational service units if the requirements of subdivision (2)(b) are met.

Administrator Recommendation: Discuss, consider and take all necessary action to approve a virtual conferencing option for the December 2025, January 2026, February 2026 and March 2026 board meetings.

Discuss, consider and take all necessary action to approve a virtual conferencing option for the December 2025, January 2026, February 2026 and March 2026 board meetings Passed with a motion by Clark Lehr and a second by Jack Young.

Marni Danhauer: Absent

Karen Gomez: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Don Graff: Yea

Beth Kabes: Yea

Clark Lehr: Yea

Dawn Lindsley: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

Months were specifically chosen in preparation for winter conditions. Meetings published as virtual meetings allow board members to vote while attending virtually.

4. Welcome Visitors

5. 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.

6. Board Vacancy - District 7

Board Member Karen Gomez, submitted her resignation on October 20, 2025. NEB. REV. STAT. § Section 32-562 requires the vacancy to be accepted by the rest of the board. Further, Section 32-574 states, "Unless otherwise provided by law, all vacancies shall be filled within 45 days after the vacancy occurs unless good cause is shown that the requirement imposes an undue burden."

District 7 includes the following school districts, Columbus, David City, Lakeview, Schuyler. The term will expire December 31, 2026.

Administrator Recommendation: Discuss, consider and take all action necessary to accept the resignation of District 7 Board Member Karen Gomez, and adopt a procedure for the appointment of a new member to the Educational Service Unit 7 Board of Education to fill the vacancy thereon created by the resignation of Karen Gomez.

Discuss, consider and take all action necessary to accept the resignation of District 7 Board Member Karen Gomez, and adopt a procedure for the appointment of a new member to the Educational Service Unit 7 Board of Education to fill the vacancy thereon created by the resignation of Karen Gomez Passed with a motion by Bob Arp and a second by Dawn Lindsley.

Marni Danhauer: Absent

Karen Gomez: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Don Graff: Yea

Beth Kabes: Yea

Clark Lehr: Yea

Dawn Lindsley: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

Within the 45-day time frame, appointment is expected to happen at the December meeting with the Oath of Office taking place in January.

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

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

Discuss, consider and take all necessary action to approve the consent agenda as presented Passed with a motion by Bob Arp and a second by Amy Blaser.

Marni Danhauer: Absent

Karen Gomez: Absent

Bob Arp: Yea

Joyce Baumert: Yea

Amy Blaser: Yea

Don Graff: Yea

Beth Kabes: Yea

Clark Lehr: Yea

Dawn Lindsley: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

7.1. Minutes

This is a consent item.

7.2. Presentation of Bills #80733 through #80894 totaling \$1,277,137.34

The summary of bills for the current month total: \$1,277,137.34 - Bills #80733 through #80894

General Activity Fund total: \$1,515.00

	Amount	Vendor	Description
8073 3	\$14,599.17	BD Construction	Playground Payment

8073 9	\$11,324.00	Amergis Healthcare Staffing	Bridges Contracted Services
8074 3	\$134,090.95	BD Construction	Playground/Bridges Payment
8076 1	\$18,779.86	Eakes Office Solutions	Copier Maintenance Agreement
8076 9	\$19,827.93	ESU 9	NRPDHH Grant Contracted Services
8077 0	\$16,797.68	ESUCC	Literacy Coaching/MSA
8083 3	\$19,072.20	State of NE DAS State Accounting	Network Service Charges
8087 4	\$119,670.00	Lexia Learning Systems	LETRS Training/Materials/Software
8089 2	\$6,184.50	Torsh Inc.	PRT Grant Software

This is a consent item.

7.3. Reading of Article III, Section 3, F Audits

This is a consent item.

8. Board Spotlight - Mental Health Licensed Mental Health Practitioner Department Coordinator, Sonya Sukup, will present the Mental Health Spotlight. Sonya Sukup provided an overview of the Mental Health team, reviewed the slides, and answered questions.

Questions from the board and Answers:

- How many students are served a year? Around 200.
- What age of children are served? Pre-kindergarten all the way through 12th grade.
- Who are referring the students to receive Mental Health support? The school districts, mainly counselors and teachers.
- If a teacher/staff member in the school system says they are having issues, does the Mental Health team handle that too? No, schools have not asked to utilize our services in that way. Additionally, there's a professional boundary to consider due to the collaboration that happens between staff members and students receiving services.
- What is the Mental Health Team's short-term psychotherapy definition? It is not a 12-month program. If kids need services, they're provided those services through May. As school approaches the end of the year, the conversation shifts to how services should be provided through the break. Additionally, school-based therapy may not be meeting the needs of the children so there is potential for outsourcing.
- What has helped with parent communication? Personal numbers are not given out due to safety reasons, so the implementation of Zoom phones has been extremely helpful to avoid timing issues since parents are not always available to communicate while they are working and their student is in school. Communication has been more frequent and fluid since texting is now available.

9. Treasurer's Report

Review the breakdown of the Treasurer's Report.

Administrator Recommendation: Discuss, consider and take all necessary action to accept the Treasurer's Report as presented.

Discuss, consider and take all necessary action to accept the Treasurer's Report as presented Passed with a motion by Bob Arp and a second by Don Graff.

Marni Danhauer: Absent
Karen Gomez: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Don Graff: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Dawn Lindsley: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Jack Young: Yea
Yea: 10, Nay: 0, Absent: 2

10. Excess Lodging

Excess Lodging:

- The Professional Development Department had excess travel to report:
 - National Forum to Advanced Rural Education, October 12-15, 2025
 - Ernie Valentine - \$172.18
 - National Council of Teachers of Mathematics, October 15-18, 2025
 - Otis Pierce - \$349.86
 - Staff Development Affiliate (SDA) Training, November 5-6, 2025
 - Kendra Gustafson - \$87.10
 - Ernie Valentine - \$79.00
 - Amy Richards - \$87.10

Policy Reference:

Article III, Section 4, D Coffee Act Policy (Reimbursable Expenses)

1. Reimbursement of Expenses. The ESU will pay the registration costs, tuition costs, fees or charges for attendance by Board members at such approved functions. The ESU will pay mileage at the rate allowed by law (that is, the rate established by the Department of Administrative Services) or actual travel expenses if travel is authorized by commercial or charter means. The ESU will pay meals and lodging at a rate not exceeding the applicable federal rate unless a fully itemized claim is submitted substantiating the costs actually incurred in

excess of such rate **and such additional expenses are expressly approved by the Board.**

For employees and volunteers, the ESU will pay costs and make reimbursements in the same manner as provided above for Board member attendance, unless otherwise established by policy, Board action, contract, or negotiated agreement.

Administrator Recommendation: Discuss, consider and take all necessary action to accept the excess lodging as presented.

Discuss, consider and take all necessary action to accept the excess lodging as presented Passed with a motion by Clark Lehr and a second by Amy Blaser.

Marni Danhauer: Absent
Karen Gomez: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Amy Blaser: Yea
Don Graff: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Dawn Lindsley: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

Discussion was had regarding changing the policy. The decision was made not to do it at this time.

11. New Hire: Mary Jo Reynolds, Regional Literacy Coach for July 1, 2026-August 31, 2026 and school year 2026-2027

Mary Jo Reynolds, Regional Literacy Coach for July 1, 2026-August 31, 2026 and school year 2026-2027.

Administrator Recommendation: Discuss, consider, and take any necessary action to approve the contract for Mary Jo Reynolds, Regional Literacy Coach for July 1, 2026-August 31, 2026 and school year 2026-2027 as presented.

Discuss, consider, and take any necessary action to approve the contract for Mary Jo Reynolds, Regional Literacy Coach for July 1, 2026-August 31, 2026 and school year 2026-2027 as presented Passed with a motion by Beth Kabes and a second by Don Graff.

Marni Danhauer: Absent
Karen Gomez: Absent
Bob Arp: Yea
Joyce Baumert: Yea

Amy Blaser: Yea
Don Graff: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Dawn Lindsley: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Jack Young: Yea

Yea: 10, Nay: 0, Absent: 2

ESU 7 is required to have this position by state statute. The first year, the position is funded by state funds. After the year ESU's are still required to have this position, with or without funding. Salaries are determined by ESU statewide salary comparability.

What is the ESU 7 staff retention rate? 10-15%

Board member Clark Lehr asked if it was hard to find people to hire. Depends on the position & location. Paraprofessional turnover is greater but we also have incredible longevity. It's not uncommon to have 1 applicant for some positions.

12. **Administrator's Report General**

- ESUCC Update
- Administrator Update - Administrator Ostmeier
- Professional Development and Print Shop Report - Director Ericson (Attached below)
- Special Education Report - Director Clay
- Technology Report - Director Ellsworth
- Upcoming Events
 - 2025 State Education Conference
 - November 19-21, 2025 - Omaha
 - Registered: Marci Ostmeier, Joyce Baumert, Beth Kabes, Bob Arp, Dawn Lindsley, Don Graff, Doug Pauley, Marni Danhauer, Jack Young
 - New Board Member Workshop
 - December 3, 2025 - Kearney
 - Deadline to Register: November 24, 2025
 - AESA Annual Conference
 - December 3-5, 2025 - Colorado Springs, CO
 - Registered: Marci Ostmeier, Beth Kabes, Bob Arp, Clark Lehr, Don Graff, Marni Danhauer, Dawn Lindsley
 - Conference Schedule
 - Legislative Issues Conference
 - January 25-26, 2025 - Lincoln
 - Deadline to Register: January 4, 2026
 - Board President Retreat (more info to come)
 - February 16-17, 2025 - Kearney

- Administrator Leave Report (attached)

Administrator Ostmeyer reviewed the attachments.

12.1. Goal Update

Goal 1: By July 2026, the ESU 7 board will formalize a process to mentor and onboard new board members.

Goal 2: By July 2026, the ESU 7 board will attend at least two professional/personal learning events annually.

- **Update:** 7 Board Members have attended one event and 4 Board Members have attended two events.

Goal 3: By July 2026, 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.

2. Completed:

- a. Cross County - October 13, 2025
- b. Schuyler - October 13, 2025
- c. High Plains - November 10, 2025
 - i. Marci Ostmeyer and Don Graff
- d. Humphrey - November 10, 2025
 - i. Tami Clay and Amy Blaser
- e. Lakeview - November 10, 2025
 - i. Dan Ellsworth and Clark Lehr

3. Scheduled:

- a. Palmer - December 8, 2025
 - i. Marci Ostmeyer and Amy Blaser

Goal 4: By July 2026, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district and train board members on the meaning of the data.

12.2. Services Update

- SMART Update
- 19 out of 19 Fall Superintendent Visits are completed

The Joint Superintendent & Principal Data Dig is scheduled for December 9, 2025 to plan for the services ESU 7 offers to Districts in 2026-20207. Board members are invited to attend.

12.3. Facilities Update The Administrator will provide a facilities update during this item Administrator Ostmeyer provided an update on all 3 buildings. Rutt's has been in the North Building installing the Emergency Heat system. It should be done by Thanksgiving break or shortly after. The playground is complete and the students and staff are thoroughly enjoying the equipment. Proposals for the Learning Academy humidity issues are being gathered and the dehumidifiers have been removed from the classrooms.

12.4. Personnel

New Hires

- Bryan Hefti - Tier II Helpdesk Technician - First day, October 27, 2025
- Christopher Loescher - Technology Intern - First Day, November 3, 2025

- Brian Jareki - Custodian/Maintenance Technician - First Day, November 24, 2025

12.5. Legislative Update During this item, the Administrator will provide a Legislative Update to members of the Board. Administrator Ostmeyer provided an update on the school retirement program.

13. **Committee Reports**

13.1. Budget Committee Report Reports of Budget Committee activities and discussion will take place during this item.

Committee Recommendation: Joint Budget & Negotiations Meeting will be held immediately following the Board Meeting.

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

Committee Recommendation: Joint Budget & Negotiations Meeting will be held immediately following the Board Meeting. Negotiations must be completed with ESUEA by February 8, 2026. ESUEA has provided a proposal and the Negotiations Committee will meet again.

13.3. Administrator Evaluation Committee Report A report of activities from the Administrator Evaluation Committee will be given during this item.

Evaluation Timeline:

- **August:** Evaluation Committee Chair and Administrator review Evaluation Tool and Evaluation Policy/Procedures.

- **September:** Full Board is provided a paper copy of the evaluation questions.

- **October:** Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to the full Board for completion by the October Board Meeting. The Board will send their completed evaluation tool to the Evaluation Committee prior to the October Board Meeting. The Administrator completes the Evaluation Tool as a self-assessment and sends it to the Evaluation Committee Chair on or before October 31.

- **November:** Committee Chair will send the completed Administrator self-assessment to the full Board after November 1. The Evaluation Committee compiles results of the full Board's completed evaluations prior to the November Board Meeting.

- **December:** The Evaluation Committee meets prior to the December Board Meeting to review with the Administrator the results of the evaluation. Report to the full Board in December Board Meeting following Closed Session requirements with the Administrator present.

- **January:** Confirm Evaluation Committee members. The Administrator provides the Evaluation Committee with goals and shares with the Board at the January Board Meeting.

Committee Recommendation:

14. Conference Report Conference Attendees will report on their learnings. No conference reports
15. Adjournment Board President adjourned the meeting at 6:47 pm.

Nebraska Open Meetings Act

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

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

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

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

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

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

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

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

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

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

- 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;
- Discussion regarding deployment of security personnel or devices;
- Investigative proceedings regarding allegations of criminal misconduct;
- 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;
- 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
- For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

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

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

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

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

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

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

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

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

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

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

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

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

(B)(I) Posting to the newspaper's website, if available, and (II) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be

finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper; or (C) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted by the public body in the same three places for each meeting.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;
- 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;
- 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;
- No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;
- Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and
- The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Revised 06/2025

Karen X Gomez

816 Lovers Lane Columbus, NE 68601 · 402-270-2601

October 20, 2025

Doug Pauley,
Board President

Dear Doug,

It is with regret that I am writing to inform you of my decision to resign my position on the Board of ESU 7, effective immediately.

My other commitments have become too great for me to be able to fulfill the requirements of my position on the Board, and I feel it is best for me to make room for someone with the time and energy to devote to the job.

It has been a pleasure being a part of ESU 7 board. I have no doubt the board will continue with many successes in the future.

If I can be of any assistance during the time it will take to fill the position, please don't hesitate to ask.

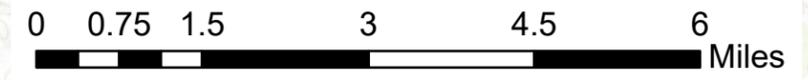
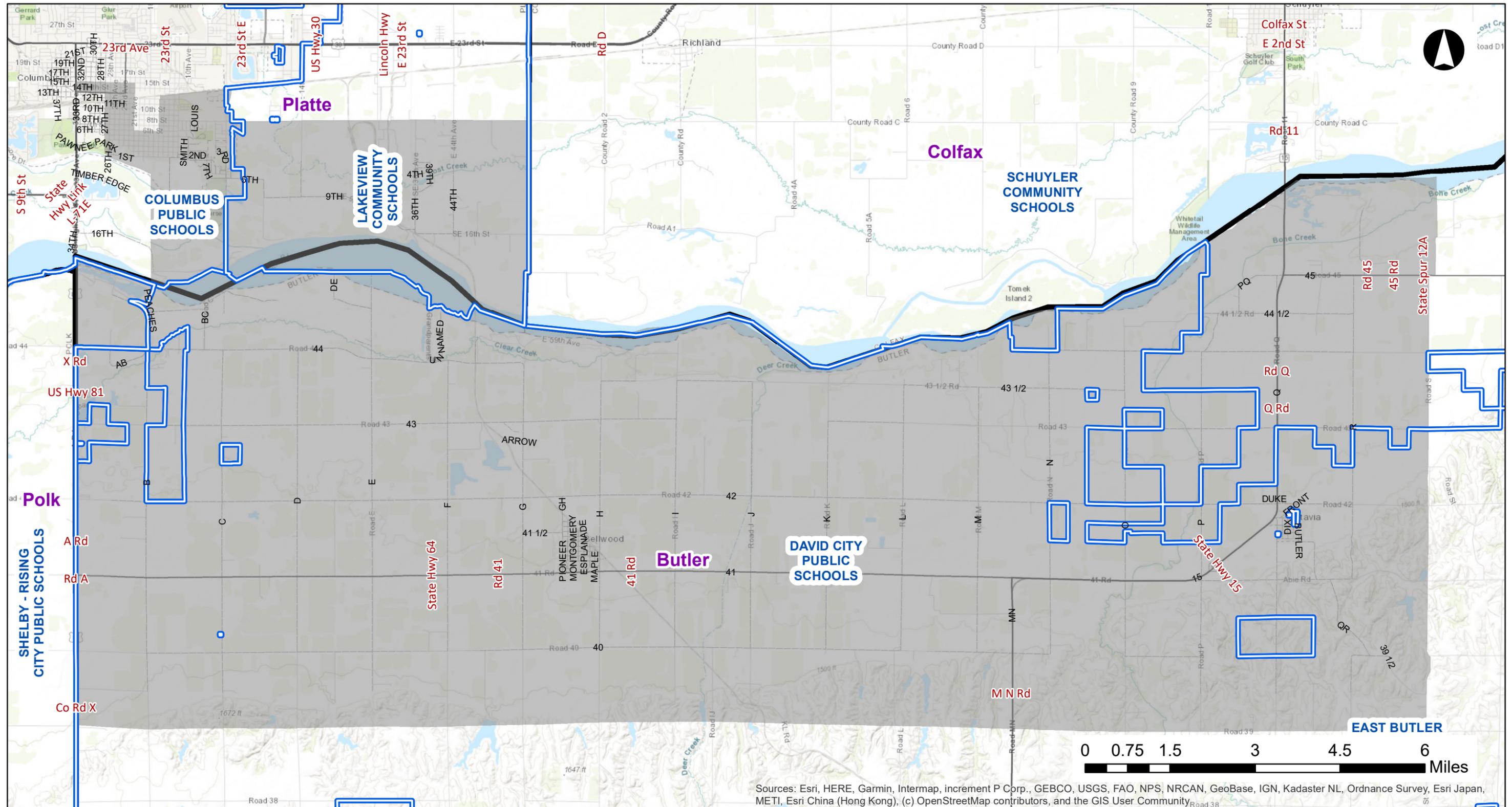
Best regards,



Karen X Gomez

EDUCATION SERVICE UNIT #7 - SUB DISTRICT #7 MAP

LEGEND  School Districts  Sub District #7



Sources: Esri, HERE, Garmin, Intermap, increment P Corp., GEBCO, USGS, FAO, NPS, NRCAN, GeoBase, IGN, Kadaster NL, Ordnance Survey, Esri Japan, METI, Esri China (Hong Kong), (c) OpenStreetMap contributors, and the GIS User Community



Regular Board of Education Meeting

Educational Service Unit 7, Oak Room

2657 44th Ave

Columbus, NE 68601-8537

Monday, October 20, 2025 at 5:30 PM

Posted Locations:

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

Posted Date: 10/10/2025

Attendance Taken at 5:30 PM.

Bob Arp: Present

Joyce Baumert: Present

Amy Blaser: Absent

Marni Danhauer: Present

Karen Gomez: Present

Don Graff: Absent

Beth Kabes: Present

Clark Lehr: Present

Dawn Lindsley: Absent

Doug Pauley: Present

Richard Stephens: Absent

Jack Young: Present

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.

Board President Doug Pauley called the meeting to order at 5:30 pm.

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 Amy Blaser, Dawn Lindsley, Richard Stephens and Don Graff provided notice of their absence prior to the meeting.

Administrator Recommendation: Discuss, consider and take all necessary action to approve Board member absences.

Discuss, consider and take all necessary action to approve Board member absences as presented Passed with a motion by Clark Lehr and a second by Joyce Baumert.

Amy Blaser:	Absent
Don Graff:	Absent
Dawn Lindsley:	Absent
Richard Stephens:	Absent
Bob Arp:	Yea
Joyce Baumert:	Yea
Marni Danhauer:	Yea
Karen Gomez:	Yea
Beth Kabes:	Yea
Clark Lehr:	Yea
Doug Pauley:	Yea
Jack Young:	Yea

Yea: 8, Nay: 0, Absent: 4

1.4. Pledge of Allegiance

2. Approval of Agenda

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

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

Discuss, consider and take all necessary action to approve the agenda as presented Passed with a motion by Bob Arp and a second by Jack Young.

Amy Blaser: Absent
Don Graff: Absent
Dawn Lindsley: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Karen Gomez: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Doug Pauley: Yea
Jack Young: Yea
Yea: 8, Nay: 0, Absent: 4

3. Welcome Visitors

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.

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

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

Discuss, consider and take all necessary action to approve the consent agenda with the removal of Excess Lodging Passed with a motion by Bob Arp and a second by Clark Lehr.

Amy Blaser: Absent
 Don Graff: Absent
 Dawn Lindsley: Absent
 Richard Stephens: Absent
 Bob Arp: Yea
 Joyce Baumert: Yea
 Marni Danhauer: Yea
 Karen Gomez: Yea
 Beth Kabes: Yea
 Clark Lehr: Yea
 Doug Pauley: Yea
 Jack Young: Yea
 Yea: 8, Nay: 0, Absent: 4

Item 5.7, Excess Lodging has been removed from the consent agenda.

5.1. Minutes

This is a consent item.

5.2. Presentation of Bills #80531 through #80732 totaling \$1,278,374.00

The summary of bills for the current month total: \$1,278,374.00 - Bills #80531 through #80732

General Activity Fund total: \$68.62

	Amount	Vendor	Description
80531	\$25,289.00	Gregg Young Chevy	2026 Chevy Trax
80542	\$222,228.90	BD Construction	Playground Payment
80579	\$18,806.30	ESUCC	Master Service Agreement program fees
80598	\$45,494.00	Gregg Young Toyota	2025 Toyota Sienna (SPED)

80710	\$7,250.00	Lexia Learning Systems LLC	CLSD Grant - LETRS Participant materials
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This is a consent item.

5.3. Reading of Article I, Section 2, C Chief Administrator Evaluation

This is a consent item.

5.4. Reading of Article V, Section 3, A Special Education

This is a consent item.

5.5. Reading of Article V, Section 5, A Child Abuse and Neglect

This is a consent item.

5.6. Reading of Article V, Section 5, B Corporal Punishment

This is a consent item.

6. Excess Lodging
Excess Lodging:

- The Professional Development Department had excess travel to report:
 - Nebraska Association of Curriculum Instruction and Assessment, NACIA (October 2-3, 2025)
 - Beth Ericson - \$98.00
 - Brooke Koliha - \$49.00
- The Administration Department had excess travel to report:
 - Labor Relations (October 1-2, 2025)
 - Linda Shefcyk - \$63.95
 - Marci Ostmeyer - \$63.95
- The Title IC Education Department had excess travel to report:
 - Fall Conference (September 3-4, 2025)
 - Vanessa Gascon-Guarcas - \$58.00
 - Cynthia Alarcon - \$58.00
 - Maria Rodriguez Borquez - \$58.00
 - Yaribey Rodriguez Auilar - \$58.00

Discuss, consider and take all necessary action to approve the Excess Lodging Passed with a motion by Bob Arp and a second by Beth Kabes.

Amy Blaser: Absent

Don Graff: Absent

Dawn Lindsley: Absent
Richard Stephens: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Marni Danhauer: Yea
Karen Gomez: Yea
Beth Kabes: Yea
Clark Lehr: Yea
Doug Pauley: Yea
Jack Young: Yea
Yea: 8, Nay: 0, Absent: 4

This item was removed from the consent agenda. Board Member Bob Arp asked how the per diem amount is set. The per diem amount is set federally by the GSA, and the per diem rates are found on GSA.gov.

7. Spotlight: Bridges
Bridges Principal, Jenna Mattox, will present the Bridges spotlight.
Bridges Principal Jenna Mattox presented the Bridges slides and shared testimonials from students' parents and outside teachers.
- Questions and Answers:
What happens to students on the wait list? Districts can reach out to other supports offered by ESU 7.
What determines if a student does not qualify for services? Special Education is required by law to place students in their Least Restrictive Environment (LRE).
Is there documentation for students who do not qualify on how to help/support the student? Yes, their Individualized Educational Plan (IEP).
What is the age range of the students currently enrolled in the program? Ages second grade to seventh grade.
What happens if the transition back into the home district doesn't work? If their spot is still open, they could return but since there are 7 students on the wait list, the spot may be filled.
8. Treasurer's Report
Review the breakdown of the Treasurer's Report.

Administrator Recommendation: Discuss, consider and take all necessary action to accept the Treasurer's Report as presented.
Discuss, consider and take all necessary action to accept the Treasurer's Report as presented Passed with a motion by Clark Lehr and a second by Doug Pauley.

Amy Blaser: Absent
Don Graff: Absent

Dawn Lindsley: Absent
 Richard Stephens: Absent
 Bob Arp: Yea
 Joyce Baumert: Yea
 Marni Danhauer: Yea
 Karen Gomez: Yea
 Beth Kabes: Yea
 Clark Lehr: Yea
 Doug Pauley: Yea
 Jack Young: Yea
 Yea: 8, Nay: 0, Absent: 4

ESU 7 now has 17 vehicles in the fleet. It is less expensive to own the vehicle than it is to pay the staff mileage. Insurance on vehicles is blanket coverage, so it neither increases nor decreases with the number of vehicles. August expenses are increased due to the Playground, HVAC and being towards the end of the budget year.

9. **Administrator's Report General**

- Administrator's Update
 - Administrator's Goals
- ESUCC Update
 - ESU 7 2024-2025 Coop Sales Savings by School
- Professional Development and Print Shop Report - Director Ericson
- Special Education Report - Director Clay
- Technology Report - Director Ellsworth
- Upcoming Events
 - 2025 State Education Conference
 - November 19-21, 2025 - Omaha
 - Registered: Marci Ostmeier, Joyce Baumert, Beth Kabes, Bob Arp, Dawn Lindsley, Don Graff, Doug Pauley, Marni Danhauer, Jack Young
 - New Board Member Workshop
 - December 3, 2025 - Kearney
 - AESA Annual Conference
 - December 3-5, 2025 - Colorado Springs, CO
 - Registered: Marci Ostmeier, Beth Kabes, Bob Arp, Clark Lehr, Don Graff, Karen Gomez, Marni Danhauer, Dawn Lindsley
 - Legislative Issues Conference
 - January 25-26, 2025 - Lincoln
 - Board President Retreat (more info to come)
 - February 16-17, 2025 - Kearney

Administrator Ostmeyer reviewed the attachments. Her goals for this year are intertwined with the Board of Education Goals. The themes are mentoring & onboarding, budget, and facilities. Director Ericson is beginning the advertising for the Regional Literacy Coach along with the Strategic Planning Process in 2 of the ESU 7 districts. Print Shop has been receiving professional development and will be acquiring two new copiers by the end of the year. Director Clay is working on Special Education Financials for the districts and only two schools this year have a Needs Improvement determination.

9.1. Goal Update

Goal 1: By July 2026, the ESU 7 board will formalize a process to mentor and onboard new board members.

Goal 2: By July 2026, the ESU 7 board will attend at least two professional/personal learning events annually.

- **Update:** 7 Board Members have attended one event and 4 Board Members have attended two events.

Goal 3: By July 2026, 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.

- Completed:
 - Cross County - October 13, 2025
 - Schuyler - October 13, 2025

Goal 4: By July 2026, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district and train board members on the meaning of the data.

Board Member Joyce Baumert and Administrator Ostmeyer attended Schuyler. Board Member Don Graff and Director Ericson attended Cross County.

9.2. Services Update

- SMART Update - 25-26 SMART Service Plan attached
- 9 out of 19 Fall Superintendent Visits are completed.
 - East Butler
 - Osceola
 - David City
 - Twin River
 - Lakeview
 - Schuyler
 - Cross County

- Shelby-Rising City
- Columbus

Administrator Ostmeyer explained the SMART service planning process for the 2026-2027 school year. Current needs being communicated are more Level III Programs, English Learner Supports, Literacy Supports, MTSS Supports and Instructional Materials. Senators and Deputy Commissioner will be invited to attend the data dig in December when the Superintendents solidify the 2026-2027 Service Plan.

9.3. Facilities Update

The Administrator will provide a facilities update during this item
Administrator Ostmeyer provided updates on the Playground, Learning Academy, North Building and South Building.

9.4. Personnel

Three open positions:

- Custodian/Maintenance Technician
- Technology Intern
- Tier II Helpdesk Technician

Custodian/Maintenance Technician applications closed on Friday, October 17, 2025.
Tier II Helpdesk Technician has been hired and starting October 27, 2025.

10. **Committee Reports**

10.1. Budget Committee Report

Reports of Budget Committee activities and discussion will take place during this item.

Committee Recommendation:

Did not meet.

10.2. Negotiations Committee Report

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

Committee Recommendation:

Meeting was postponed. According to state statute, we must begin the process by November 1st.

10.3. Administrator Evaluation Committee Report

A report of activities from the Administrator Evaluation Committee will be given during this item.

Evaluation Timeline:

- **August:** Evaluation Committee Chair and Administrator review Evaluation Tool and Evaluation Policy/Procedures.

- **September:** Full Board is provided a paper copy of the evaluation questions.
- **October:** Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to the full Board for completion by the October Board Meeting. The Board will send their completed evaluation tool to the Evaluation Committee prior to the October Board Meeting. The Administrator completes the Evaluation Tool as a self-assessment and sends it to the Evaluation Committee Chair on or before October 31.
- **November:** Committee Chair will send the completed Administrator self-assessment to the full Board after November 1. The Evaluation Committee compiles results of the full Board's completed evaluations prior to the November Board Meeting.
- **December:** The Evaluation Committee meets prior to the December Board Meeting to review with the Administrator the results of the evaluation. Report to the full Board in December Board Meeting following Closed Session requirements with the Administrator present.
- **January:** Confirm Evaluation Committee members. The Administrator provides the Evaluation Committee with goals and shares with the Board at the January Board Meeting.

Committee Recommendation:

Committee Chair Marni Danhauer reported the process is on track and results will be reported to the board at next month's meeting.

11. Conference Report

Conference Attendees will report on their learnings.

- September 17, 2025 - Nebraska Council of School Administrators (NCSA), 2025 School Law Update
- September 24, 2025 - Nebraska Association of School Boards (NASB), Fremont Area Membership Meeting
- October 1-2, 2025 - Labor Relations
- October 3, 2025 - Nebraska State Board of Education Meeting
- October 15, 2025 - Region 3 Meeting

12. Adjournment

Board President Doug Pauley adjourned the meeting at 6:36 pm.

Check Register Summary

Batch Year: 26 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00080733	C	10/23/2025	10103	B-D CONSTRUCTION	14,599.17
10	00080734	C	10/23/2025	50583	EMBASSY SUITES	298.00
10	00080735	C	10/23/2025	140625	NEBRASKA UC FUND	479.28
10	00080736	C	11/20/2025	10060	ADMINISTRATORS IN-SERVICE	15.00
10	00080737	C	11/20/2025	14974	ALLO COMMUNICATIONS	184.00
10	00080738	C	11/20/2025	10391	AMAZON CAPITAL SERVICES *	2,623.22
10	00080739	C	11/20/2025	16845	AMERGIS HEALTHCARE STAFFING, INC	11,324.00
10	00080740	C	11/20/2025	9504	ANNE BAPTISTE	287.95
10	00080741	C	11/20/2025	10681	APPLE COMPUTER, INC.	149.00
10	00080742	C	11/20/2025	388	APPLIED CONNECTIVE TECHNOLOGIES	335.00
10	00080743	C	11/20/2025	10103	B-D CONSTRUCTION	134,090.95
10	00080744	C	11/20/2025	17213	BEN SPARKS	110.00
10	00080745	C	11/20/2025	20428	BOONE CENTRAL SCHOOLS	150.00
10	00080746	C	11/20/2025	6700	BROOKE KAVAN	16.52
10	00080747	C	11/20/2025	17558	CANDLEWOOD SUITES KEARNEY	110.00
10	00080748	C	11/20/2025	17507	CARRE KLEIN	140.00
10	00080749	C	11/20/2025	1996	CASEY'S MAIL SERVICE LLC	409.51
10	00080750	C	11/20/2025	30260	CENTRAL COMMUNITY COLLEGE	1,400.00
10	00080751	C	11/20/2025	16683	CENTURY BUSINESS PRODUCTS	23.98
10	00080752	C	11/20/2025	892	CHARTWELLS DINING SERVICES	450.48
10	00080753	C	11/20/2025	280	CHRISTINA KILGORE	526.50
10	00080754	C	11/20/2025	30550	CITY OF COLUMBUS WATER & SANIT	555.34
10	00080755	C	11/20/2025	30860	COLUMBUS AREA UNITED WAY	50.00
10	00080756	C	11/20/2025	31029	COLUMBUS PUBLIC SCHOOLS LUNCH FUND	5,714.50
10	00080757	C	11/20/2025	15792	COLUMN SOFTWARE PBC	31.49
10	00080758	C	11/20/2025	12769	CROWNE PLAZA (JM HOSPITALITY)	305.90
10	00080759	C	11/20/2025	4812	CUBBY'S, INC.	888.85
10	00080760	C	11/20/2025	16179	DON GRAFF	14.56
10	00080761	C	11/20/2025	40725	EAKES OFFICE SOLUTIONS	18,779.86
10	00080762	C	11/20/2025	50825	ED SERVICE UNIT 7-PAYROLL	794,968.17
10	00080763	C	11/20/2025	14613	ELYSE BELINA	679.70
10	00080764	C	11/20/2025	50595	ENGINEERED CONTROLS	1,495.50
10	00080765	C	11/20/2025	50640	ESU 1	3,000.00
10	00080766	C	11/20/2025	50750	ESU 10	1,200.00
10	00080767	C	11/20/2025	50650	ESU 3	2,790.00
10	00080768	C	11/20/2025	50734	ESU 8	135.00
10	00080769	C	11/20/2025	50735	ESU 9	19,827.93
10	00080770	C	11/20/2025	50652	ESUCC	16,797.68
10	00080771	C	11/20/2025	7226	FIREGUARD	420.00
10	00080772	C	11/20/2025	60056	FNBO	46.59
10	00080773	C	11/20/2025	13684	FLEETCOR TECHNOLOGIES INC	113.24
10	00080774	C	11/20/2025	16438	FNBO - AA	4,165.26
10	00080775	C	11/20/2025	16446	FNBO - AS	184.30
10	00080776	C	11/20/2025	16969	FNBO - BE	119.02
10	00080777	C	11/20/2025	16411	FNBO - CA	892.56
10	00080778	C	11/20/2025	16489	FNBO - CK	1,771.75
10	00080779	C	11/20/2025	16454	FNBO - CN	304.75
10	00080780	C	11/20/2025	16470	FNBO - CW	314.28
10	00080781	C	11/20/2025	16365	FNBO - DE	2,949.63
10	00080782	C	11/20/2025	16519	FNBO - GENERAL	1,064.52
10	00080783	C	11/20/2025	16357	FNBO - LL	1,509.90
10	00080784	C	11/20/2025	16349	FNBO -LS	78.43
10	00080785	C	11/20/2025	16390	FNBO - MM	420.12
10	00080786	C	11/20/2025	16381	FNBO - MO	153.92
10	00080787	C	11/20/2025	16462	FNBO - MV	51.31
10	00080788	C	11/20/2025	16500	FNBO - SO	9.00
10	00080789	C	11/20/2025	16110	GENNAVEVE FAULKNER	500.00
10	00080790	C	11/20/2025	80147	HAMPTON INN	692.00
10	00080791	C	11/20/2025	80543	HOMETOWN LEASING	477.45
10	00080792	C	11/20/2025	80880	HY-VEE	1,967.70
10	00080793	C	11/20/2025	13030	INTERNATIONAL ACADEMY OF SCIENCE ACELLUS	1,580.00
10	00080794	C	11/20/2025	13552	JEAN ANNE KAMRATH	500.00

Check Register Summary

Batch Year: 26 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00080795	C	11/20/2025	17310	JENNY WOOD	62.12
10	00080796	C	11/20/2025	17485	JONATHAN ARTEAGA	300.60
10	00080797	C	11/20/2025	17477	JOSE TORRES	269.80
10	00080798	C	11/20/2025	260092	JUDY A ZADINA	819.00
10	00080799	C	11/20/2025	574	KAROL BANKSON-RECKNOR	2,420.40
10	00080800	C	11/20/2025	12424	KASEYA US LLC	963.55
10	00080801	C	11/20/2025	17418	KIMBERLY FROWICK	90.00
10	00080802	C	11/20/2025	4839	KSB SCHOOL LAW	1,500.00
10	00080803	C	11/20/2025	120280	LIED LODGE & CONFERENCE CENTER	110.00
10	00080804	C	11/20/2025	12726	LINEWIZE (FAMILY ZONE)	2,821.80
10	00080805	C	11/20/2025	40545	LISA DURANSKI	785.40
10	00080806	C	11/20/2025	120550	LOUP POWER DISTRICT	4,061.18
10	00080807	C	11/20/2025	220090	LYNN VOLLBRACHT	400.00
10	00080808	C	11/20/2025	17469	MARIA CHILDRESS	1,819.63
10	00080809	C	11/20/2025	120396	MATHESON-LINWELD	4,275.15
10	00080810	C	11/20/2025	17566	MCKENNA OHLRICH	90.00
10	00080811	C	11/20/2025	16802	MEAGAN STIFFLER	448.00
10	00080812	C	11/20/2025	17493	MEGAN MCWILLIAMS	90.00
10	00080813	C	11/20/2025	10499	MICHELLE RUPIPER	700.00
10	00080814	C	11/20/2025	13579	N2Y LLC	519.98
10	00080815	C	11/20/2025	140351	NCSA	115.00
10	00080816	C	11/20/2025	8893	NEBRASKA DEPARTMENT OF REVENUE	36.00
10	00080817	C	11/20/2025	11878	NEBRASKA SCHOOLMASTERS CLUB	40.00
10	00080818	C	11/20/2025	140570	NEBRASKA TECHNOLOGY & TELECOM.	187.82
10	00080819	C	11/20/2025	11185	OBRIST	191.92
10	00080820	C	11/20/2025	2844	OHIO STATE UNIVERSITY EXTENSION	576.94
10	00080821	C	11/20/2025	16306	OMNIFY BENEFITS	71.25
10	00080822	C	11/20/2025	12122	ONE SOURCE THE BACKGROUND CHECK COMPANY	216.30
10	00080823	C	11/20/2025	418	OTIS PIERCE	122.50
10	00080824	C	11/20/2025	80130	PEARSON ASSESSMENT	1,075.25
10	00080825	C	11/20/2025	160450	PIZZA RANCH	104.95
10	00080826	C	11/20/2025	17108	POPPY'S PUMPKIN PATCH	1,557.37
10	00080827	C	11/20/2025	21001	RACHEL BURGESS	121.80
10	00080828	C	11/20/2025	20250	RUTT'S HEATING & AIR	825.00
10	00080829	C	11/20/2025	981	SARAH WACHA	1,161.30
10	00080830	C	11/20/2025	190396	SHERWIN WILLIAMS	57.39
10	00080831	C	11/20/2025	16829	SHIRTS ARE US	3,795.00
10	00080832	C	11/20/2025	190007	ST EDWARD PUBLIC SCHOOL	70.52
10	00080833	C	11/20/2025	190850	STATE OF NEBRASKA DAS STATE ACCTG.	19,072.20
10	00080834	C	11/20/2025	20010	SUE BAINTE	100.00
10	00080835	C	11/20/2025	191085	SUPER SAVER	415.45
10	00080836	C	11/20/2025	17540	TONJA FRANK	500.00
10	00080837	C	11/20/2025	17280	TONYA CARRIKER	884.00
10	00080838	C	11/20/2025	200606	U & I SANITATION	112.25
10	00080839	C	11/20/2025	210090	ULINE	839.84
10	00080840	C	11/20/2025	210160	UNL	265.00
10	00080841	C	11/20/2025	10320	VERIZON WIRELESS	668.72
10	00080842	C	11/20/2025	230051	WALMART CAPITAL ONE - MIG	3,047.29
10	00080843	C	11/20/2025	13420	WOODRIVER ENERGY LLC	175.25
10	00080844	A	11/20/2025	16799	ABBAY ANDRESS	287.92
10	00080845	A	11/20/2025	17116	ABBY KAPELS	689.50
10	00080846	A	11/20/2025	130180	AMABA, LLC	3,654.00
10	00080847	A	11/20/2025	120155	AMY J SLAMA	1,132.14
10	00080848	A	11/20/2025	130366	AMY MELCHER	1,008.35
10	00080849	A	11/20/2025	1082	ANGEL D STORY	315.00
10	00080850	A	11/20/2025	16667	BETH ERICSON	269.29
10	00080851	A	11/20/2025	990	BRANDY ROSE	517.30
10	00080852	A	11/20/2025	14621	CALVIN FREY	988.40
10	00080853	A	11/20/2025	13528	CARA NEESEN	293.30
10	00080854	A	11/20/2025	9040	CASSANDRA KRINGS	294.10
10	00080855	A	11/20/2025	5967	CASSANDRA RUTH	1,078.70
10	00080856	A	11/20/2025	13510	CHRISTINA HANCOCK	499.80

Check Register Summary

Batch Year: 26 Bank: 10 Date Range:

Bank	Check	Type	Date	Vendor	Vendor Name	Amount
10	00080857	A	11/20/2025	14001	DEVON GRONENTHAL	358.40
10	00080858	A	11/20/2025	14575	ERNIE VALENTINE	220.00
10	00080859	A	11/20/2025	7099	HALEY KUNZE	420.70
10	00080860	A	11/20/2025	11460	HAYLEY MURPHY	984.55
10	00080861	A	11/20/2025	15970	INGRID RODRIGUEZ	945.00
10	00080862	A	11/20/2025	15709	IRIS MEDINA GONZALEZ	984.20
10	00080863	A	11/20/2025	8559	JACLYN TERNUS	347.90
10	00080864	A	11/20/2025	14745	JAEDYN MALASEK	1,091.79
10	00080865	A	11/20/2025	9741	JENNIFER ZYSSET	57.68
10	00080866	A	11/20/2025	11223	JILL WIELGUS	878.99
10	00080867	A	11/20/2025	8540	JOLYNN KAHLANDT	789.60
10	00080868	A	11/20/2025	11932	JOSH ARIAS	1,391.60
10	00080869	A	11/20/2025	6459	KAISE RECEK	291.55
10	00080870	A	11/20/2025	14478	KASSANDRA CORNWELL	730.80
10	00080871	A	11/20/2025	11983	KENDRA GUSTAFSON	56.37
10	00080872	A	11/20/2025	100521	KRIS JOHNSON	531.44
10	00080873	A	11/20/2025	13480	LETISHIA KLEINSCHMIT	1,046.01
10	00080874	A	11/20/2025	15261	LEXIA LEARNING SYSTEMS, LLC	119,670.00
10	00080875	A	11/20/2025	13986	LYNNE WEBSTER	450.80
10	00080876	A	11/20/2025	15601	MARCI HAIGHT	240.86
10	00080877	A	11/20/2025	11797	MARIA RODRIGUEZ	1,400.00
10	00080878	A	11/20/2025	14699	MARIAH BELLER	1,218.00
10	00080879	A	11/20/2025	11479	MEGAN WELCH	951.30
10	00080880	A	11/20/2025	12246	MERRIDIE KAUP	673.40
10	00080881	A	11/20/2025	130912	NASCO	389.70
10	00080882	A	11/20/2025	15962	NICOLE CHILES	904.33
10	00080883	A	11/20/2025	17124	OLIVIA BELL	730.10
10	00080884	A	11/20/2025	13498	RACHEL BUETTNER	470.40
10	00080885	A	11/20/2025	130708	SHARON M BROWN	1,210.30
10	00080886	A	11/20/2025	8524	SHAYNA CEPEL	544.18
10	00080887	A	11/20/2025	10740	SHELLI EICKMEIER	757.40
10	00080888	A	11/20/2025	15725	SONYA SUKUP	827.96
10	00080889	A	11/20/2025	12165	STEPHANIE FOREMAN	372.00
10	00080890	A	11/20/2025	11436	TAMRA CLAY	329.84
10	00080891	A	11/20/2025	13536	TERI OPFER	1,017.10
10	00080892	A	11/20/2025	9709	TORSH INC	6,184.50
10	00080893	A	11/20/2025	230361	WENDY WOLFE	860.30
10	00080894	A	11/20/2025	10545	YARIBEY RODRIGUEZ	1,584.80
Total Bank: 10						\$1,277,137.34

Total Computer Checks:	\$1,114,195.69
Total Manual Checks:	\$0.00
Total ACH Checks:	\$162,941.65
Total Other Checks:	\$0.00
Total Electronic Checks:	\$0.00
Total Computer Voids:	\$0.00
Total Manual Voids:	\$0.00
Total ACH Voids:	\$0.00
Total Other Voids:	\$0.00
Total Electronic Voids:	\$0.00
Grand Total:	\$1,277,137.34
Number of Checks:	162

Batch Year	Batch	Amount
26	000091	211,832.19
26	000097	15,376.45
26	000101	70,734.20
26	000109	184,226.33
26	000115	794,968.17

10/16/25	Deposit - Fuel/Title fees	\$68.62		\$7,772.58
10/22/25	Platte Co. Treasurer - Title/tire fee		\$15.00	\$7,757.58
11/10/25	St. Isidore School - EHA Incentive Cards		\$1,500.00	\$6,257.58
		Expenditures	\$1,515.00	

Article III, Section 3, F Audits

A complete and comprehensive audit shall be made of the books, accounts, records, and affairs of the ESU. The audits shall be conducted annually, unless the Auditor of Public Accounts determines an audit of less frequency to be appropriate.

The ESU Board may contract with the Auditor of Public Accounts or select a licensed public accountant or certified public accountant or firm of accountants to conduct the audit. The auditor shall meet the minimum competency standards established by the Auditor of Public Accounts. The audit shall be completed in accordance with law and the standards established by the Auditor of Public Accounts.

The original copy of the audit shall be filed in the office of the Auditor of Public Accounts.

Legal Reference:	§ 79-1229 NDE Rule 84, section 7 § 84-304.01 to .03
Date of Adoption:	August 20, 2018
Date(s) of Review:	November 21, 2022 November 20, 2023 November 18, 2024 November 17, 2025

Licensed Mental Health Practitioner (LMHP) Department

25-26 School Year

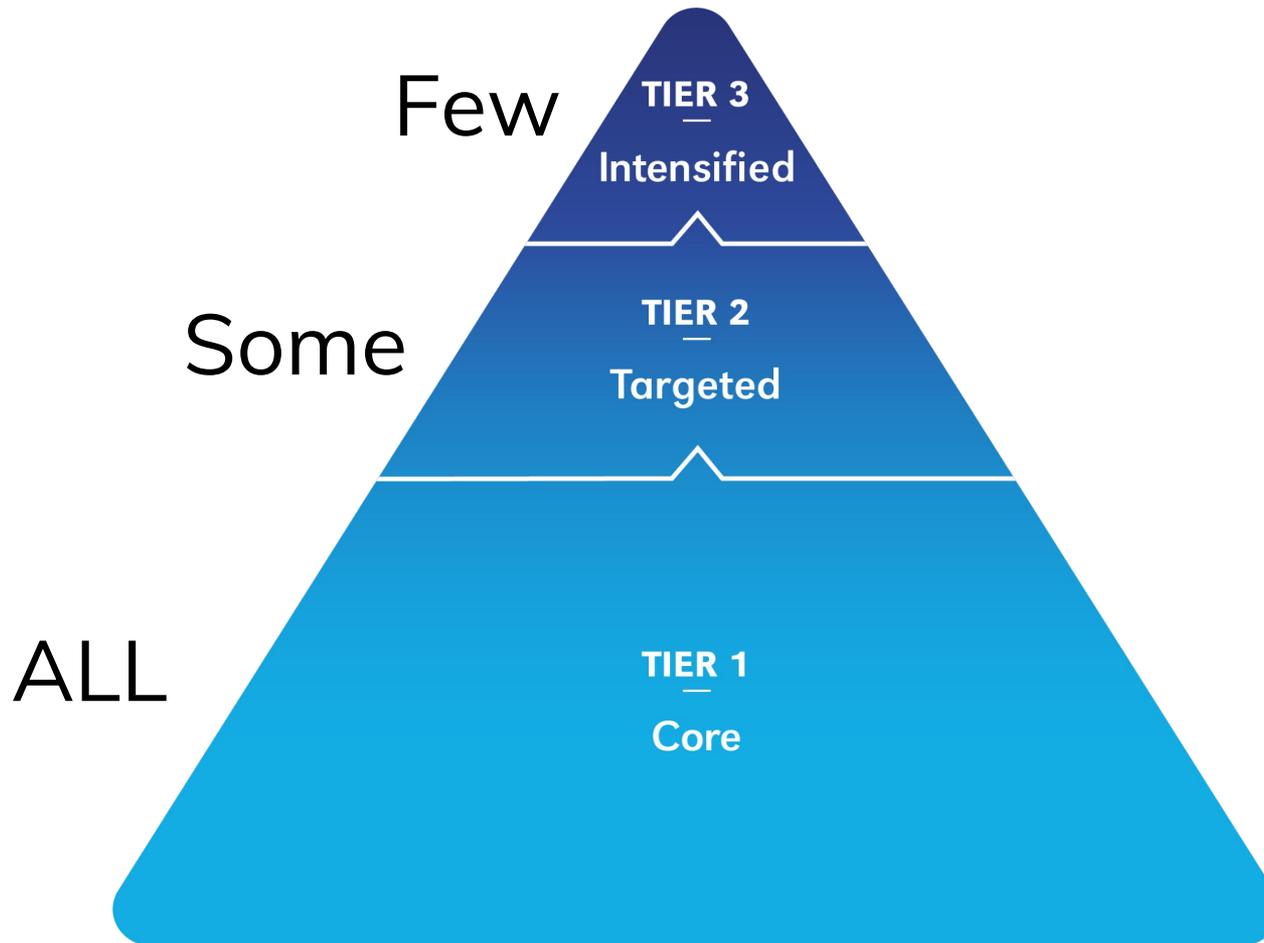
LMHP Department



Back Row: Lynne Webster, LMHP; Kassi Cornwell, PLMHP; Megan Welch, LIMHP; Merridie Kaup, LIMHP
Front Row: Ingrid Rodriguez, PLMHP, Sonya Sukup, LMHP, Iris Medina, PLMHP



What do we do?



What do we do?

Tier 1

- . Prevention Programming
- . Awareness Campaigns
- . Staff Professional Development
- . Classroom - All School Presentations
- . Mental Health Promotion
- . Universal Screening
- . Advocate for trauma-informed practices, equitable behavioral expectations, and positive discipline practices

What do we do?

Tier 2

- . Teacher support / Support Staff consultation and collaboration
- . Provide individual and small group psychoeducation and counseling
- . Support Behavior Interventions
- . Data-Based Prevention Programming

What do we do?

Tier 3

- . Individual short-term counseling
- . Advocate for student and family during IEP
- . Crisis Response
- . Collaborate with Outpatient Providers
- . Suicide Intervention
- . Transition Planning
- . Develop / Support Student Safety Plans

Supported Districts

- Boone Central
- Cross County
- Clarkson
- High Plains
- Howells-Dodge
- Humphrey
- East Butler
- Lakeview
- Learning Academy
- Leigh
- Fullerton
- Osceola
- Palmer
- Shelby Rising City
- St. Michaels- Albion
- St. Edward

Goal

24-25 Goal- Complete! Outcome: Caseload Compliance.

(25-26 Goal) By May 2026, improve parental engagement and communication by utilizing technology integration and department level processes.

- Update Processes
- Professional Development
- Review Monthly

Impact Data Snapshot

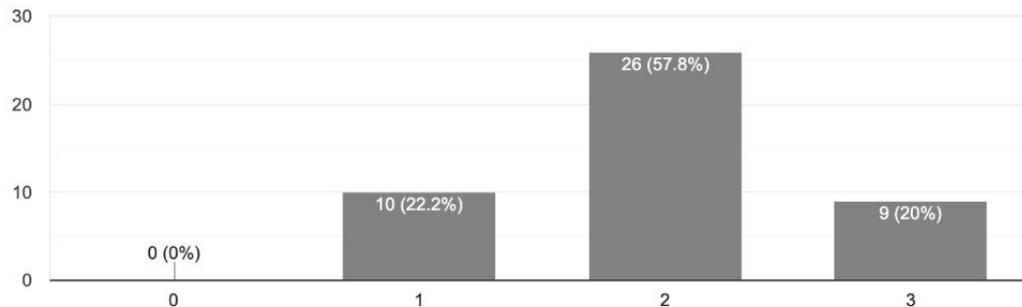
- Professional Development
- Educators
- Parents
- Students

Professional Development

Knowledge on this topic **BEFORE** the session on a scale of 0 - 3:

 [Copy chart](#)

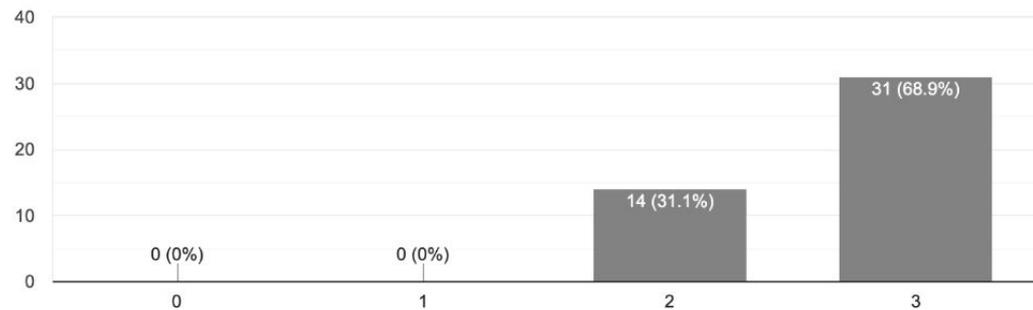
45 responses



Knowledge on this topic **AFTER** the session on a scale of 0 - 3:

 [Copy chart](#)

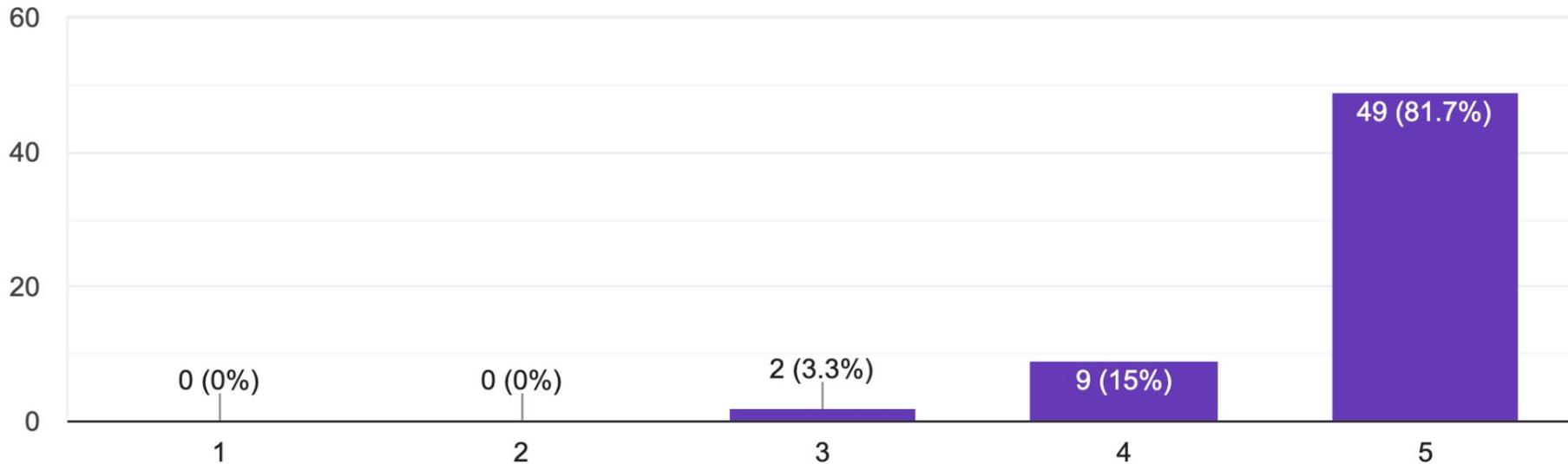
45 responses



Educators

The school-based mental health services at your school have been beneficial. 1- Very Dissatisfied 2- Dissatisfied 3- Neutral 4- Satisfied 5- Very Satisfied

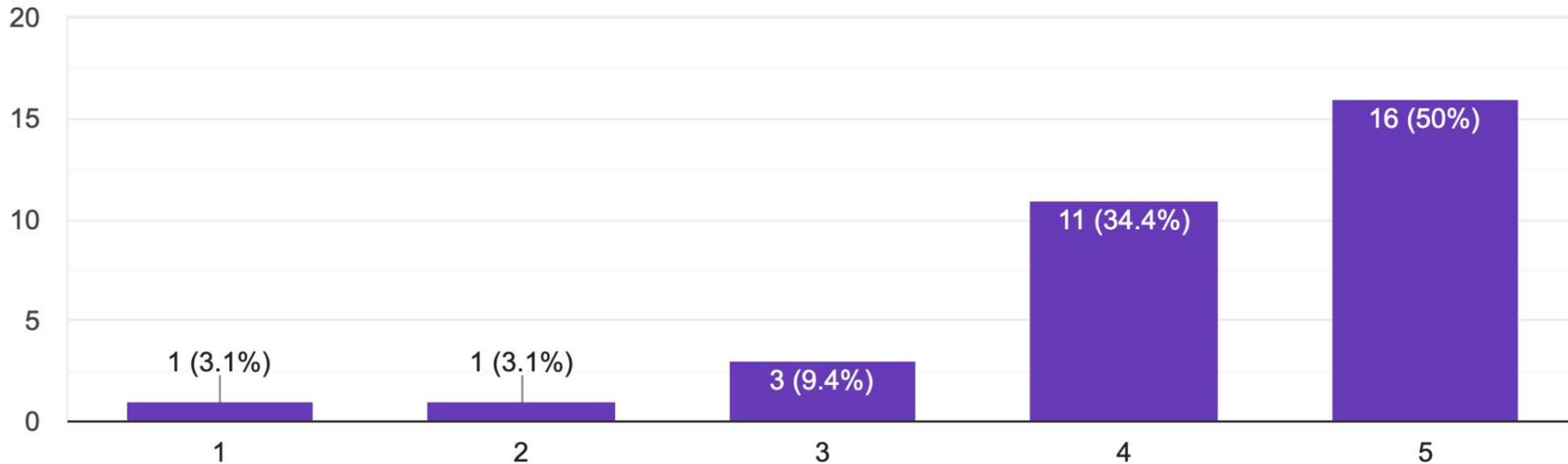
60 responses



Parents

Please rate your overall satisfaction with the school-based mental health services at your child's school. 1- Very Dissatisfied 2- Dissatisfied 3- Neutral 4- Satisfied 5- Very Satisfied

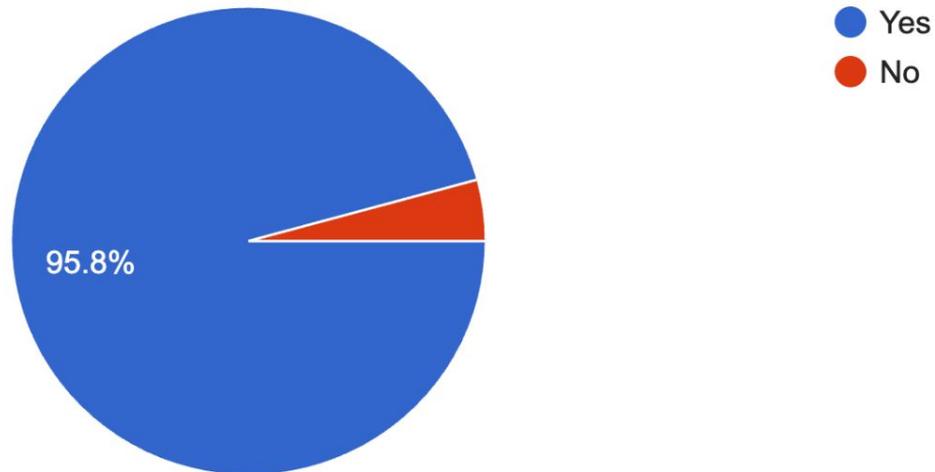
32 responses



Students

My mental health has improved.

71 responses



What's Next?

- Technology Integration
- Improve Fidelity to Evidence Based Interventions
- Strive for high achieving outcomes on impact survey

October '25 Treasurer Report

Beginning Balance OCTOBER 1, 2025			\$218,582.42		
RECEIPTS					
Property taxes			\$201,861.24		
SPED			\$316,435.34		
General/Flow Through			\$203,865.42		
Grants			\$735,807.38		
TOTAL RECEIPTS			\$1,457,969.38	\$1,457,969.38	
				\$1,676,551.80	
Transfer to Money Market				\$350,000.00	-
Total Funds Available				\$1,326,551.80	
DISBURSEMENTS:					
General Fund			\$486,438.17		
SPED			\$476,682.52		
Receipts as credits			\$0.00		
Grants			\$304,992.86		
Total DISBURSEMENTS Check #80531 thru #80732			\$1,268,113.55	\$1,268,113.55	-
Ending balance, OCTOBER 31, 2025			\$58,438.25		

Checking balance					\$58,438.25
Money Market Deposit Account at First National Bank					\$4,580,000.00
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
Certificate of Deposit - First National Bank-Columbus					\$1,000,000.00

TOTAL CASH ON HAND (includes cash reserve) \$6,238,438.25

CASH RESERVE \$1,836,169.70

Funds that are due to ESU 7					
Grants/SPED				(\$1,158,451.12)	
Production/Art Media Accounts Receivable			(\$12,875.25)		
Network Support Accounts Receivable			(\$3,673.63)		
Misc. Flow thru Accounts Receivable			(\$44,946.02)		
Outstanding Receivables				(\$61,494.90)	
Total due to ESU 7				(\$1,219,946.02)	

	2024-25	2025-26	2024-25	2025-26		
	Dollars Spent Per Month	Dollars Spent Per Month	Percentage spent each month	Percentage spent each month		
September	\$259,014.74	\$304,434.09	7.85%	8.29%	Total Budget	\$19,927,205.15
October	\$126,728.31	\$232,467.08	3.84%	6.33%	30% of budget	\$5,978,161.55
November	\$231,711.52	\$0.00	7.02%	0.00%	Earmarked set aside	\$4,815,500.00
December	\$212,598.74	\$0.00	5.79%	0.00%	Total budget spent to date	\$2,471,809.82
January	\$218,968.52	\$0.00	6.64%	0.00%		
February	\$209,107.64	\$0.00	6.34%	0.00%		
March	\$227,262.37	\$0.00	6.89%	0.00%		
April	\$208,706.72	\$0.00	6.33%	0.00%		
May	\$221,697.53	\$0.00	6.72%	0.00%		
June	\$212,543.79	\$0.00	6.44%	0.00%		
July	\$202,459.41	\$0.00	6.14%	0.00%		
August	\$411,597.14	\$0.00	12.48%	0.00%		
Approved Total General Budget for Levy \$			\$3,299,168.88	\$3,672,339.40		
Total Spent to date			\$2,742,396.43	\$536,901.17		
Dollars approved from cash reserve				\$0.00		

NOTES

Article III, Section 4, D Coffee Act Policy (Reimbursable Expenses)

1. Workshops. Board members, employees and volunteers of the ESU are expected to maintain effectiveness by being well informed on educational and related issues and are encouraged to diligently perform their required duties, attend educational workshops, conferences, training programs, official functions, hearings or meetings which are necessary to perform required duties, sponsored by the ESU or State and national educational organizations or which are otherwise in the best interests of the ESU.
2. Approval to Attend. Board members are hereby given prior approval by the ESU Board to attend such functions within the State which are sponsored by this ESU, the Nebraska Association of School Boards, the Nebraska Council of School Administrators, the Nebraska Rural Community Schools Association, and similar organizations, without additional or further approval by the Board unless otherwise so determined. Upon approval by the Board or, in the case of in-state functions, by the Administrator or the Administrator's designee, Board members are further authorized to attend other similar functions.

Employees and volunteers are authorized to attend such functions upon prior approval by the Administrator or the Administrator's designee.

1. Reimbursement of Expenses. The ESU will pay the registration costs, tuition costs, fees or charges for attendance by Board members at such approved functions. The ESU will pay mileage at the rate allowed by law (that is, the rate established by the Department of Administrative Services) or actual travel expenses if travel is authorized by commercial or charter means. The ESU will pay meals and lodging at a rate not exceeding the applicable federal rate unless a fully itemized claim is submitted substantiating the costs actually incurred in excess of such rate and such additional expenses are expressly approved by the Board.

For employees and volunteers, the ESU will pay costs and make reimbursements in the same manner as provided above for Board member attendance, unless otherwise established by policy, Board action, contract, or negotiated agreement.

1. Recognition. The Board hereby authorizes the President, Administrator or the Administrator's designee to determine when and to whom plaques, certificates of achievement, flowers or other items of value should be granted to recognize service by Board members, employees and volunteers. The maximum value of any such item to be awarded shall not exceed \$130.00. The Board may alter such maximum, but not more than once in any twelve-month period.

2. Meeting Refreshments. Non-alcoholic beverages may be provided to individuals attending public meetings. Meals may be provided to Board members, employees and volunteers attending joint meetings with other governing bodies. When the President or Administrator determines it to be in the best interests of the ESU and not in the form of a perquisite, because of timing or duration of a meeting or ESU activity, or other factors, the Board authorizes other nutritional refreshments to be provided to persons attending public meetings or in other appropriate or necessary situations.

3. Participants in Board Approved Activities. Non-alcoholic beverages and meals may be provided for individuals while performing or immediately after performing relief, assistance or support activities in emergency situations (including, but not limited to, tornado, severe storm, fire, or accident) and to volunteers during or immediately following their participation in any activity approved by the Board (including, but not limited to, mowing, picking up litter, removing graffiti, or snow removal).

4. Annual Recognition Dinner. One recognition dinner each fiscal year may be held for Board members, employees or volunteers. Such annual dinner may be held separately for Board members, employees of each department and volunteers, or in any combination. The maximum cost per person for such recognition dinner is hereby established at \$25.00.

5. Spouses. This policy does not authorize the expenditure of public funds to pay for any expenses incurred by a spouse of a Board member, employee, or volunteer unless the spouse is also a Board member, employee or volunteer or unless the expenditure is otherwise permitted by law.

6. General. Payment or reimbursement for expenses incurred by Board members, employees or volunteers may be allowed to the extent otherwise specifically permitted by law. The authority necessary to carry out the provisions of this policy should be and is hereby delegated from the Board to the designated officials indicated herein.

Legal Reference:	§§13-2201 to 13-2204 § 81-1176 (mileage rate) 2 CFR 200.475
Date of Adoption:	September 13, 2018
Date(s) of Review:	April 17, 2023



PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

This employment contract is made by and between **Educational Service Unit No. 7**, referred to herein as "ESU," and **Mary Jo Reynolds**, referred to herein as the "Employee."

WITNESSETH: The ESU agrees to employ the Employee and the Employee agrees to accept such employment subject to the following terms and conditions:

1. Term of Employment. This contract shall commence on the 1st day of July, 2026. This contract shall terminate on the 31st day of August, 2026, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of 41 days of service in any given fiscal year, which is exclusive of holidays.

2. At-Will Nature of Employment; Duties of Employee. The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: Regional Literacy Coach. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.

3. Employment Status. The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in NEB. REV. STAT. § 79-1234.

4. Days and Hours of Employment. The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.

5. Compensation. The Employee shall be paid an annual salary of \$17,311.02 subject to applicable deductions and federal and state withholding. The salary shall be paid in one (1) month of \$4,222.20 and two (2) equal monthly payments of \$6,544.41 in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of July and on the 20th day of each month thereafter.

6. Fringe Benefits. ESU 7 agrees to provide the same fringe benefits

as annually approved by the Board of ESU 7.

7. Policies, Rules and Regulations. The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and regulations of ESU may be changed at any time, with or without notice to the Employee.

8. Termination of Employment. This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.

9. Duty to Report. The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:

- A. Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
- B. Any arrest for any reason;
- C. Any criminal conviction;
- D. Any sentence of incarceration;
- E. Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
- F. Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
- G. Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.

The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.

10. Compensation Upon Termination. The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.

11. Deductions. The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.

Reynolds 25-26 Summer

Final Audit Report

2025-11-13

Created:	2025-11-13
By:	Linda Shefcyk (lshefcy@esu7.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAASuq9uARQ7Lgl1PxMxesJv2496G1ARtsC

"Reynolds 25-26 Summer" History

-  Document created by Linda Shefcyk (lshefcy@esu7.org)
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-  Document e-signed by Mary Reynolds (mreynolds@loganview.org)
Signature Date: 2025-11-13 - 3:00:12 AM GMT - Time Source: server
-  Agreement completed.
2025-11-13 - 3:00:12 AM GMT



PROFESSIONAL EMPLOYMENT CONTRACT FOR A DEFINITE TERM (EXEMPT)

This employment contract is made by and between **Educational Service Unit No. 7**, referred to herein as "ESU," and **Mary Jo Reynolds**, referred to herein as the "Employee."

WITNESSETH: The ESU agrees to employ the Employee and the Employee agrees to accept such employment subject to the following terms and conditions:

1. Term of Employment. This contract shall commence on the 1st day of September, 2026. This contract shall terminate on the 31st day of August, 2027, or may be terminated pursuant to Section 8 of the contract, whichever occurs first. This term shall consist of 225 days of service in any given fiscal year, which is exclusive of holidays.

2. At-Will Nature of Employment; Duties of Employee. The Employee is hired as an "at will" employee and accepts employment on that basis. The Employee's duties and extent of employment are subject to assignment by the ESU Administrator or the Employee's supervisor but shall generally be as follows: Regional Literacy Coach. The Employee agrees at all times to perform all of his or her duties faithfully, industriously, and to the best of his or her ability, experience and talents. The Employee agrees to devote full time, skill, labor and attention to these duties throughout his or her employment.

3. Employment Status. The Employee is not employed as a teacher, nurse, or other position required to have a certificate from the Nebraska State Department of Education and is not a "certificated employee" as that term is defined in NEB. REV. STAT. § 79-1234.

4. Days and Hours of Employment. The days and hours of employment shall be as assigned by the Administrator or the Employee's supervisor.

5. Compensation. The Employee shall be paid an annual salary of \$95,000.00 subject to applicable deductions and federal and state withholding. The salary shall be paid in twelve (12) equal monthly payments

of \$7,916.66 in accordance with ESU's payment practices for professional staff members. The first salary installment shall be payable on the 20th day of October and on the 20th day of each month thereafter.

6. Fringe Benefits. ESU 7 agrees to provide the same fringe benefits as annually approved by the Board of ESU 7.

7. Policies, Rules and Regulations. The Employee agrees to be governed by the policies and the rules and regulations of ESU and the directives of supervisors. The Employee agrees that the policies of ESU and rules and regulations of ESU may be changed at any time, with or without notice to the Employee.

8. Termination of Employment. This contract creates no property right in continued employment and may be terminated by either party, with or without cause and without a hearing, upon giving written notice. The ESU Administrator, acting upon his or her own initiative, may terminate the Employee's employment, and such termination will be effective upon the date of the issuance of the notice.

9. Duty to Report. The Employee shall self-report any of the following to the ESU's Administrator within 24 hours of its occurrence or at the beginning of the next business day, whichever is earlier:

- A. Any criminal citation if the alleged offense is a misdemeanor or felony under federal or Nebraska law or in the state in which the alleged offense occurred;
- B. Any arrest for any reason;
- C. Any criminal conviction;
- D. Any sentence of incarceration;
- E. Any criminal or civil filing or Department of Health and Human Services or law enforcement investigation against the Employee for child abuse and/or neglect;
- F. Any complaint or other administrative filing against the Employee that could impact any certificate or professional license held by the employee;
- G. Any action or threat of action by any entity against the Employee's driver's license or ability or authority to operate a motor vehicle if the Employee's job duties may require the operation of a motor vehicle.

The failure to make a report required by this paragraph may result in the immediate cancellation of this Contract.

10. Compensation Upon Termination. The Employee agrees that, upon termination of employment for any reason, any portion of compensation, whether in the form of wages or fringe benefits, paid or

provided but not earned prior to the date of termination of this contract shall be refunded to the ESU by the Employee and may be withheld by the ESU from any payments to the Employee.

11. Deductions. The Employee authorizes the ESU to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the ESU during the course of the Employee's employment, if such property or money have not properly been returned to the ESU.

12. Private Automobiles. ESU 7 will reimburse the Party for the use of private automobiles in the conducting of official business for ESU 7 in accordance with such mileage reimbursement policies of the Board of ESU 7. Said policies may be changed at any time, with or without notice to the Employee.

13. Entirety of Contract and Amendments. The Employee certifies that he or she has read the foregoing Employment Contract, fully understands its terms and conditions, and agrees that the foregoing Employment Contract constitutes the entire contract and that no representations, promises, contracts or undertakings, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Contract shall be subject to modification only by a written instrument signed by the Employee and the Administrator.

14. Applicable Law. This contract shall be governed by and construed in accordance with the laws of the State of Nebraska.

15. 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.

Executed by the Board of ESU7 this _____ day of _____, 20____.

Secretary, Board of ESU7

President, Board of ESU7

Executed by the Employee this _____ day of _____, 20____.

Mary Reynolds
Mary Reynolds (Nov 12, 2025 21:00:40 CST)

Employee

Reynolds '26-'27 -3

Final Audit Report

2025-11-13

Created:	2025-11-13
By:	Linda Shefcyk (lshefcy@esu7.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAZ-rTVNFG3XB94FkHBv4TPp6QSiYga5d

"Reynolds '26-'27 -3" History

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-  Document e-signed by Mary Reynolds (mreynolds@loganview.org)
Signature Date: 2025-11-13 - 3:00:40 AM GMT - Time Source: server
-  Agreement completed.
2025-11-13 - 3:00:40 AM GMT

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ANNUAL REPORT



2024 - 2025



**Dr. Larianne Polk, ESUCC
Chief Executive Officer**

Introduction

The Nebraska Educational Service Unit Coordinating Council (ESUCC) is a political subdivision of the State of Nebraska, statutorily tasked with providing statewide coordination of services to ensure cost-effective and equitable delivery of educational support across all seventeen Educational Service Units (ESUs). Established pursuant to Section 79-1245, the Council functions as a collaborative body composed of one administrator from each ESU, charged with coordinating statewide systems and initiatives that benefit Nebraska's school districts.

In accordance with Sections 79-1246 and 79-1248, ESUCC leads and administers statewide programs and shared services designed to reduce duplication, enhance efficiency, and expand access to technology, distance education, and instructional support systems. These responsibilities encompass statewide technology infrastructure, digital learning platforms, special education records management, cooperative purchasing, instructional materials support, and other statewide services that support Nebraska ESUs and schools.

ESUCC also serves as a fiscal and administrative agent for statewide initiatives, coordinating grant-funded programs, statewide contracts, and other agreements. These initiatives leverage economies of scale, reduce administrative burdens at the local level, and ensure equitable access to programs that individual districts or ESUs could not efficiently implement independently.

Through these statutory responsibilities, ESUCC functions as the central coordinating entity for Nebraska's ESU network. ESUCC is not a supervisory or regulatory authority; rather, it provides the framework through which ESUs collaborate to deliver equitable and cost-efficient educational services to students, educators, and school districts across the state.

This coordinated approach fosters long-term system improvement, preserves equitable access to educational services, and ensures alignment of statewide initiatives, maximization of shared resources, and reinforcement of statewide service delivery.

Financial Summary

During the 2024–2025 fiscal year, ESUCC received revenue from statewide service fees, legislative appropriations for statewide initiatives, and statutory allocations for core services and technology infrastructure. These resources supported statewide services benefiting Nebraska ESUs and schools, including technology infrastructure, distance education support, instructional materials coordination, special education service systems, textbook loans for private schools, and statewide professional learning.

Expenditures were primarily directed toward program operations, contractual service agreements, technology platforms and infrastructure, instructional support services, and administrative functions necessary for implementation and coordination at the state level. All funds were administered in compliance with state statute to ensure the equitable and cost-effective delivery of educational services statewide.



Purpose of the Annual Report

The annual report provides a comprehensive overview of ESUCC services and initiatives, informing the public, Nebraska schools, and key stakeholders of the Council's activities and impact statewide.

Mission

ESUCC's mission is to serve and support the Nebraska education community through innovation and visionary leadership.

Cooperative Purchasing Program

The ESUCC Cooperative Purchasing Program serves all seventeen ESUs, supporting school districts that educate over 329,000 students. Authorized to coordinate purchases for public and nonpublic schools, ESUs, and public agencies—including counties, cities, villages, and state agencies—the program optimizes procurement and reduces costs statewide.

In FY 2024–25, the program generated over \$8.4 million in cost savings, with \$8.3 million directly benefiting schools. The program leverages cooperative contracts and a streamlined online ordering platform, ensuring compliance with purchasing regulations and reducing administrative burden.

Procurement Methods Include:

- **Competitive Bids:** Vendors submit bids for products or services to ensure cost-effective selection.
- **Special Buys:** Exclusive discounted agreements negotiated for ESUCC members.
- **Annual Buys:** Competitive line-item bidding for specific categories.
- **Year-Round Buys:** Select items available year-round through competitive bids or special buy agreements.
- **AEPA National Solicitations:** Collaborative purchasing with 31 Educational Service Agencies and political subdivisions across multiple states.

"UNITED WE SAVE!"

Our goal is to support **public** and **non-public** PK-12 education systems (as well as higher education and other municipalities) in Nebraska by leveraging the purchasing power of our collective membership to provide access to products and services at the **lowest** possible prices.



STRENGTH IN NUMBERS

					
	Public Schools PK-12	Non-Public Schools PK-12	Colleges and Universities	Other Municipalities	Totals for NEBRASKANS in '24-'25
Total Sales in '24-'25 School Year	\$23,202,350	\$1,731,807	\$255,657	\$44,082	\$25,233,896
Total Savings in '24-'25 School Year	\$7,825,241	\$535,287	\$104,522	\$12,895	\$8,477,946

FIVE YEAR TOTAL SAVINGS: \$37,929,741

Teaching & Learning Division



Nebraska PowerSchool Cooperative

The Nebraska PowerSchool Cooperative supports districts in using PowerSchool SIS, providing Tier 1 support, training, and consultation. 103 districts participated in 2024–25, serving approximately 82,000 students and 16,650 teachers.

Key Metrics:

- Training: 94 hours, 1,695 registrations, 83 districts attended at least one session
- Support: 7,259 tickets resolved, 1,370 hours of meetings
- Financial Impact: Significant cost savings by eliminating the need for in-house specialists

Textbook Loan Program

In its first year, the program assisted 190 schools with 414 requests, distributing 2,651 items valued at \$1,866,811.60. Support tickets resolved: 58.



Nebraska Open Educational Resources (OER)

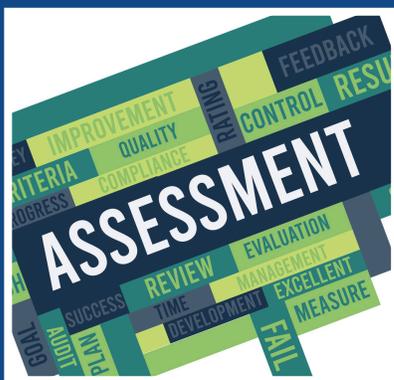
Through the Nebraska OER Commons Hub, ESUCC collaborates with NDE and ESUs to provide free, standards-aligned instructional materials. The initiative promotes cost savings, innovation, and collaboration, enabling educators to deliver personalized and high-quality learning experiences.

Teaching & Learning Division Continued



Canvas Consortium

The Nebraska Canvas Consortium provides cost-effective access to the Canvas Learning Management System (LMS) for schools, ESUs, and private institutions. Services include customized training, course development support, and professional development. This initiative lowers licensing costs through pooled resources and prepares students for postsecondary digital learning environments.



Annual Statewide Threat Assessment Training

ESUCC coordinates statewide threat assessment training in partnership with NDE, offering three progressive levels: Basic, Communication, and Management. These sessions equip school personnel to identify, assess, and manage potential threats.



The Good Life EDU Podcast

Hosted by ESUCC, the podcast features national and state experts, educators, and administrators discussing topics such as AI, instructional materials, and leadership. In 2024–25, the podcast exceeded 50,000 downloads with an 82% episode completion rate, highlighting its impact on statewide learning.

Teaching & Learning Division Continued



Artificial Intelligence in K-12 Education

ESUCC delivered over 140 AI-focused presentations statewide, providing professional development, practical strategies, and ethical guidance. Cooperative Purchasing vetted AI tools for data privacy, security, and affordability, ensuring safe and effective implementation in schools.



Distance & Digital Learning

The ESUCC Distance Learning Program ensures equitable access to high-quality courses statewide. Through the Nebraska Virtual Instruction Source (NVIS) platform, 76 districts shared 599 high school units and 3,106 elementary/middle school instructional hours, totaling \$630,062.10 in awards.

ESU Professional Development Organization (PDO) Planning and Reimagining



The Educational Service Unit Professional Development Organization (ESUPDO) is a collaborative initiative providing statewide training and alignment for ESU employees and Nebraska Department of Education (NDE) staff. Professional development is a core ESU service mandated by statute, enhancing educational outcomes statewide.

ESUPDO comprises four affiliate groups consisting of ESU professionals and NDE representatives:

ESU Special Education Directors (ESPD)

Provides leadership and training in special education to equip classroom teachers with the expertise to navigate evolving standards and assessments.

Network Operations Committee (NOC)

Maintains the communications infrastructure connecting ESUs and school districts, ensuring network security, maintenance, and reliability for distance education, internet, email, and telephony services.

Staff Development Affiliate (SDA)

Delivers staff development in support of statewide and local assessments, school improvement initiatives, and professional learning for districts.

Teaching and Learning with Technology (TLT)

Supports Nebraska educators with access to resources, best practices, and emerging technologies to enhance teaching and learning.



Technology Division

Student Record System (SRS)

ESUCC's Student Record System (SRS) is an online platform serving students receiving special education services. Used by 240 of 244 public school districts, SRS supports 12,041 educators and serves 45,536 students.

During 2024-2025, updates enhanced system security and prepared new features, including a redesigned IEP form implemented in 2025-2026. The Helpdesk resolved 2,504 support tickets related to 504, ADVISER, and SRS/IDEA at no additional cost to districts.

Project PARA

Project PARA transitioned to NDE's Canvas platform in 2024-25, enrolling 3,236 paraprofessionals, of which 1,551 completed at least one certificate. The ESUCC Helpdesk resolved 275 tickets during the transition.

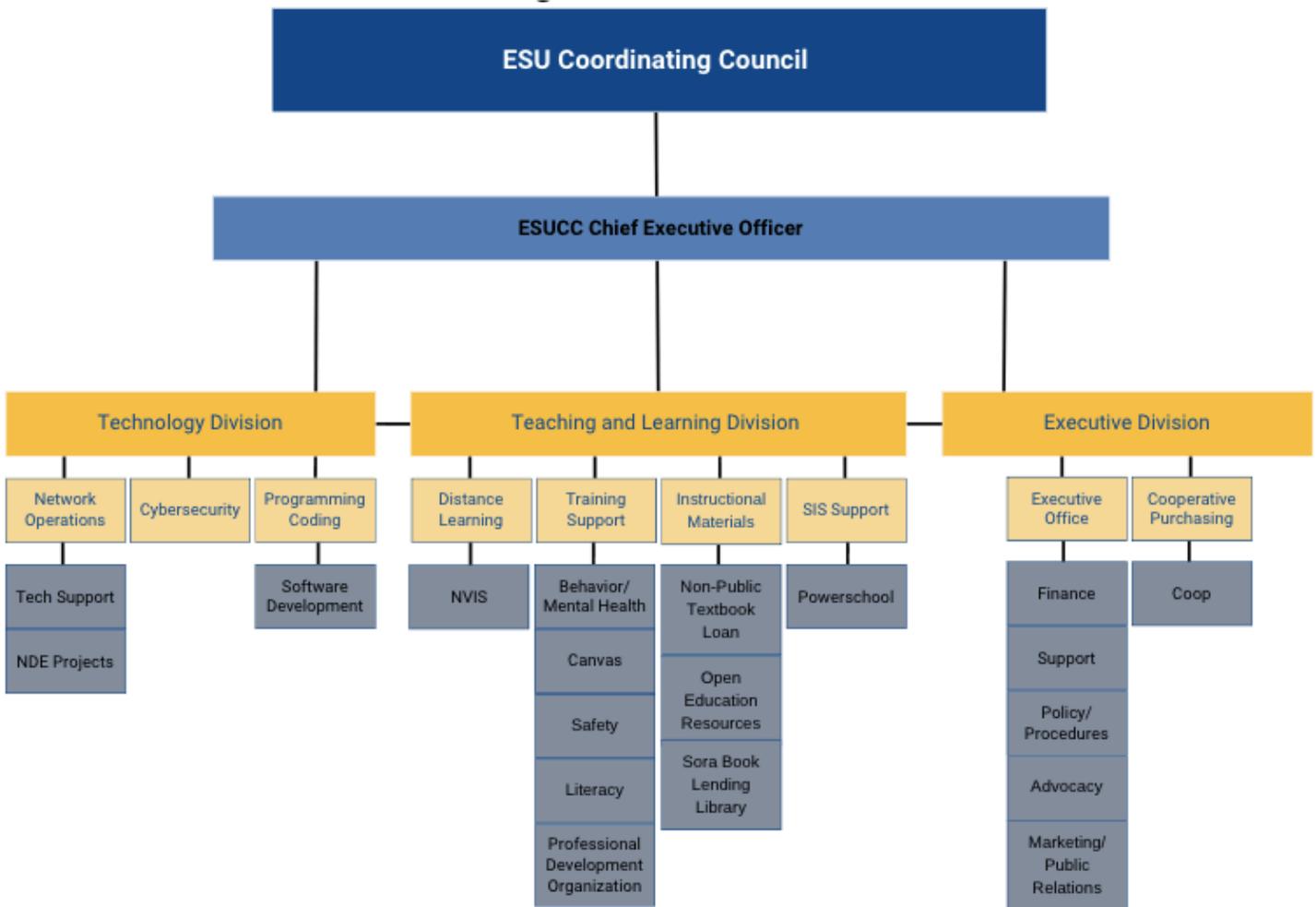
Behavior Intervention Reporting Tool (BIRT)

BIRT tracks Behavior Intervention Training (BITS) events statewide. In 2024-25, 87 districts logged 568 events. Helpdesk tickets resolved: 18.

Other Projects

- **Adobe Sync:** Updated for enhanced security and directory compatibility.
- **NebraskaCloud SSO:** Major update to modernize infrastructure; Helpdesk resolved 94 tickets.

Organizational Chart



2024-2025 ESUCC Staff

Leadership & Administration

- Chief Executive Officer: Dr. Larianne Polk
- Executive Secretary: Mindy Reed
- Business Manager: Priscilla Quintana
- Project Secretary: Erin Bussen

Technology Division

- Chief Information Officer: Scott Isaacson
- Assistant Director of Technology: Todd Hatcher
- Senior Software Developer: Anthony Maggio
- Software Developer: Lake Gatton
- SRS Training & Support: Rita McKinney

Teaching and Learning Division

- Chief Learning Officer: Andrew Easton

Cooperative Purchasing Program

- Cooperative Purchasing Director: Craig Peterson
- Cooperative Purchasing Assistant: Colleen Lentz (2024-May 2025)

Nebraska PowerSchool Cooperative

- PowerSchool Director: Becky Sosalla
- PowerSchool Support: Sarah Baden, Marissa Burenheide, Ken Clay, Peggy Medema, Aimee Muehling, and Nikki Muller

Nebraska Canvas Consortium

- Canvas Support Specialists: Shara Johnson and Bill Schroeder



Our Contacts :



Phone Number
402-597-4843



Email Address
esuccadmin@esucc.org



Mailing Address
ESU Coordinating Council
6949 South 110th Street
La Vista, NE 68128

Educational Service Unit 7

2025-26 ESU Administrator-Board Goals

Marci Ostmeyer
ESU Administrator

Doug Pauley, President

Bob Arp

Joyce Baumert

Amy Blaser

Marni Danhauer

Karen Gomez

Don Graff

Beth Kabes

Clark Lehr

Dawn Lindsley

Richard Stephens

Jack Young

Educational Service Unit 7 2025-2026 ESU Administrator-Board Goals

The following board and administrator goals reflect a summary of feedback received from the administrator and the board during the goal planning retreat held on September 29, 2025. The board will support the success of the administrator through committee and regular board meeting discussion, consideration, and action.

The administrator, in collaboration with the board, will prioritize the goals according to urgency and impact. Updates will be presented to the board through board meetings. The reports will outline the administrator’s progress, success, and outcome of the identified goal presented.

Goal I: Staff Leadership and Professional Development

Objective: To demonstrate professional leadership, a commitment to growth, improved services and learning for learning for staff, students, and member districts.

Strategy I. The administrator and board provide effective leadership through the support, evaluation, and accountability of staff.

ESU Administrator Performance Indicators:

- A. By July 2026, assess, consider, and revise the current staff onboarding and mentoring process for incoming staff. Consider the need to modify to support 1) the transition of new staff to ESU7, 2) foster professional growth, and 3) improve staff retention.

Measurable Action steps:	Updates
Collaborate with the Agency Team to assess current onboarding and mentoring practices and identify areas for improvement, assessing orientation sessions and workflow documents.	Agency Team has a committee looking at the mentoring process. The Directors, and the Admin team, have onboarding as a goal for this year.
Continue to implement feedback mechanisms (e.g., surveys, focus groups) to monitor the effectiveness and satisfaction of the staff and make data-informed adjustments.	Agency Team members will add a question regarding mentoring and onboarding to the reflection conference for Track I employees.
In collaboration with Agency Team, consider and develop succession plans for	Duty Journals are in place for the ESU 7 Administrator, ESU 7 Business Manager,

key staff (i.e. ESU Administrator, Business Manager, Executive Assistant, etc.)	ESU 7 Executive Assistant. They are being reviewed and revised monthly.
Evaluate outcomes annually, including staff satisfaction, performance, and retention data, to inform program updates.	In progress

Board Performance Indicators

- A. By July 2026, the ESU 7 board will formalize a process to mentor and onboard new board members.

Measurable Action steps:

- Collaborate with the ESU 7 Administrator to assess current onboarding and mentoring practices and identify areas for improvement.
 - Collaborate with the ESU 7 Administrator in the development of a structured onboarding program. The plan will include orientation session, clear expectations, and introductions to key policies, and the ESU 7 Administrator evaluation tool.
- B. By July 2026, the ESU 7 board will attend at least two professional learning events.
- C. By July 2026, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district and train board members on the meaning of the data.

Goal II: Resources and Management

Objective: Develop and implement a transparent, program- and student-centered budget planning and management process that aligns financial resources with ESU 7 priorities, supports academic success, and ensures fiscal responsibility.

Strategy I. Continue to utilize a collaborative budget process that is data-driven and allows for input from staff and the board. Member school districts provide information for the budget through the Service Planning process. Prioritize resource allocation to support identified services and programming identified by member school districts and ESU 7 goals, while monitoring expenditures through consistent reporting and accountability to the board through monthly board meeting reports.

ESU Administrator Performance Indicators:

- A. The ESU will establish and sustain a transparent, program- and service-focused budgeting process.

Measurable Action steps:	Updates
Clearly communicate budget priorities and the impact on member school districts' success to the board.	In progress
Actively pursue supplemental funding to supplement the operating budget.	In progress
Continue to provide regular board meeting financial reports that provide comparative historical data, an up-to-date spending summary, and other relevant data aligned to ESU 7's strategic goals and board priorities	Monthly. Will be intentional in board training to read these reports.

Board Performance Indicators

- A. By July 2026, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report on the tailored services provided by ESU 7 and the outcomes measured.

Strategy II. Provide organizational leadership throughout all levels of ESU 7 to ensure fiscal responsibility by allocating, utilizing, and investing ESU resources to support facilities that meet the needs of staff, students, and member school districts.

ESU Administrator Performance Indicators:

- A. ESU 7 will establish and complete comprehensive facilities and staffing analysis to support the short- and long-term goals of ESU 7.

Measurable Action steps:	Updates
Collaborate with the board to study and review the current short- and long-term facility plans to reflect current ESU 7 needs, including fiscal impact and maintenance priorities, upkeep of quality learning environments and safe and secure facilities and grounds.	Activating Buildings and Grounds Committee in Spring 2026 for this goal.

<p>Assess facility usage patterns and consider strategies for optimizing space.</p>	<p>Beginning process for data collection.</p>
<p>Engage with facilities management on cost-effective improvements and maintenance projects</p>	<p>Beginning process via a wants/needs document with staff to gather needs. Will continue to add to this list with monthly maintenance walk throughs. Developing a process to categorize, prioritize and analyze this data.</p>
<p>Maintain an up-to-date facilities plan to include immediate and future facility needs.</p>	<p>Activating Buildings and Grounds Committee in Spring 2026 for this goal.</p>



Annual Report

2024-2025

From the Chief Administrator,

The Annual Report of Educational Service Unit 7 serves to provide an overview of the programs and services offered to our member school districts and to share information about how ESU 7 continues to advance our mission of providing leadership and support through customized and innovative services.

ESU 7 serves 19 public school districts across Boone, Butler, Colfax, Merrick, Nance, Platte, and Polk Counties—nearly 3,500 square miles that are home to more than 13,000 students, 1,000 teachers, 80 administrators, and over 100 ESU 7 employees. Together, we are committed to a shared purpose: ensuring that every student in our region has access to high-quality learning experiences and that every educator has the professional and operational support needed to make that possible.

Each year, ESU 7 engages in an intentional, data-driven service planning process to align our resources with district needs. Through that process, we identify priorities, customize supports, and deliver services that strengthen instructional quality, enhance operational efficiency, and expand educational opportunity. Our core services, professional development, instructional materials, and technology infrastructure, remain central to our work, while additional programs such as special education, licensed mental health providers, grants, and our print shop extend our impact.

In the past year, our focus on People, Services, and Efficiency guided not only how we delivered programs, but also how we improved as an organization, from investing in staff development and leadership collaboration, to enhancing facilities and communication systems that make our work more responsive and effective.

On behalf of the ESU 7 Board of Directors, I extend sincere appreciation to our member districts, educators, and community partners for their ongoing trust and collaboration. We are proud to serve alongside you in support of ESU 7's schools and students.

Marci Ostmeyer

Chief Administrator, ESU 7



Demographics

ESU 7 ANNUAL REPORT

Legislative Districts: 6

15 - Senator Wordekemper
22 - Senator Moser
23 - Senator Storm
24 - Senator Hughes
34 - Senator Lippincott
41 - Senator McKeon

Departments: 14

Administration, Bridges, Cen7ter, Early Childhood, Grants, Learning Academy, Mental Health, Title IC Education Program, Print Shop, Professional Development, Psychology, Speech Language Pathology, Technology, and Vision

School Districts: 19

Boone Central, Central City, Clarkson, Columbus, Cross County, David City, East Butler, Fullerton, High Plains, Howells-Dodge, Humphrey, Lakeview, Leigh, Osceola, Palmer, Schuyler, Shelby-Rising City, St. Edward, and Twin River

Counties: 7

Boone, Butler, Colfax, Merrick, Nance, Platte, and Polk

Board Members: 12

Doug Pauley, President - District 8
Jack Young, Vice President - District 5
Dawn Lindsley - Secretary - District 12
Richard Stephens - District 1
Gary Wieseler (2024) - District 2
Beth Kabes (2025) - District 2
Amy Blaser - District 3
Richard Luebbe (2024) - District 4
Clark Lehr (2025) - District 4
Bob Arp - District 6
Karen Gomez - District 7
Joyce Baumert - District 9
Marni Danhauer - District 10
Donald Graff - District 11

ESU 7 Staff Members: 103

Services

Distance Learning - ESU 7 efficiently orchestrates a diverse array of courses catering to K-12 students and offers innovative professional development opportunities for educators through a unique and dynamic delivery approach.

Grant Facilitation - ESU 7 adeptly manages a comprehensive spectrum of state and federal grants, encompassing an array of vital initiatives, such as Title IA, Title IC Education Program, Title IIA, Title III, Title IV, Carl Perkins, Autism Spectrum Disorders (ASD), Early Learning Connection (ELC), Planning Region Team (PRT), Transition, Regional Transition, and PEaK (Promoting Engagement and Knowledge).

Grant Writer - Coordinates and oversees the grant application by researching, identifying potential new funding sources, developing and responding to public and private grant opportunities for ESU 7 and districts. Responsible for writing proposals and other supporting documents at the federal and state level, and with private funding agencies.

Instructional Resources - ESU 7 operates a regional center dedicated to supplying a wealth of instructional resources, effectively bolstering curriculum standards and enhancing instruction. These resources encompass not only information literacy but also skill development, ensuring comprehensive support for educators and students alike.

LANMan Partnership - ESU 7 extends a commitment to deliver ongoing technical services as stipulated in our LANMan Partnership service agreement. Within this framework, ESU 7 appoints a dedicated District Technology Coordinator, employed directly by the ESU, to serve schools that opt to engage with this invaluable service.

Services

Print Shop - ESU 7 provides a streamlined and budget-friendly suite of print and art media services, encompassing tasks such as copying, collating, stapling, laminating, binding, folding, and high-quality full-color poster printing.

Professional Development - ESU 7 delivers comprehensive professional development support and technical expertise in the realms of curriculum, instruction, assessment, standards, and continuous improvement. These services are meticulously tailored to elevate the quality of learning, teaching, and the planning efforts of schools and districts, ensuring a profound impact on educational outcomes.

Mental Health - The mental health team diligently seeks tailored solutions for each student and situation, employing an array of counseling strategies to address social and emotional needs effectively. Their collaborative efforts extend to educators, parents, and fellow professionals, culminating in the creation of safe, nurturing learning environments that fortify the bonds between home and school. With a focus on prevention, they provide counseling services to students and engage with individuals and their families, all with the overarching aim of promoting the optimal mental well-being of the student.

Technology - ESU 7 offers a comprehensive suite of technology services, encompassing expert support, consultation, hands-on assistance, tailored training, and skill enhancement for both hardware and software. Additionally, we facilitate cost-saving opportunities for internet services and software acquisitions, ensuring optimal technology utilization for our stakeholders.

Services

Special Education

Behavior Specialist - Our services are dedicated to collaborating closely with administration, educators, paraprofessionals, psychologists, students, and families to cultivate and nurture positive social-emotional behavioral skills.

Bridges - Bridges specializes in providing individualized education and support for students with diverse needs, including low cognitive and academic abilities, as well as challenging behaviors. Our dedicated team of educators and Board Certified Behavior Analysts collaborates closely with families to create an inclusive and nurturing environment where every student can thrive. Through innovative teaching methods, individualized learning plans, and a focus on social-emotional development, we empower our students to reach their full potential. At Bridges, we believe in building not only academic skills but also confidence, independence, and a love for learning.

Cen7ter - Cen7ter is meticulously crafted to cater to the unique requirements of individuals aged 14-21, specifically those with developmental disabilities. At the core of Cen7ter's mission lies the commitment to empower students harnessing their innate strengths to facilitate their journey towards acquiring essential employment and independent living skills. Our program places a strong emphasis on a holistic approach, encompassing vital areas such as life skills, academics, social development, independent living, recreational pursuits, and meaningful prevocational experiences. Cen7ter's services are individualized, driven by IEP (Individualized Education Program) considerations, and flexibly available from one to five days a week to suit each student's needs.

Services

Special Education

Deaf Education - Our dedicated Teacher of the Hearing Impaired delivers specialized deaf education services and offers expert consultation to students who are verified as deaf or hard of hearing. Collaboratively, Deaf Educators partner with audiologists to ensure the provision of tailored aural rehabilitation services, guaranteeing the most appropriate and effective support for each student.

Early Childhood - Our intervention services encompass a diverse array of programs catering to children aged 0-5 years. These comprehensive offerings encompass evaluation, tailored intervention, and meticulous program planning, all geared towards addressing the unique needs of children facing learning challenges and developmental delays.

Learning Academy - The ESU 7 Learning Academy is dedicated to empowering students aged 5-21 by fostering collaborative partnerships with stakeholders. We meet students at their individual academic, behavioral, and social levels, leveraging their strengths to facilitate a successful transition back to their original educational setting, thereby helping them to unlock their full potential.

Psychology - ESU 7 School Psychologists partner with educators and families to support student learning, behavior, and social-emotional well-being. They provide assessment, consultation, and intervention services, and help create safe, supportive school environments where all students can thrive.

Services

Special Education

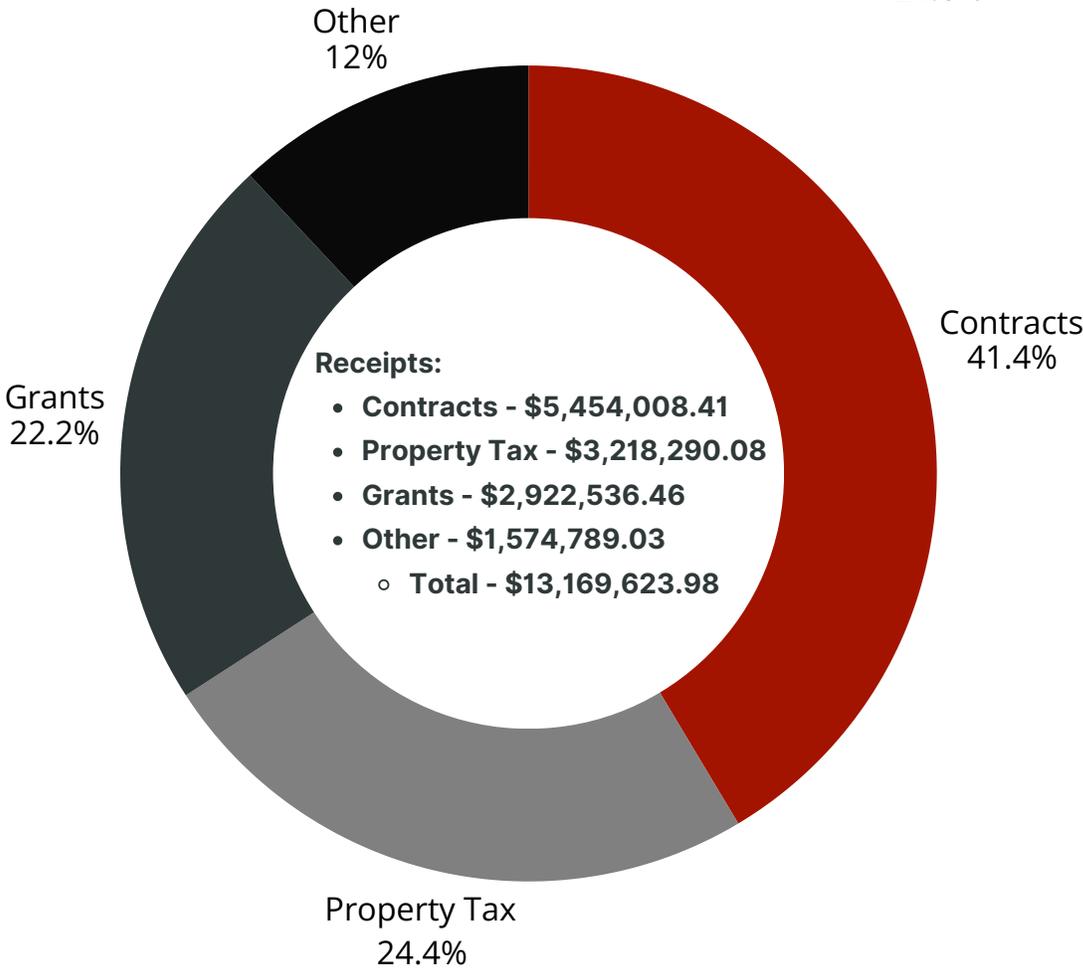
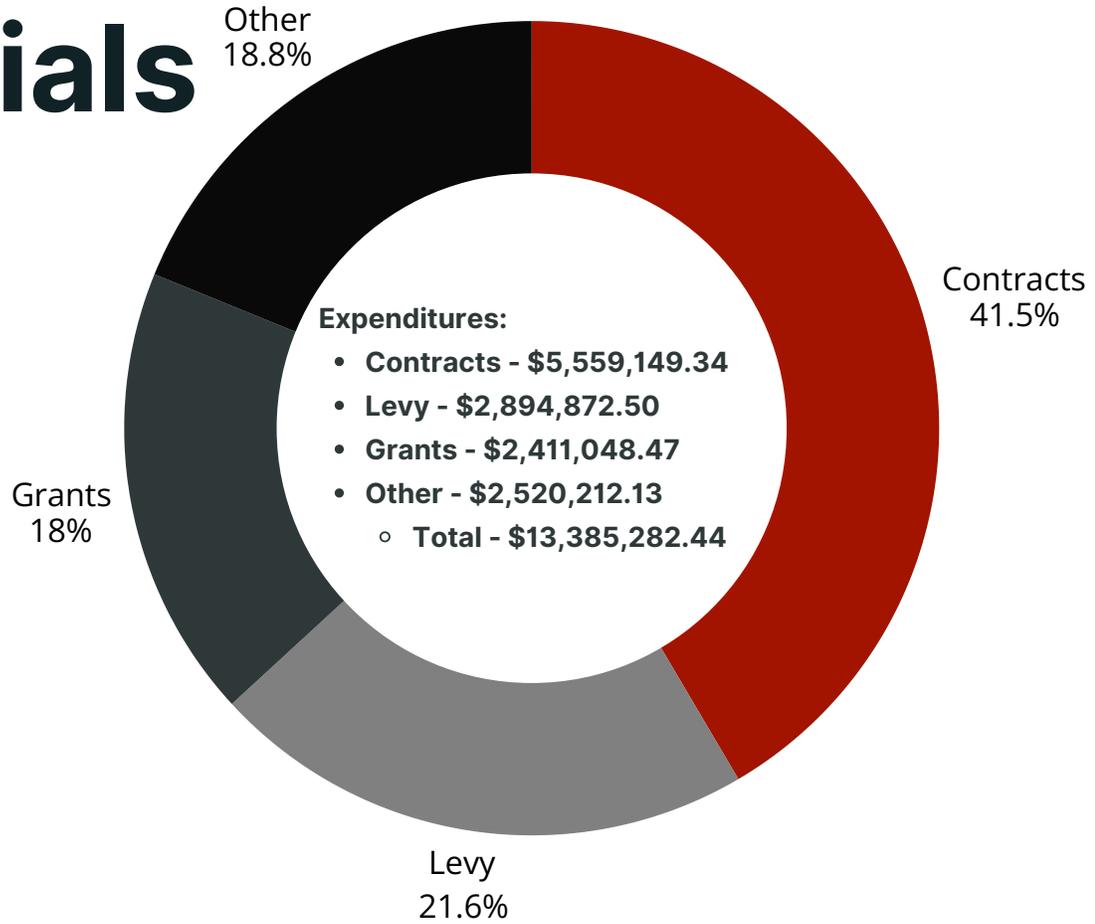
Program Supervision - ESU 7's Special Education department stands as a beacon of leadership and unwavering support, fostering seamless collaboration with our member schools across multiple critical domains. Within this framework, our Special Education Director, alongside the administrative assistant and bookkeeper, extends invaluable financial services tailored to Special Education, including the administration of SPEDFRS and IDEA, while also facilitating a vital network for district bookkeepers. As a dedicated liaison between the Nebraska Department of Education (NDE) and districts, the Special Education Director ensures the alignment of compliance and best practices, offering expert IEP facilitation. Our resource teachers receive robust support through NDE guidance, training, and TIP (Teacher Induction Program) assistance. Furthermore, we extend an array of professional development opportunities to districts, encompassing a wide spectrum of topics catered to both teachers and paraeducators.

Resource Coach - Collaboratively engages with educators and district personnel to offer expert guidance, tailored training, valuable resources, and effective strategies for effectively working with students. This includes the judicious utilization of specialized programs and materials.

Speech and Language - Speech-Language Pathologists (SLPs) provide a wide range of services, including evaluation, expert consultation, and individualized intervention for students with speech and language difficulties. They also support students with articulation, voice, and fluency disorders.

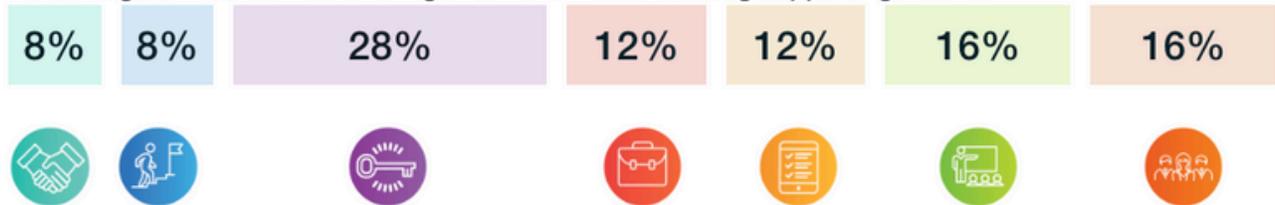
Vision - The ESU7 Vision department supports children and youth (birth to age 21) with visual impairments by providing resources, services, and guidance to help prepare them for lifelong success. In collaboration with schools, families, and community agencies, the team provides individualized support tailored to each student's unique needs.

Financials





Percentage of ESU service offerings from the master catalog supporting AQuESTT.



This visual represents how the ESU services align with AQuESTT Tenets.
[\(see more real-time data about the AQuESTT implementation\)](#)



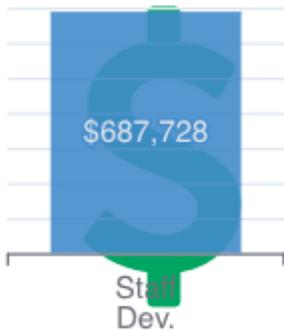
Services
70



Service Participants
13,116
 ESU Hours
12,592



Dollars Saved Through Cooperative Purchasing (2023-2024)
\$540,105



Dollars Saved Through Efficient Service Delivery

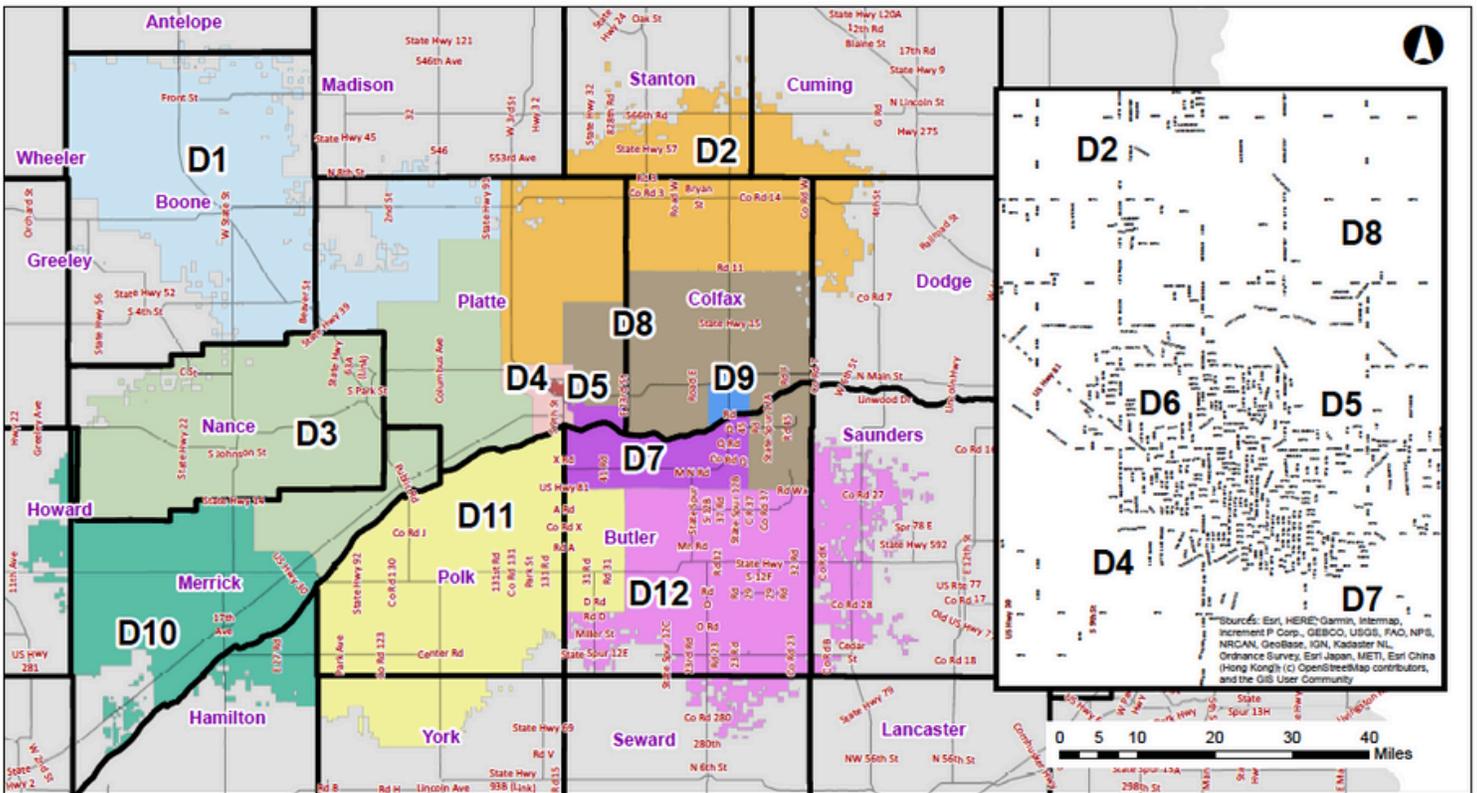
ESU 7 takes the time necessary to assess data identifying areas needing support, develops a service plan to address those needs, and customizes services for each district. This comprehensive service planning process is called SMART (Service Management and Reporting Tool). Information related to SMART is available at www.smart.esucc.org

*Service hours only include Professional Development and Technology

Map & Policy Manual

EDUCATION SERVICE UNIT #7 DISTRICT MAP

LEGEND District D1 D2 D3 D4 D5 D6 D7 D8 D9 D10 D11 D12



ESU 7 POLICY MANUAL

It is the policy of ESU 7 to not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, gender identity or sexual orientation, or other protected status in its educational programs, admission policies, employment policies or other administered programs. Persons requiring accommodations to apply and/or be considered for positions are asked to make their request to the Chief Administrator. Positions are subject to a veteran's preference for those who qualify. Please see the policy at www.esu7.org.

ESU 7 ANNUAL REPORT



North Building
2657 44th Avenue
Columbus, NE 68601
402-564-5753

Learning Academy
2567 44th Avenue
Columbus, NE 68601
402-564-0815

South Building/Cen7ter/Bridges
2563 44th Avenue
Columbus, NE 68601
402-564-0815



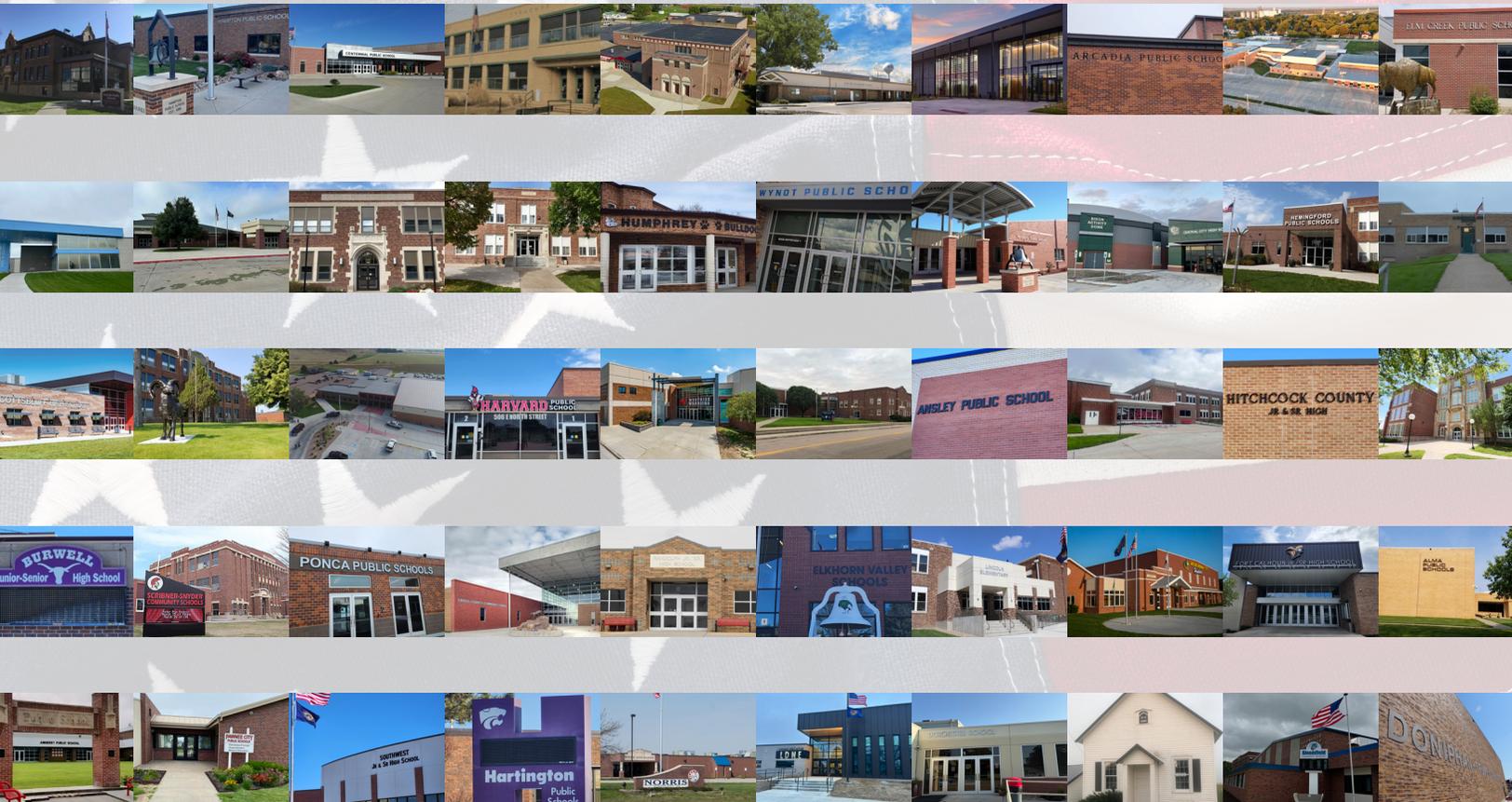
@esu7_ne



#esu7

2025 State Education Conference

November 19-21 - CHI Health Center - Downtown Omaha



“Out of the Public Schools
Grows the Greatness of the Nation”
— Mark Twain



REGISTRATION FOR THE 2025 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 10, 2025

To register, go to www.NASBOnline.org

Log in using your email and password, and click the 'Events' tab to register.



Registration fees for the conference are as follows:
 REGISTRATION SEPTEMBER 10 - NOVEMBER 7
 PRE-CONFERENCE REGISTRATION
 CANCELLATION FEE (PRIOR TO 11/7)
 (No refunds after the registration deadline)

\$350	LATE-REGISTRATION NOVEMBER 8 - ON-SITE	\$400
\$100	NON-MEMBER	\$900
\$150	<i>(Substitutions are done at no charge)</i>	

Hotel Reservations

TO RESERVE ACCOMMODATIONS AT THE CONFERENCE HOTELS YOU MUST FIRST REGISTER FOR THE CONFERENCE AS DESCRIBED ABOVE.

To qualify for a room, you must first register for the Conference.

Once your conference registration is complete, you will receive an email with your NASB Registration code and a Conference Hotel reservation link. The code will not be activated until 10:00 AM CT, Wednesday, September 24, 2025

SUBMIT YOUR CONFERENCE HOTEL ROOM REQUEST WEDNESDAY, SEPTEMBER 24, 2025.

THE OMAHA CONVENTION & VISITORS BUREAU WILL ACT AS THE HOUSING AGENT FOR ALL PROPERTIES.

Hilton Omaha - 1001 Cass Street
 \$161 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 29, OR UNTIL FULL

Omaha Marriott Downtown - 222 North 10th Street
 \$164 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 28, OR UNTIL FULL

A RESERVATION AT ONE OF THE ABOVE IS NOT REQUIRED TO ATTEND THE STATE EDUCATION CONFERENCE



WEDNESDAY, NOVEMBER 19

Pre-Conference Sessions
1:00 to 4:00 PM

Exhibitor Reception
4:00 to 5:30 PM

THURSDAY, NOVEMBER 20

Board Member Boot Camp
7:00 to 8:00 AM

Opening Keynote Speaker
8:15 to 9:30 AM

A - Breakout Sessions
9:45 to 10:45 AM

B - Breakout Sessions
11:15 AM to 12:15 PM

Thursday Luncheon Keynote Speaker
12:30 to 2:00 PM

C - Breakout Sessions
2:15 to 3:15 PM

D - Breakout Sessions
3:30 to 4:30 PM

FRIDAY, NOVEMBER 21

Classroom Showcase
8:00 to 11:30 AM

NASB Delegate Assembly
8:00 to 9:30 AM

NASA Membership Meeting
8:00 to 9:30 AM

E - Breakout Sessions
9:15 to 10:15 AM

F - Breakout Sessions
10:30 to 11:30 AM

Friday Luncheon Keynote Speaker
11:45 AM to 1:15 PM

19th

DAY 1

WEDNESDAY, NOVEMBER 19, 2025

NASB LEGISLATION COMMITTEE MEETING

NASA EXECUTIVE BOARD MEETING

PRE-CONFERENCE SESSIONS

EXHIBITOR RECEPTION

NASB BOARD MEETING

20th

DAY 2

THURSDAY, NOVEMBER 20, 2025

BOARD MEMBER BOOT CAMP

OPENING & LUNCHEON KEYNOTE SPEAKERS

SUPERINTENDENT OF THE YEAR RECOGNIZED

BREAKOUT SESSIONS (A, B, C & D)

21st

DAY 3

FRIDAY, NOVEMBER 21, 2025

NASB DELEGATE ASSEMBLY

NASA MEMBERSHIP MEETING

CLASSROOM SHOWCASE

BREAKOUT SESSIONS (E & F)

SCHOOL BOARD MEMBER OF THE YEAR PRESENTED

CLOSING KEYNOTE SPEAKER

ADJOURN



REDEFINE IMPOSSIBLE

JAMES LAWRENCE

THURSDAY MORNING OPENING SPEAKER - 8:15 TO 9:30 AM

Known as The Iron Cowboy for the signature cowboy hat he wears while running races so his five kids can see him coming from far away, James Lawrence is an ultra-endurance athlete who has pushed himself beyond what many doctors previously believed to be physiologically possible. In so doing, he has redefined both mental toughness and physical endurance. James spent a decade in the mortgage and finance business before losing it all in the financial crisis of 2008. At rock bottom, his career as the greatest endurance athlete on the planet started quite humbly, struggling to complete a local 4-mile fun run with his wife, Sunny. Inspired by that experience, on that day he learned a lesson that has served him well ever since. "I quickly realized that 'hard' looks different for everyone. Back then, four miles was really difficult for me. But I learned that one of the most important things in life is simply showing up." Today, James is one of the most dynamic, inspiring, larger-than-life keynote speakers in the world, is a best-selling author and the subject of a critically acclaimed feature film. He continues to redefine the impossible in his own life, while teaching audiences around the world to do the same in their own lives.



THRIVING AS A TEAM WITH THE 3 C'S

DR. JERMAINE DAVIS

THURSDAY LUNCHEON SPEAKER - 12:30 TO 2:00 PM

Dr. Jermaine's presentation "Thriving as a Team" will bring a new and fresh perspective to your team. His guidance will help your team focus on keeping "the main thing the main thing." Courageous conversations, cohesive cooperation, and committed collaboration are possible! Applying his practical and down-to-earth Dump Your Slump Model & Research, Dr. Jermaine's leadership expertise is rooted in his professional experience, academic research, and personal journey, giving him a real-world perspective that resonates. Born and raised in the Henry Horner Housing Projects on Chicago's West Side, Dr. Jermaine learned early that resilience wasn't just a skill—it was a necessity to survive and thrive. After losing six family members, including his youngest brother, Lil' Greg, to violence, he made a promise to break the cycle. Through mentorship, education, and determination, he became the first in his family to graduate from college, earning a B.A. in Speech Communication, an M.A. in Speech Communication, and a Doctorate in Organizational Leadership.



INVISIBLE THREADS: PRIVACY IN THE WORLD OF AI

JOE TOSCANO

FRIDAY LUNCHEON SPEAKER - 11:45 AM TO 1:15 PM

Joe Toscano is an award-winning designer, author of Automating Humanity, and former Google consultant who left the tech industry over concerns about data misuse. Now based in Omaha, he works globally to promote ethical innovation, support privacy legislation, and raise awareness about the dark side of big tech. You may recognize Joe from Netflix's The Social Dilemma, his TEDx Talk "Want to work for Google? You already do," or his appearances on major news outlets. In "Invisible Threads," Joe explores the critical intersection of privacy and AI. He reveals how modern data flows impact our lives, highlights the ethical challenges of AI, and offers forward-thinking solutions to protect privacy in a connected world. This talk is essential for anyone shaping or navigating the digital future.

"Out of the Public Schools Grows the Greatness of the Nation"

Pre

PRE-CONFERENCE SESSIONS WEDNESDAY, NOVEMBER 19 - 1:00 TO 4:00 PM

YOUR DEPARTMENT OF EDUCATION: UNWRAPPED

Understanding the roles of the Nebraska Department of Education and the U.S. Department of Education as they relate to local schools can be confusing. During this pre-session opportunity, staff members of the Nebraska Department of Education will engage participants with knowledge and information sharing on the balance of federal, state, and local education policymaking. We will discuss the key roles the Nebraska Department of Education plays, share priority areas from a new strategic planning process, and discuss how changes at the federal level could impact Nebraska schools and students. Topics will include state and federal finance policy, state and federal requirements for assessment and accountability, accreditation and teacher certification, and much more.

PRESENTERS: Nebraska Department of Education staff

UTILIZING EFFECTIVE SUPERINTENDENT EVALUATION AND BOARD SELF-ASSESSMENT TO SUPPORT STUDENT SUCCESS

Designed for both boards and superintendents, this session will strengthen governance through effective superintendent evaluation, meaningful board self-assessment, intentional relationship-building, and building a district-wide foundation based on common values. Learn how to design an evaluation process that fosters professional goals, clarifies board expectations, and builds trust and cohesion. Explore "trust accelerators" to enhance collaboration, improve decision-making, and provide constructive feedback that supports growth and shared commitment to student success. Leave equipped with practical strategies and resources to enhance board-superintendent collaboration and sustain long-term student outcomes.

PRESENTERS: Troy Loeffelholz - NCSA; Stacie Higgins - NASB



JOIN US!!! EXHIBITOR RECEPTION WEDNESDAY, NOVEMBER 19 - 4:00 TO 5:30 PM



Register now at www.NASBonline.org



SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE THURSDAY LUNCHEON

Previous Winners Include:

2025 - MELISSA POLONCIC, DC WEST	2012 - BILL MOWINKEL, GRAND ISLAND NW	1999 - KENNETH ANDERSON, HASTINGS
2024 - ANDY RIKLI, PAPILLION LA VISTA	2011 - MIKE CUNNING, HERSHEY	1998 - KEN BIRD, WESTSIDE
2023 - MARK LENIHAN, WAYNE	2010 - KEITH LUTZ, MILLARD	1997 - RICK BLACK, CONESTOGA
2022 - TERRY HAACK, BENNINGTON	2009 - STEVE RECTOR, SOUTH SIOUX CITY	1996 - GARY HAMMACK, KEARNEY
2021 - JIM SUTFIN, MILLARD	2008 - LARRY RAMAEKERS, AURORA	1995 - MARTIN PETERSEN, ALLIANCE
2020 - MARK ADLER, RALSTON	2007 - ROGER BREED, ELKHORN	1994 - VANDLE PHILLIPS, SOUTH SIOUX CITY
2019 - MIKE TEAHON, GOTHENBURG	2006 - RICHARD EISENHAUER, LEXINGTON	1993 - FRED BELLUM, COLUMBUS
2018 - JOHN SKRETTA, NORRIS	2005 - ROY BAKER, NORRIS	1992 - GLENN LARSEN, ADAMS CENTRAL
2017 - CAROLINE WINCHESTER, CHADRON	2004 - DAN ERNST, WAVERLY	1991 - NORBERT SCHUERMAN, OMAHA
2016 - JAY BELLAR, BATTLE CREEK	2003 - RANDY NELSON, NORFOLK	1990 - DOUG CHRISTENSEN, NORTH PLATTE
2015 - BRIAN MAHER, KEARNEY	2002 - PHILIP SCHOO, LINCOLN	1989 - DONALD STROH, MILLARD
2014 - STEVE BAKER, ELKHORN	2001 - KEITH ROHWER, NEBRASKA CITY	
2013 - KEVIN RILEY, GRETNA	2000 - STEVE JOEL, BEATRICE	



ANN MACTIER - SCHOOL BOARD MEMBER OF THE YEAR WILL BE PRESENTED AT THE FRIDAY LUNCHEON

Previous Winners Include:

2024 - BRAD WILKINS, AINSWORTH	2017 - BONNIE HINKLE, GRAND ISLAND	2010 - KIM FASSE, ELKHORN
2023 - ALLISON WELCH, CONESTOGA	2016 - TERRI HAYNES, CHADRON	2009 - RON PEARSON, ESU #3
2022 - MARCIA MAHON, SOUTH SIOUX CITY	2015 - LINDA RICHARDS, RALSTON	2008 - SANDRA JENSEN, OMAHA
2021 - STEVE KOCH, HERSHEY	2014 - BRAD KRIVOHOLVEK, NORFOLK	2007 - JOHN HANSEN, BELLEVUE
2020 - MARIAN HOLSTEIN, WINNEBAGO	2013 - PATTY BENTZINGER, NORRIS	2006 - FRED TAFOYA, PAPILLON-LA VISTA
2019 - VALERIE FISHER, PAPILLON-LA VISTA	2012 - KATHY BARTEK, FALLS CITY	2005 - WAYNE ERICKSON, WISNER-PILGER
2018 - KATHY DANEK, LINCOLN	2011 - JULIE AGARD, KEARNEY	2004 - ANN MACTIER, OMAHA



BOARDSMANSHIP



CAREER & COLLEGE READINESS



COMMUNITY ENGAGEMENT



CURRICULUM



ESU



FACILITIES



LEGAL & POLICY



LEGISLATIVE & ADVOCACY



MANAGEMENT/ADMINISTRATION



NEW BOARD MEMBER/NEW SUPERINTENDENT



SAFETY



STUDENTS/EARLY CHILDHOOD



TECHNOLOGY



WELLNESS & RETENTION

“Out of the Public Schools Grows the Greatness of the Nation”

THURSDAY

- A1** LEGISLATIVE UPDATE
- A2** DUAL CREDIT AND WORKFORCE PREPARATION
- A3** PUBLIC COMMENT UNDER THE OPEN MEETINGS ACT
- A4** LEADERSHIP, CULTURE AND COMMON LANGUAGE
- A5** BOARD MEMBER PERSONAL LIABILITY
- A6** HONORS COURSE ENROLLMENT AND SUCCESS
- A7** ENHANCE COMMUNICATION W NON-ENGLISH FAMILIES
- A8** ELEVATING BOARD LEADERSHIP
- A9** PARTNERSHIPS TO COMBAT THE TEACHER SHORTAGE
- A10** SCHOOL SAFETY DOESN'T HAPPEN BY ACCIDENT
- A11** THE ROLE OF THE ATHLETIC ADMINISTRATOR

- B1** Q & A WITH NSAA
- B2** SUPERINTENDENT PANEL - "A DAY IN THE LIFE"
- B3** HANDLING CLOSED SESSION CORRECTLY
- B4** COMMUNITY PARTNERSHIPS WITH A PURPOSE
- B5** PAIN IN THE APP, V. 11.0
- B6** DEVELOPING NEBRASKA'S FUTURE EDUCATORS
- B7** DESIGN, CONSTRUCTION, FINANCE, AND MORE
- B8** STRENGTHENING BOARD & SUPERINTENDENT LEADERSHIP
- B9** EMPOWERING STUDENTS THROUGH SUMMER LEARNING
- B10** CELL PHONES OFF
- B11** TRANSFORMING SCHOOL CULTURE

- C1** STUDENT VOICES
- C2** THINGS YOU NEED TO KNOW AS AN ESU BOARD MEMBER
- C3** NEGOTIATIONS FOR BOARD MEMBERS
- C4** WHY YOUR SCHOOL STORY MATTERS!
- C5** BARGAINING & CONTRACT CONSIDERATIONS
- C6** A BOARD-LED INITIATIVE FOR DIGITAL CITIZENSHIP
- C7** SCHOOL FINANCE REVIEW COMMISSION UPDATE
- C8** COMMUNITY-CENTERED STRATEGIC PLANNING
- C9** EMPOWERING STUDENTS IN SCHOOL MEDIA
- C10** AN EVOLVING TECHNOLOGICAL LANDSCAPE
- C11** ACCESSIBLE PATHWAYS TO CAREERS IN EDUCATION

- D1** LISTENING SESSION W/ MEMBERS OF THE STATE BOARD
- D2** EHA BENEFITS UPDATE
- D3** GLOBAL INSIGHTS
- D4** TEACHER APPRENTICESHIP
- D5** HOT TOPICS WITH KAREN & JIM
- D6** NCSA 3-YEAR MENTORING PROGRAM
- D7** UNDERSTANDING HUMAN TRAFFICKING
- D8** HOW FOUNDATIONS UNITE TO SUPPORT

FRIDAY

- E1** POSITIVITY PROJECT: THE '80S MIX TAPE VERSION
- E2** BIRTH-GRADE 3 APPROACH FOR NEBRASKA SCHOOLS
- E3** TEACHER SHORTAGE: RECRUITING, AND ONBOARDING
- E4** CREATING A CULTURE OF ATTENDANCE
- E5** TRENDS IN DISABILITY LAWS
- E6** ADDRESSING THE TEACHER SHORTAGE
- E7** INCORPORATING AI RESOURCES WITHIN SCHOOLS
- E8** USING DATA TO DRIVE ACCOUNTABILITY & SUCCESS
- E9** RENEWED 'TUDE (RESILIENT EDUCATORS)

- F1** SUPERINTENDENT SHORTAGES & INCREASED INTERIMS
- F2** RULE 10: REQUIREMENTS, REGULATIONS, REPORTS, ETC
- F3** GENERATIVE AI IN PUBLIC SCHOOLS
- F4** FILLING THE ED PIPELINE
- F5** CONSTRUCTION DELIVERY METHODS
- F6** CULTIVATING A CULTURE OF COLLABORATION
- F7** CO-TEACHING: CHATGPT & ME
- F8** STRENGTHENING BOARD LEADERSHIP FOR STUDENT SUCCESS

BOARD MEMBER BOOT CAMP

THURSDAY, NOVEMBER 20 - 7:00 TO 8:00 AM

ROLES, RESPONSIBILITIES, AND CHARACTERISTICS OF EFFECTIVE GOVERNANCE

Start your day with a continental breakfast and an interactive Bootcamp for all board members and superintendents too! Move through the eight engaging stations, each highlighting a key characteristic of an effective board from governance vs. management to fostering accountability and actionable tools to take back to your district. This session serves as a warmup for Breakout Session A8: Elevating Board Leadership: Effective Board Governance = Student Success where we move from the "what" of board work to the "how" of focusing on measured student success. Register for the Bootcamp through the QR Code:



A

A - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 9:45 TO 10:45 AM



A1 LEGISLATIVE UPDATE - 2025 LEGISLATIVE RECAP AND LOOK TO 2026

Join Colby and Mike for a dive into what the Legislature accomplished in 2025 and a look at what is in store for 2026. New policy mandates, option enrollment discussion, retirement and benefit changes, and direction of school finance will all be discussed.

PRESENTERS: Colby Coash - NASB; Mike Dulaney - NCSA



A2 DUAL CREDIT AND WORKFORCE PREPARATION: THE TRANSFORMATIVE POWER OF THE CAREER ACADEMY

The Career Academy is a joint venture between Lincoln Public Schools and Southeast Community College. TCA provides academic and real-world experiences to high school juniors and seniors through high school and dual credit courses. We'll share innovative models that integrate high school academics with industry-relevant skills, creating pathways to immediate employment and higher education; and showcase data-driven outcomes that highlight strategic partnerships between schools and businesses that address critical workforce gaps. This presentation will empower attendees to implement and expand dual credit initiatives, ensuring students graduate with the skills demanded by today's job market.

PRESENTERS: Annie Mumgaard, Josh Jones & John Skretta - Lincoln Public Schools



A3 PUBLIC COMMENT AND LEGAL CONSIDERATIONS UNDER THE OPEN MEETINGS ACT

In this session, we will walk through public comment as prescribed by the Open Meetings Act. Then, we will walk through real-world examples and how boards should handle both simple and complicated scenarios under the Open Meetings Act.

PRESENTERS: Justin Knight - Perry Law Firm



A4 CONTROL THE CONTROLLABLES THROUGH LEADERSHIP FOCUSED ON CULTURE AND COMMON LANGUAGE

Attendees will hear how Westside Community Schools is focused on controlling what we can control through leadership, collaboration, and an emphasis on district culture. We will share ideas on how to create common language and a mindset about being focused on our classrooms while all kinds of things go on around us that we can't control. We will also share various "culture game plans" and an emphasis on E+R=O leadership.

PRESENTER: Mike Lucas - Westside Community Schools



A5 DOLLARS AND SENSE: BOARD MEMBER PERSONAL LIABILITY AND RELATED CONCERNS

It's already an unpaid volunteer job, and now you're telling me I could be personally liable?! Sometimes, maybe, possibly, yes. This presentation will focus on those situations where school board members (and superintendents) could face allegations leading to personal liability (i.e., money out of your own pocket), criminal sanctions, and even removal related to service on the school board. Don't fret too much--it doesn't happen often, but it's worth knowing when those situations could arise and how to navigate them!

PRESENTERS: Bobby Truhe & Steve Williams - KSB School Law

"Out of the Public Schools Grows the Greatness of the Nation"

A6 OPPORTUNITY & ACCESS: BREAKING DOWN BARRIERS TO HONORS COURSE ENROLLMENT AND SUCCESS

 Discover how one school district in Nebraska implemented system-wide changes to increase access and opportunity for honors courses for all students, with a particular emphasis on how the action steps were operationalized within social studies honors courses. Explore a step-by-step process and consider how similar impactful actions could be adopted in your own context!

PRESENTERS: Jaclyn Kellison & Takako Olson - Lincoln Public Schools

A7 INTEGRATING RESOURCES TO ENHANCE COMMUNICATION WITH NON-ENGLISH SPEAKING FAMILIES

 Columbus Public Schools will share the available resources that can be integrated into your regular communication strategies to create seamless access for your non-English speaking families.

PRESENTERS: Nicole Anderson & Chip Kay - Columbus Public Schools

A8 ELEVATING BOARD LEADERSHIP: EFFECTIVE BOARD GOVERNANCE = STUDENT SUCCESS

 Building on the Board Member Boot Camp warmup, this breakout takes you beyond the “what” of board roles and responsibilities into the “how” of using those roles to drive student success. Through scenarios, discussion, and practical resources, learn how to connect governance leadership to student outcomes, align board work with district improvement goals, and foster a culture of continuous growth. Leave equipped to move from understanding your role to leveraging it for maximum impact on student success.

PRESENTERS: Marcia Herring, Stacie Higgins & Stephanie Summers - NASB

A9 CREATING PARTNERSHIPS TO COMBAT THE TEACHER SHORTAGE

 Learn how UNK and Kearney Public Schools have partnered to form the Kearney Education Collaborative aimed at improving educational opportunities and partnerships for recruiting teachers. Specifically, they will discuss “Teachmates,” a program where selected UNK and KPS students form a mentee-mentor relationship. The speakers will discuss the “Kearney Teachers Tomorrow” scholarship program which created a Kearney High School to UNK to KPS pipeline for selected students/teachers. This session will highlight how other districts can consider similar options for their districts, both large and small.

PRESENTERS: Jason Mundorf - Kearney Public Schools; Mark Reid - UNK

A10 SCHOOL SAFETY DOESN'T HAPPEN BY ACCIDENT

Children who feel SAFE will take risks, ask questions, make mistakes, learn to trust, share their feelings, and grow! The Nebraska Department of Education (NDE) School Safety Team has built guidance and resource tools for schools in the safety and security requirements and best practices. The NDE Safety Team operates under the four pillars of prevention, preparedness, response, and recovery while using acronyms like EOP, SRP, SRM, PFA-S, and TA. Additionally, State Statutes implemented or introduced must also be adhered to. Schools who learn the acronyms, state statutes, and how to apply these concepts, toolkits, presentations, videos, and trainings are those recognized by NDE & their community to place school safety first. Join the NDE School Safety Director to make sure your school community is earning their Badge in safety and security.

PRESENTER: Jay Martin - NDE

A11 THE ROLE OF THE ATHLETIC ADMINISTRATOR

This session will help school district administrators and members of boards of education understand the multiple roles and responsibilities of the athletic administrator. Attendees will gain a better understanding of how to support and retain their athletic administrator, including the mentoring and professional growth opportunities available through both the National Interscholastic Athletic Administrators Association and the Nebraska State Interscholastic Athletic Administrators Association.

PRESENTERS: Nate Larsen - O'Neill Public Schools; Mark Armstrong - NSIAAA; Steve Throne - Millard Public Schools

B

B - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 11:15 AM TO 12:15 PM



B1 Q & A WITH NSAA

This session will explore topics affecting NSAA member schools. Bring your questions as we discuss emerging trends and their impact on NSAA sanctioned activities.

PRESENTERS: NSAA Staff



B2 SUPERINTENDENT PANEL - "A DAY IN THE LIFE"

Practicing Superintendents present, discuss, and answer questions regarding their efforts in developing positive and personal work relationships with their board of education.



PRESENTERS: Troy Loeffelholz & Kevin Wingard - NCSA; Chris Prosocki - Hastings Public Schools; Chip Kay - Columbus Public Schools; Mitch Kubicek - Milford



B3 HANDLING CLOSED SESSION CORRECTLY: LEGAL REMINDERS AND REMEDIES

Closed session can be a very complicated area of the law. In this session, we will walk through the legal requirements and case studies involving entering into closed session, discussions during closed session, "leaks" from closed session, and other legal issues that may arise in closed session.

PRESENTER: Justin Knight - Perry Law Firm



B4 COMMUNITY PARTNERSHIPS WITH A PURPOSE

Located on the Omaha Reservation in Macy, Nebraska, the UmónHon Nation "Against the Current" Career Academy is a model for small school districts seeking to create opportunities for local students and strong partnerships. Designed by BVH Architecture and built by Boyd Jones in close collaboration with the district, the Academy equips students with hands-on skills in automotive, construction, culinary, early childhood, entrepreneurship, and healthcare - offering direct career pathways within the community. This project demonstrates the power of team collaboration and local partnerships to develop resources, bringing meaningful workforce pipelines to life and reinvesting in their communities.

PRESENTERS: Kari Bappe, Cleveland Reeves, Stacie Hardy & Mark Pfister - Boyd Jones Construction



B5 PAIN IN THE APP, V. 11.0

This presentation is already in middle school, at 11 years and going strong. Come join the KSB attorneys for the latest and greatest in legal and practical developments around social media, technology, cell phones, and other key topics for administrators and board members.

PRESENTERS: Sara Rogers & Amanda Dabney - KSB School Law



B6 GROW YOUR OWN: DEVELOPING NEBRASKA'S FUTURE EDUCATORS

The Grow Your Own Education and Training Program of Study is a statewide, open-resource curriculum to help Nebraska schools develop future educators. This four-course program aligns with Nebraska state standards, embeds Universal Design for Learning, integrates Educators Rising, and meets dual-credit requirements. Attendees will learn how to implement the curriculum, access teacher training, and engage students in career exploration. Discover how this program can help build a sustainable educator pipeline for your district and invest in Nebraska's future teachers.

PRESENTERS: Lynne Herr - ESU 6; Katie Soto - ESU 9

 **B7 PROJECT PLANNING 101: INSIGHTS FROM PARTNERS IN DESIGN, CONSTRUCTION, FINANCE, AND MORE**

 Navigating a school construction project is no small task. This panel of experts will guide school leaders through three critical steps: identifying key partners, selecting the right delivery method, and understanding financing options; lease-purchase agreements, bonds, and building fund dollars. Attendees will gain actionable strategies and valuable perspectives from industry leaders, leaving equipped to navigate the complexities of construction planning with confidence and clarity. Whether planning a new project or refining your approach, this session will provide the essential knowledge to move your district forward successfully.

PRESENTERS: Aaron Plas - Bennington Public Schools; Steve Thiele - Hausmann Construction, Inc.; Tobin Buchanan - Northland Securities; Bob Soukup - Carlson West Povondra Architects

 **B8 STRENGTHENING BOARD AND SUPERINTENDENT LEADERSHIP: UTILIZING A BOARD HANDBOOK FOR EFFECTIVE GOVERNANCE**

Effective governance is the foundation of a successful school district, and a well-structured Board of Education Handbook serves as a vital tool for aligning leadership, clarifying roles, and fostering strong superintendent-board relationships. This session will explore the process of implementing a BOE Handbook to enhance communication, decision-making, and governance efficiency. Participants will learn strategies for creating and utilizing a handbook that sets clear expectations, promotes collaboration, and strengthens the leadership capacity of both board members and superintendents. Practical examples and best practices will provide attendees with actionable steps to enhance their district's governance framework.

PRESENTERS: Sean Molloy, Derrick Joel & Gary Kubicek - Norris School District 160; Marcia Herring - NASB

 **B9 TAKING LEARNING BEYOND 175: EMPOWERING STUDENTS THROUGH SUMMER LEARNING**

 "Taking Learning Beyond 175" is a dynamic session designed to showcase the innovative summer school program aimed at expanding educational opportunities for all students beyond the regular 175 school days. Building on the foundation of whole-student excellence, this innovative "summer school" program goes beyond traditional boundaries by offering creative, hands-on learning experiences that foster growth, imagination, and resilience. Explore how this program has helped us enhance skills and empower students to reach their full potential. We'll discuss the program's impact on student activities and teacher satisfaction, at limited to no expense to the school district.

PRESENTERS: Susan Lindblad, Libby Lollman & Shawn Scott - Adams Central Public Schools

 **B10 CELL PHONES OFF**

 Grand Island Senior High School implemented a comprehensive effort to strictly enforce a no cell phone throughout the school day policy in January of 2024. GISH administrators, staff, and students will discuss the reasons behind the action, how students and parents were prepared for the implementation, what worked and didn't work, and where they are after living this change for almost two years.

PRESENTERS: Matt Fisher, Calvin Hubbard, GIPS teachers & students - Grand Island Public Schools

 **B11 BUILDING BRIDGES, NOT WALLS: TRANSFORMING SCHOOL CULTURE THROUGH RESTORATIVE PRACTICES**

At Brady Public Schools, we've been reshaping our school culture by embracing restorative practices, which have become a cornerstone of how we connect, work, and grow together. These practices have strengthened relationships, fostered mutual respect, and created a true sense of community among students, staff, administrators, and the school board. Through collaboration and open communication, restorative practices have fostered a positive, supportive environment across our entire school ecosystem. In this presentation, we'll highlight how restorative practices have embedded our core values, helping repair harm, prevent conflict, and ensure everyone feels valued—building a community, not just a school.

PRESENTERS: Sara Gentry & Ann Foster - Brady Public Schools



C - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 2:15 TO 3:15 PM



-  **C1 STUDENT VOICES**
Students from Nebraska high schools share their perspectives on issues that are important to the leaders of tomorrow.
-  **C2 YOU ARE AN ESU BOARD MEMBER - 17 THINGS YOU NEED TO KNOW**
As ESU Board Members, you will learn up to date information about the services in ESUs, the work of the ESUCC, the MOU with the NDE, legislative priorities, and more! Come ready to learn, share, and problem solve together.
PRESENTERS: Larianne Polk - ESUCC; Brad Dirksen - NDE; Colby Coash - NASB
-  **C3 NEGOTIATIONS FOR BOARD MEMBERS**
Negotiations is one of the most important functions of a school board. In fact, "personnel" is the largest item of a school district's budget. This session will walk through the statutory requirements for negotiations. We will also give boards an update on negotiations "hot topics" and ideas for your upcoming negotiations season.
PRESENTER: Justin Knight - Perry Law Firm
-  **C4 BUCKLE UP: JOURNEYING THE STATE AND WHY YOUR SCHOOL STORY MATTERS!**
Why do Nebraska schools rank high nationally? Why are Nebraska students sought after by employers everywhere? We'll take you to school districts across our great state in a quest to find the answers. The NCSA Ambassador Program and Nebraska Public School Advantage advocate for public education one remarkable story at a time. Since 2016, we have gathered nearly 500 stories of public school success. These stories, from the Metro to The Panhandle, are examples of the student first, Nebraska way. Buckle up!
PRESENTERS: Kevin Wingard & Tyler Dahlgren - NCSA
-  **C5 LET'S DEAL! BARGAINING & CONTRACT CONSIDERATIONS FOR TOUGH POSITIONS & SHORTAGES**
Every year, we're all getting more creative to address staffing issues. Those range from bargaining things like retention or hiring bonuses to salary schedule placement gamesmanship. The contract renewal process is becoming an arms race, with more schools incentivising staff to recommit or resign sooner. Plus there are always unique contract considerations for those unique positions and hybrid roles as staffing shortages continue. This presentation will go through all your options, pros and cons, and leave board members and administrators feeling ready to tackle these questions at your district.
PRESENTERS: Steve Williams & Sara Rogers - KSB School Law
-  **C6 A BOARD-LED INITIATIVE FOR DIGITAL CITIZENSHIP**
In today's digital world, teaching students to navigate online spaces responsibly is just as important as traditional academics. That's why the Hershey Board of Education made digital citizenship a formal priority for the 24-25 school year with the board goal to "Provide instruction on acceptable use of technology to better prepare students for responsible digital citizenship." To support this goal, we partnered with A.Plum Creative to develop engaging, fact-checked content that promotes responsible digital habits. Our initiative includes weekly social media posts, digital signage across campus, and ongoing resources for families and staff to help build a culture of integrity and safety in digital spaces, and we're already seeing results. Conversations around digital safety are increasing across classrooms and homes, showing the power of this effort.
PRESENTERS: Jane Davis & Steve Koch - Hershey Public Schools

"Out of the Public Schools Grows the Greatness of the Nation"



C7 SCHOOL FINANCE REVIEW COMMISSION UPDATE

Join members of the recently created School Finance Commission for a panel presentation, Q & A, and update on the work of the commission.

PRESENTERS: Ann Foster - Brady Public Schools; Jason Dolliver - Pender Public Schools; Aaron Plas - Bennington Public Schools; Liz Standish - Lincoln Public Schools; John Schwartz - Millard Public Schools; Shavonna Holman - Omaha Public Schools; Keith Runge - Lakeview Community Schools



C8 LISTENING, LEARNING, LEADING: COMMUNITY-CENTERED STRATEGIC PLANNING

Engaging stakeholders for graduate success and long-term district planning. In partnership, the board and superintendent lead efforts to connect with the community, parents, staff, students, and local partners to define what every graduate must know and be able to do. This work begins with strategies for effective community engagement drawing from research linking public involvement to improved student outcomes and continues through ongoing stakeholder conversations that shape a shared vision for student success.

PRESENTERS: Caden Frank, Ben Anderjaska & Avary Pansing Brooks - NASB



C9 EMPOWERING STUDENTS IN SCHOOL MEDIA: CONTENT CREATION & MANAGEMENT

This session will showcase how students take an active role in managing and producing school media content. From publishing sports, extracurricular, and academic achievements on social media to creating engaging visuals for two video boards, students gain hands-on experience in digital media. By taking ownership of projects, they develop critical skills in communication, design, and media production. This presentation is ideal for school leaders seeking innovative ways to enhance media presence while providing students with real-world skills in communication, design, and project management.

PRESENTERS: Crystal Hassenstab & Shawn Scott - Adams Central Public Schools



C10 AN EVOLVING TECHNOLOGICAL LANDSCAPE: UPDATES TO SPARQ MEETINGS, NEGOTIATIONS, AND ONLINE PUBLISHING

Join us to learn about how Sparq Meetings and Negotiations have adapted to the ever-changing landscape of board governance. In this session, we will discuss updates to these applications and review tips and tricks to help you become more efficient and proficient. In addition, we will give an overview of Sparq Online Publishing and how it integrates with Sparq Meetings and your board governance.

PRESENTERS: Darion Miller & Nicole Kobus - Sparq Data Solutions



C11 REDEFINING ROUTES: ACCESSIBLE PATHWAYS TO CAREERS IN EDUCATION

Learn how Central Community College collaborates with institutions like Kearney Public Schools to establish accessible pathways to education careers. CCC's statewide, cost-effective offerings have already demonstrated significant impact in alleviating staffing challenges across K-12 institutions. This session will equip administrators and board members with practical knowledge to consider, potentially transforming their approach to recruitment and professional development. Join us to explore how these innovative programs are not only addressing immediate staffing shortages but also cultivating a sustainable pipeline of qualified educators for the future.

PRESENTERS: Megan Schmidt - Kearney Public Schools; Taylor Brase & Amy Mancini - Central Community College





D - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 3:30 TO 4:30 PM



D1 A LISTENING SESSION WITH MEMBERS OF THE STATE BOARD OF EDUCATION



Share your thoughts on statewide education policy with members of the State Board of Education. State Board members are particularly interested in what is currently affecting local school boards and districts, and the solutions you have to offer for these issues. Topics may include school accountability, accreditation, and approval; educator certification; and statewide assessment, among others. Attending this session is a great opportunity for you to have your voice heard among members of the State Board of Education.

PRESENTERS: Elizabeth Tegtmeier - State Board of Education; Ryan Foor - NDE



D2 EHA BENEFITS UPDATE

Come learn more about the changes to the Medical and Dental plan effective September 1, 2026!

PRESENTERS: Courtney Ray - Blue Cross Blue Shield of NE; Greg Long - EHA



D3 GLOBAL INSIGHTS, LOCAL IMPACT: LESSONS FROM SINGAPORE AND SOUTH KOREA

Larriane Polk and Dan Schnoes had the privilege of participating in an international leadership academy in Singapore and South Korea, gaining invaluable insights into global leadership practices, innovative educational strategies, and cultural exchange. By observing how these countries tackle educational challenges and foster growth, we gained a deeper understanding of their approaches to teaching and learning. We hope you take away a desire to explore similar opportunities for yourself or your leadership personnel, as these global experiences not only enrich leadership development but also bring fresh, transformative perspectives that can benefit our entire educational ecosystem.

PRESENTERS: Larriane Polk - ESUCC; Dan Schnoes - ESU 3



D4 TEACHER APPRENTICESHIP - EXPERIENCES FROM THE FIELD

This session highlights the collaborative efforts of the Nebraska State Department of Education, Westside Community Schools, and Midland University in developing a successful apprenticeship program aimed at diversifying and strengthening Nebraska's teaching workforce. The session underscores the program's core purpose: to create sustainable pipelines of educators who are deeply grounded in their communities. The discussion covers the program's benefits - such as increased on-the-job training, community familiarity, and addressing critical staffing shortages - as well as lessons learned through ongoing stakeholder feedback, comprehensive support, and celebrating milestones. Future plans focus on expanding apprentice graduation rates, ensuring program sustainability through continued funding, and forging partnerships to meet high-need areas across Nebraska. Attendees will gain insights into the program's impact, lessons learned, and strategies for scaling these innovative pathways into teaching careers.

PRESENTERS: Nancy Christensen, Johanna Barnes, & Cammy Romanuck Murphy - Midland University; Andrea Haynes - Westside Community Schools; Kelly Baehr - NDE



D5 HOT TOPICS WITH KAREN & JIM

Join veteran school attorneys Jim from Perry Law and Karen from KSB for an insightful and entertaining session on the latest "Hot Topics" in school law. This dynamic duo will break down key legal issues that Nebraska school board members need to understand, whether they're already on your radar or just around the corner. Expect valuable takeaways... and a bit of lively banter between Jim and Karen along the way!

PRESENTERS: Karen Haase - KSB School Law; Jim Gessford - Perry Law Firm



D6 NCSA 3-YEAR MENTORING PROGRAM

Research shows that the retainment of school administrators is more successful if they are engaged in a strong multi-year mentoring program that supports the school administrator beyond a one year mentor program.

PRESENTERS: Troy Loeffelholz - NCSA; Mike Sieh - Wayne State College; Mike Teahon - UNK; Tami Williams - UNO



D7 UNDERSTANDING HUMAN TRAFFICKING AND EMPOWERING SCHOOLS TO TAKE ACTION

This session will offer a thorough overview of human trafficking, aiming to debunk common myths and highlight the harsh realities of this critical issue. Participants will explore how trafficking affects communities, recognizing warning signs and vulnerabilities that make students susceptible. The presentation will also introduce ESU 2's Human Trafficking Youth Prevention Education (HTYPE) program, which supports school districts in implementing prevention strategies. Attendees will learn how ESU 2 can collaborate with schools to provide tailored training for staff, students, and caregivers, equipping them with the knowledge to identify and prevent trafficking in their communities.

PRESENTER: Megan Reese - ESU 2



D8 STRENGTH IN PARTNERSHIPS: HOW FOUNDATIONS, DISTRICTS, AND COMMUNITIES UNITE TO SUPPORT TEACHERS AND STUDENTS

Education foundations play a unique and essential role in bridging the gap between district needs and community resources. This session will explore how one rural and one metro foundation have successfully partnered with their district and local community to create impactful programs that directly benefit teachers and students. Attendees will learn how collaborative initiatives such as teacher grants, student scholarships, technology enhancements and community-driven fundraising have strengthened public education and fostered engagement. Through real-life examples and practical takeaways, this session will highlight strategies for building meaningful partnerships, securing sustainable funding, and aligning efforts with district goals.

PRESENTERS: Toba Cohen-Dunning - Omaha Public Schools Foundation; Terri Burchell - North Platte Public Schools



E

E - BREAKOUT SESSIONS

FRIDAY, NOVEMBER 21 - 9:15 TO 10:15 AM



E1 POSITIVITY PROJECT: THE '80S MIX TAPE VERSION

With a fun and nostalgic '80s mixed tape anthem, this session will spotlight our district's PK-12 SEBL curriculum implementation of the Positivity Project. We will make connections to our CIP, the MTSS framework, PBIS, and our efforts to transform school culture by living out our district's mission to educate, embrace, and empower the whole child. We will share schoolwide activities we have implemented, our tiered approach to supporting student mental health and behavior learning, and resources we have found beneficial. Walk in with your best air guitar, walk out with power ballads and rad ideas on how Positivity Project could impact your school culture!

PRESENTERS: Allie Holcomb, Angela Zach & Brittany Vinchattle - Wakefield Community School

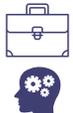


E2 BUILDING STRONG FOUNDATIONS: THE SCHOOL AS HUB BIRTH-GRADE 3 APPROACH FOR NEBRASKA SCHOOLS



The first eight years are crucial for a child's success, with schools playing a key role. The School as Hub Birth-Grade 3 Approach is built on an evidence-based framework designed to close opportunity gaps by strengthening early learning, family-school partnerships, and instruction. This session explores strategies for integrating early childhood with elementary education, building leadership, and engaging families and communities. Join us to learn actionable steps for transforming schools into hubs of support, ensuring all children and families have access to opportunities for lifelong learning and success from birth through age eight.

PRESENTERS: Cris Lopez Anderson - Buffet Early Childhood Institute; Itzeni Nayeli Lopez - University of Nebraska



E3 PRACTICAL STRATEGIES AND LESSONS LEARNED IN THE TEACHER SHORTAGE: RECRUITING, ONBOARDING, AND TRANSITIONING FOREIGN-TRAINED TEACHER CONTRACTS



As schools across Nebraska continue to grapple with teacher shortages, districts are exploring innovative and ethical strategies to recruit and retain high-quality educators. We will share and discuss practical strategies, along with lessons learned in recruitment, certification, and onboarding, as well as legal and ethical considerations when transitioning or ending contracts with international teachers.

PRESENTERS: Daniel Oldenburg, Katelyn Larsen & Jeremy Christiansen - Laurel-Concord-Coleridge School; Justin Knight - Perry Law Firm



E4 CREATING A CULTURE OF ATTENDANCE: STRATEGIES FOR REDUCING CHRONIC ABSENTEEISM IN HIGH-POVERTY RURAL SCHOOLS

Chronic absenteeism is a major issue in elementary schools, especially in high-poverty rural areas. This session will explore strategies for reducing absenteeism by improving school culture, implementing targeted interventions, and enhancing family support. Drawing from our experience, where we reduced absenteeism from 39% to 9% in three years, we'll share practices like building a positive school environment, early identification, and personalized support for at-risk students. Participants will gain actionable strategies to foster consistent attendance.

PRESENTER: Charla Brant - Hastings Public Schools

“Out of the Public Schools Grows the Greatness of the Nation”



E5 MMMMM...SMELLS LIKE MEDICAL MARIJUANA AND MONEY DAMAGES: WHAT YOU NEED TO KNOW ABOUT TRENDS IN DISABILITY LAWS

Disability laws (IDEA, 504, ADA, etc.) can be tricky, because superintendents and board members usually aren't directly involved but certainly cut the checks and get the phone calls. This presentation will cover the emerging trends in special education that you have to know about in 2025 in a school leadership role, including policy implications and other legal considerations.

PRESENTERS: Bobby Truhe, Jordon Johnson & Amanda Dabney - KSB School Law



E6 MOVING TO THE HEAD OF THE CLASS: HOW ONE DISTRICT IS ADDRESSING TEACHER SHORTAGE

To combat teacher shortages, Lincoln Public Schools is implementing innovative "Grow Your Own" (GYO) programs to develop future educators from within its community. Participants will explore helpful strategies for creating and sustaining successful GYO programs, from identifying potential future teachers in local high schools to supporting paraprofessionals and career changers on their path to certification. Learn about the pilot Para Pathway to Teaching (PPT) program, Educators Rising Career, and Technical Student Organization opportunities. Learn practical ideas to build homegrown talent pipelines that reflect the richness and strengths of your student population, ultimately fostering a teaching workforce invested in its community.

PRESENTERS: John Skretta, Vann Price & Annie Mumgaard - Lincoln Public Schools



E7 INCORPORATING AI RESOURCES & GUIDELINES WITHIN NEBRASKA SCHOOLS

Attendees will hear from Westside Community Schools as they outline the process they have recently gone through to further study Artificial Intelligence and determine how to best embrace it and provide efficient and ethical guidelines for students, staff, parents, and community.

PRESENTERS: Mike Lucas, Andrea Haynes, Mark Weichel - Westside Community Schools



E8 ASKING THE RIGHT QUESTIONS: USING DATA TO DRIVE ACCOUNTABILITY & STUDENT SUCCESS

Accountability and student success begin with the questions board members bring to the table. This interactive session will help boards understand how to use data effectively to guide decision making, understand realistic expectations for improvement, and support district priorities. Learn how a Data Assessment Framework strengthens governance and why ongoing professional development matters. Explore the board's role in advancing system interventions to ensure a positive impact on student learning. Leave with practical questions and strategies to ensure your board is driving improved student outcomes through informed, accountable leadership.

PRESENTERS: Stacie Higgins & Stephanie Summers - NASB



E9 RENEWED 'TUDE (RESILIENT EDUCATORS)

Life moves at breakneck speed, and the pace in today's classrooms is no different. How can teachers keep up with the demands of the ever-changing curriculum, school meetings, and the never-ending tasks of running a classroom while still having fuel for life and their families? How can we best prioritize the human element of teaching so we can thrive both at work and at home? This deep dive into the Science of Happiness, Psychology, and the latest findings from Neuroscience will provide teachers with personally relevant strategies and tools to thrive in their professional and personal lives!

PRESENTER: Christopher Knoell - UNK



F

F - BREAKOUT SESSIONS

FRIDAY, NOVEMBER 21 - 10:30 TO 11:30 AM



F1 HELLO! THERE ARE SUPERINTENDENT SHORTAGES & INCREASED INTERIM POSITIONS. WHY? Shortages in the teacher ranks are not the only shortages in education. What does the current landscape look like to replace school superintendents and administrators across the state.

PRESENTERS: Troy Loeffelholz - NCSA; Mike Sieh - Wayne State College; Mike Teahon - UNK; Tami Williams - UNO



F2 RULE 10: REQUIREMENTS, REGULATIONS, REPORTS, AND COMPLIANCE VISITS. HOW BOARD MEMBERS CAN SUPPORT SUPERINTENDENTS

Rule 10 has several sections, numerous statutes, and over 200 regulations. This is for board members who want to support their superintendent through having a better understanding of what it means to be accredited through Rule 10.

PRESENTERS: Decua Jean-Baptiste, Todd Wolverton & Sandra Suiter - NDE



F3 GENERATIVE AI IN PUBLIC SCHOOLS SEEMS LIKE THE "WILD, WILD WEST" - HOW SCHOOL BOARDS AND ADMINISTRATORS NEED TO UNDERSTAND AND MIGHT ADDRESS CORRALLING IT!

Jim and Derek will address the current status of AI, how many schools are or are not using it and what's in the future!

PRESENTERS: Jim Gessford & Derek Aldrege - Perry Law Firm



F4 LEVERAGING CAREER & TECHNICAL STUDENT ORGANIZATIONS TO FILL THE ED PIPELINE

Nebraska FCCLA is reaching nearly 3,000 Nebraska students with over 30 competitive events and programming opportunities that develop career skills in education and childcare. FCCLA's members are preparing for careers in some of the state's most concerning shortage areas. Join us to learn how your continued support of Family and Consumer Sciences and FCCLA can continue to enable your students and communities to thrive.

PRESENTERS: Nebraska FCCLA State Officers, Nebraska FCCLA Board of Directors



F5 CONSTRUCTION DELIVERY METHODS: THE PROS, THE CONS, AND THE RISKS

Choosing the right construction delivery method is critical for the success of your school project. This session will break down the details of common delivery methods, including hard bid, construction manager as advisor, construction manager at risk, and design-build. Learn how each method impacts cost, schedule, and collaboration - and which one aligns best with your goals. Through real-world examples, we'll discuss lessons learned, potential pitfalls, and key factors in making an informed decision. Whether you're planning a renovation or a new build, this session will help you confidently navigate the construction process.

PRESENTERS: Steve Thiele - Hausmann Construction, Inc.; Coady Pruett - KSB School Law



F6 STRATEGIC LEADERSHIP: CULTIVATING A CULTURE OF COLLABORATION

Delve into the essential elements that foster a culture of collaboration within education organizations. Gain insights into the underlying purpose, leadership approaches, and structural frameworks that propel collaborative efforts forward with an emphasis on the importance of leading with intentionality and focus. Attendees will explore four key levers, along with associated strategies and actions, that shape and nurture collaboration as well as have opportunities to make connections to deepen understanding throughout the session. The content, strategies, and resources are designed to accommodate various levels of implementation and stages of collaborative culture development.

PRESENTERS: Bill Pulte, Scott Blum & Cecilia Wilken - ESU 3



F7 CO-TEACHING: CHATGPT & ME

In this forward-leaning exploration, we will consider questions about Artificial Intelligence, ranging from its definition and potential applications/use cases to more fundamental issues such as ethical considerations and implications for classrooms and students. Our discussion will be both upbeat and honest, and you will leave with valuable insights for navigating the future that skipped our doorstep and is already in our classrooms.

PRESENTER: Christopher Knoell - UNK



F8 POLICY TO PRACTICE: STRENGTHENING BOARD LEADERSHIP FOR STUDENT SUCCESS

Strong school board leadership is essential for student success. This session will explore the NASB Board Governance Standards and their role in promoting effective governance, strategic decision-making, accountability, and policy leadership. Participants will gain insights into how policy serves as the foundation for board work, guiding district operations and aligning decisions with student-focused priorities. Whether you are a new or experienced board member, this session will provide valuable guidance on fostering a high-functioning, policy-driven board that supports improved student outcomes.

PRESENTERS: Marcia Herring, Caden Frank & Becky Erdkamp - NASB

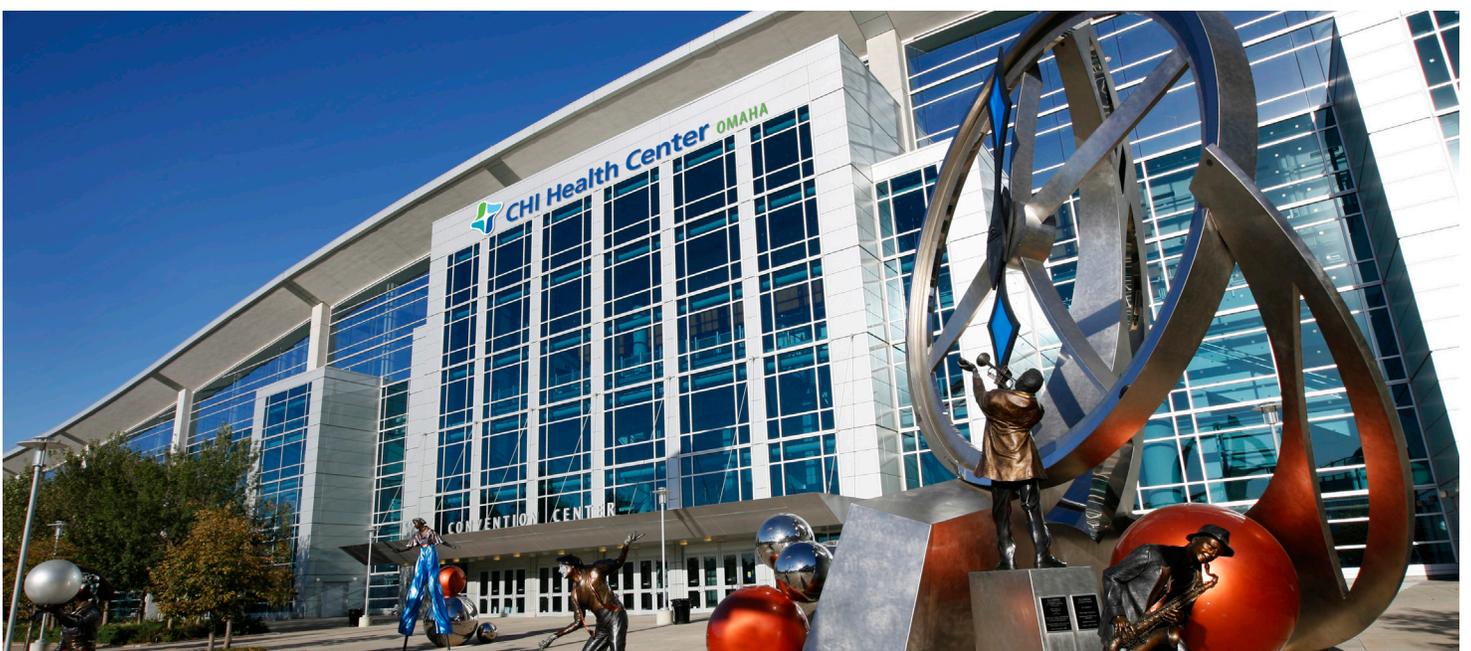
Registering for the Conference

REGISTRATION FOR THE 2025 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 10, 2025

To register, go to the NASB website at www.NASBonline.org and log in using your email and password, and click the State Education Conference link.

AS YOU REGISTER, BE SURE TO MAKE PLANS TO ATTEND THE EXHIBITOR RECEPTION FROM 4:00 TO 5:30 PM ON WEDNESDAY, NOVEMBER 19.

IF YOU HAVE SPECIAL DIETARY NEEDS DUE TO A MEDICAL CONDITION, CONTACT TAIDA GRANTSKI AT TGRANTSKI@NASBONLINE.ORG TO ARRANGE ALTERNATIVE MENUS.



Register now at www.NASBonline.org



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November 19-21 - CHI Health Center - Downtown Omaha

“Out of the Public Schools
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NEW BOARD MEMBER WORKSHOP

Leadership

Innovation

Vision

Engagement

#liveNASB



2,000,000 Nebraskans

329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

JOIN US! WEDNESDAY, DECEMBER 3 ... HOLIDAY INN KEARNEY

CALL TO ORDER:
WELCOME TO THE BOARD TABLE

Be a driver for student success by strengthening your understanding of board governance and superintendent leadership! Content is designed for first-term board members and superintendents, but individuals of all experience levels will benefit.

www.NASBonline.org

NEW BOARD MEMBER WORKSHOP

REGISTER NOW FOR THE NEW BOARD MEMBER WORKSHOP

**WEDNESDAY, DECEMBER 3
HOLIDAY INN KEARNEY**

Registration Deadline - Monday, November 24

This workshop is designed to strengthen your understanding of board governance and superintendent leadership. Whether you are newly elected, appointed, or experienced, you'll gain practical insights to improve board effectiveness and support student success. The agenda includes:

- 4:30 PM Registration
- 5:00 PM Session I – Board/Superintendent Roles & Responsibilities
- 6:30 PM Dinner
- 7:00 PM Session II – Board Meeting Protocols and Procedures
- 9:00 PM Adjourn / Evaluation

TO REGISTER

Go to **www.NASBonline.org**, and log in using your email and password. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.

Registration fees are as follows:

- Registration Fee \$120*
- Cancellation Fee \$25



Registration Deadline - Monday, November 24 ... No refunds after the deadline.

**Includes a New Board Member Publication*

15 AWARDS OF ACHIEVEMENT POINTS WILL BE EARNED FOR ATTENDING



1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG

RETURN SERVICE REQUESTED

Threading A Moving Needle



Legislative Issues Conference

January 25-26, 2026

Cornhusker Marriott Lincoln

Stay Informed

Know The Process

Engage



2026 Legislative Issues Conference

TO REGISTER:

Go to <https://nasb.envisiams.com/> and log in using your email and password. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance. You may also access the NASB Events page with the right QR. \$25 cancellation fee by the registration deadline. No refunds after the deadline.



Registration fees for each event are as follows:

- Sunday dinner and program \$80
- Conference Registration \$120
 - On-Site Registration \$150
- Monday Afternoon 101 Wrap-Up (NEW*) \$20

Registration Deadline - January 19, 2026

TO REST:

To reserve your hotel please call 888-236-2427 to book your room in the NASB block by the January 4, 2026, deadline.

TO REDEEM:

Awards of Achievement Points can be earned by attending these events

- 10 points = Sunday dinner and program
- 15 points = Legislative Issues Conference

SUGGESTED AUDIENCE:

- School Board Members, Superintendents, ESU Administrators



Threading A Moving Needle

SUNDAY, JANUARY 25 - AGENDA

In 2025, the Governor signed legislation creating the School Financing Review Commission. With several meetings behind them, goals set, and a report submitted, hear from the K-12 board members and administrators on the Commission as they update us on the goals, progress, discussion, and reports of their work. This panel will be facilitated by NASB's Colby Coash, and Brian Maher, Commissioner of Education.

- 5:30 PM Registration
6:00 PM Reception, Dinner, and Program: "Threading a Moving Needle: A panel with the K-12 representatives of the School Financing Review Commission" Shavonna Holman - Omaha; Keith Runge - Lakeview; Ann Foster - Brady; Aaron Plas - Bennington; John Schwartz - Millard; Liz Standish - Lincoln



Photo courtesy of Zach Wendling/Nebraska Examiner

MONDAY, JANUARY 26 - AGENDA

Weeks into each year's Legislative Session, key committee chairs, senators, and education leaders are invited to share their respective views throughout the morning. Get a firsthand look at the bills which will have an impact on public education in Nebraska. Close the conference by networking over lunch as a majority of Senators join us to discuss key takeaways from the morning.

- 8:00 AM Registration
8:30 AM Welcome and Introductions - NASB Legislative Committee Chair
Bill Review
Speaker Arch - Session Preview
Senator von Gillern - Revenue Committee Update
Senator Bohn - Judiciary Committee/Juvenile Justice Update
Senator Hughes - School Finance Legislation Update
Senator Lonowski - Education Committee Update
Final Talking Points Prior to Your Lunch with the Senators
12:00 PM Lunch with the Senators
1:30 PM Adjournment

(IN NO PARTICULAR ORDER, SPEAKER LIST SUBJECT TO CHANGE)

1:30 to 3:00 PM - NEW*

"Everything You Wanted To Know About The Legislature, But Never Wanted To Ask"

A 101 level review of bill searches, the legislative process, engagement strategies, and more with plenty of time for Q&A. You will leave ready to advocate!



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Employee Leave Taken

Sort By: Employee Name Break By: Location Date Range: 07/01/2025 - 11/17/2025 Print Option: Posted & Unposted

Begin Date	End Date	Code	Plan	Description	Orig Leave	Duration	Dock Duration	Description	Week
Location		GEN							
Employee		009636 OSTMEYER, MARCIA A							
08/08/2025 - 08/08/2025	VACP	05	VACATION ACCURE BY PP VACP			4.000000	0.000000	ESP-	
08/29/2025 - 08/29/2025	VACP	05	VACATION ACCURE BY PP VACP			8.000000	0.000000	ESP-	
Total Employee:						12.000000	0.000000		
Total Location: GEN						12.000000	0.000000		
Grand Total:						12.000000	0.000000		

Break by Totals		Leave Code	Count	Duration	Dock Duration
Location	GEN	VACP	2	12.000000	0.000000

Report Totals		Leave Code	Count	Duration	Dock Duration
		VACP	2	12.000000	0.000000

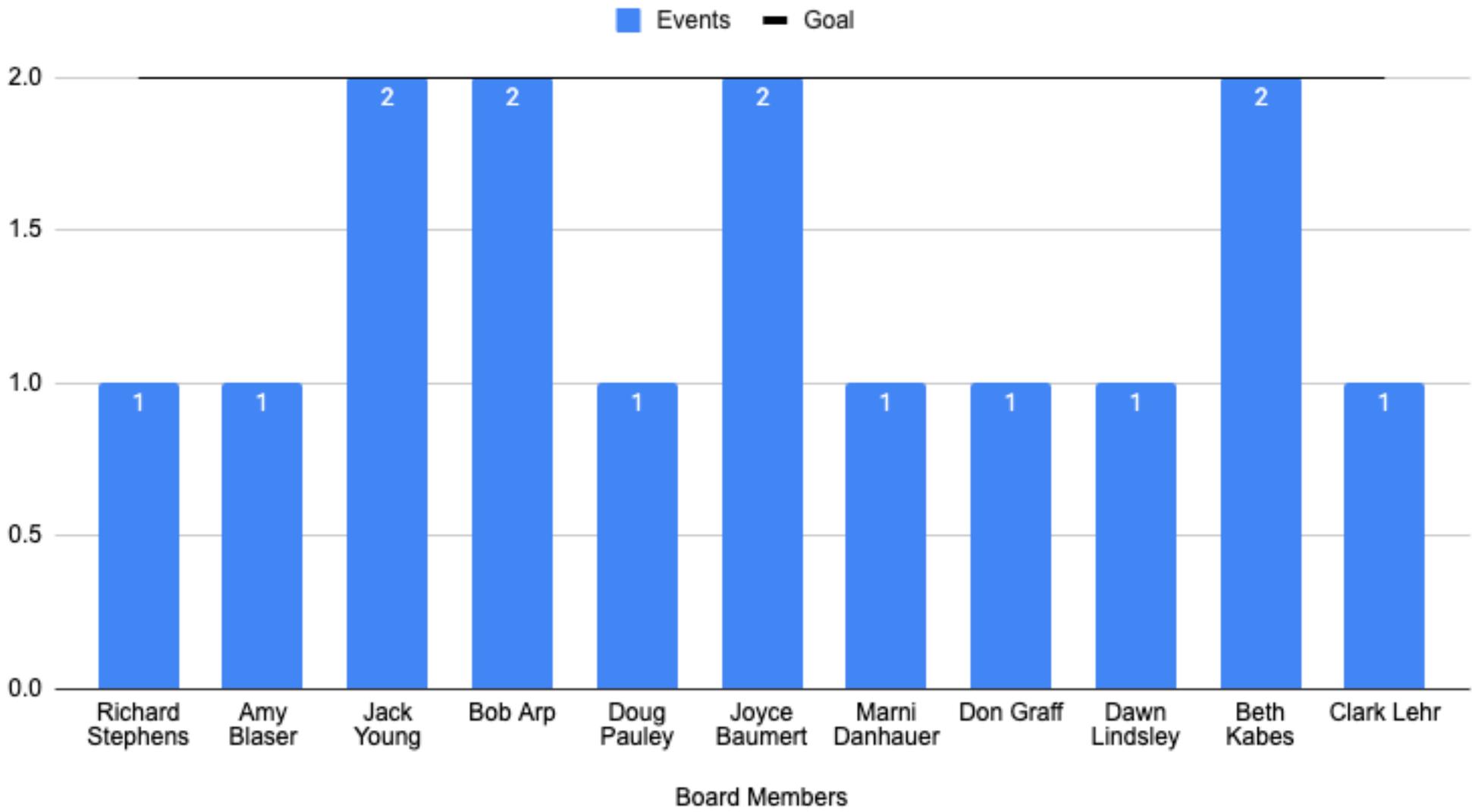


ESU 7 Goals 2025-2026: Board and Administrator

Board of Education

- Goal 1: By July 2026, the ESU 7 board will formalize a process to mentor and onboard new board members.
- Goal 2: By July 2026, the ESU 7 board will attend at least two professional/personal learning events annually.
- Goal 3: By July 2026, 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 2026, the ESU 7 board will continue to use the operationalized communication materials detailing tailored services and outcomes at scheduled visits to each district and train board members on the meaning of the data.

Goal 2 - Professional Events 2025-2026





Administrator Evaluation

PURPOSE

The purpose of evaluating the administrator is not to micromanage the organization, but to provide oversight and public assurance that the policies are being effectively implemented. The evaluation process offers the Board the avenue to strengthen communication with the administrator and is an ongoing process to enable the board the occasion to provide formal feedback for professional growth (Herring, p. 24). *

PREFACE

The purpose of the following evaluation is to provide a written commentary of the performance of the Administrator of Educational Service Unit 7, as perceived by the Educational Service Unit 7 Board of Directors. The Board is committed to the confidentiality of all statements, but believes the Administrator is free to share any comments with any individual or group that he/she deems appropriate.

RESOURCES FOR THE BOARD'S REVIEW

- Evaluation Policy
- Administrator's contract
- Administrator job description
- Administrator goal(s)
- Evaluation tool

PROCESS: All board members will participate in the evaluation process.

- August Evaluation Committee and Administrator review Evaluation Tool and Evaluation Policy/Procedures.
- September Full Board is provided a paper copy of the evaluation.
Quarterly Report
- October Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to full Board for completion by October Board Meeting. Administrator completes Evaluation Tool as self-assessment and sends to Evaluation Committee on or before October 31.
- November Committee Chair will send the completed Administrator self-assessment to full Board after November 1. Evaluation Committee compiles results of full Board completed evaluations prior to the November Board Meeting.



- December Evaluation Committee meets prior to December Board Meeting to review with Administrator the results of evaluation. Report to full Board in December Board Meeting following Closed Session requirements with Administrator present.
Quarterly Report
- January Confirm Evaluation Committee members. Administrator provides Evaluation Committee with goals and shares with Board at January Board Meeting.
- March *Quarterly Report*
- June *Quarterly Report*

LEVELS DEFINED:

- Unsatisfactory Does not meet component expectations of job description, does not follow through.
- Basic Meets component expectations with little or no growth.
- Proficient Component is implemented consistently with strong leadership.
- Distinguished Component's expectations are exceeded. New strategies are created. Expertise is demonstrated. Knowledge is wide and deep. Work is innovative.
- Not Observed Standard not scored



QUESTIONS ON THE ELECTRONIC EVALUATION:

I. RELATIONS WITH THE BOARD				
Component 1. Communicates with the Board regarding current/new trends in education, programs, procedures, policies, budget, labor relations, staff, and statewide issues.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
II. COMMUNITY RELATIONSHIPS				
Component 2. Maintains two-way interactions with member districts, business partners, stakeholders, media, and legislators.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
III. STAFF AND PERSONNEL RELATIONSHIPS				
Component 3. Provides direction to Leadership Team, resulting in high quality work.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IV. EDUCATIONAL LEADERSHIP				
Component 4. Provides the vision and leadership supporting schools in their efforts to meet the educational needs of all students.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
V. BUSINESS AND FINANCE				
Component 5. Maintains budgetary controls; monitors activities, initiates timely and effective correcting actions, stays within budget, makes budgetary recommendations and develops facilities management plans and procedures.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
VI. PROFESSIONAL/PERSONAL QUALITIES				
Component 6. Models accepted moral and ethical standards in all professional and personal dealings including multi-cultural and ethnic understanding and sensitivity.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
VII. PROFESSIONAL GROWTH				
Component 7. Takes part in on-going professional development activities both organized and individual.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SUMMARY/ADDITIONAL COMMENTS:				

*Herring, M. R. (Ed.). (2015). Leading the board to success: Guidance for the board president (2nd ed.). Lincoln, NE: Nebraska Association of School Boards.