Board of Education Special Meeting: Personnel Hearing
Wednesday, September 23, 2026 6:30 PM
Media Center at the Palmyra District OR-1 Public Schools
425 F Street
Palmyra, NE 68418

District OR-1 Strategic Plan (2026-2031): Updated April 2026

District Mission:
"Together we prepare our students to successfully meet the challenges of the future."

Strategic Goal #1: <u>Instructional Leadership</u>:

- *All students will be given the opportunity to engage in quality learning.*

Strategic Goal #2: <u>Community Partnerships and Communication</u>:

- *All students will benefit from strong partnerships between the school and the community built on clear communication.*

Strategic Goal #3: <u>School Safety and Student Supports</u>:

- *All students will feel safe, supported, and have a sense of belonging.*

Strategic Goal #4: <u>Technology, Facilities, and Operations</u>:

- All students will have access to quality facilities for all activities and technology to maximize student potential.

Attendance Taken at 6:30 PM.

Dean Busch:	Present
Jaimi Calfee:	Present
Tim Cheney:	Present
Brandon Desh:	Present
Dee Moore:	Present
Josh Penterman:	Present

This information was posted in the following public formats:
The Voice News (weekly area newspaper)
Farmers' Merchants Bank - Palmyra
Palmyra Post Office
Palmyra High School
Bennet Post Office
Bennet Elementary School
District OR-1 Website - https://www.districtor1.org/

1. Call to Order
    - Board President Desh called the special meeting to order at **6:30 p.m.**
    - The Pledge of Allegiance was already recited at the Special Board Meeting to Approve the Budget and Tax Request earlier in the evening.
2. Announcement of the Open Meetings Act Posting
    - Board President Desh identified the location of the Open Meetings Act Poster on the meeting room wall.
        - **Special note:** Copies of the updated (**2026**) Open Meetings Act documents were made available at the meeting.
3. Discuss, consider, and take action to appoint a hearing officer and advisor to the Board for a personnel hearing.
    - Because the public hearing request was withdrawn earlier in the afternoon by Ms. Eastep, the hearing officer was not present at the meeting, and the personnel hearing procedures were limited to the board members taking action on the resolution on the next agenda item.
4. Conduct a hearing concerning the employment contract of Abby Eastep. At the conclusion of the hearing, conduct deliberations and then discuss, consider, and take other action that the Board deems appropriate regarding the employment contract of Abby Eastep. (Executive or closed session is possible for the hearing and for deliberations). Motion to approve the resolution as discussed. Passed with a motion by Josh Penterman and a second by Jaimi Calfee.
   Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea
    - A resolution to cancel Ms. Eastep's teaching contract was read aloud to all board members and patrons in attendance at the meeting.
    - The resolution and subsequent board action are attached to this agenda item.
    - No further discussion.
    - The hearing closed at **6:34 p.m.**
5. Adjournment
    - The special meeting was adjourned at **6:34 p.m.**

_____
Chairperson

_____
Superintendent

RESOLUTION TO CANCEL CONTRACT

WHEREAS, Abby Eastep was given notice of the possible cancellation of her employment contract and, on August 18, 2026; and

WHEREAS, Ms. Eastep requested a hearing before the Board of Education to appeal the proposed cancellation of her employment contract; and

WHEREAS, Ms. Eastep subsequently rescinded her request for a hearing.

NOW, THEREFORE, BE IT RESOLVED that the employment contract of Abby Eastep should be and is hereby cancelled, effective immediately.

The foregoing Resolution having been read in its entirety, Member Josh Penterman moved for their passage and adoption. Member Jaimi Calfee seconded same. After discussion and on roll call vote the following members voted in favor of passage and adoption of the above Resolution: Dean Busch, Jaimi Calfee, Tim Cheney, Brandon Desh Dee Moore, and Josh Penterman.

The above Resolution having been consented to by a majority of the members of the Board of Education, it was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska Open Meetings Act.

Dated this 23rd day of September, 2026.

BOARD OF EDUCATION OF DISTRICT OR 1

BY: Brandon Desh
Board President