

**ESU #1 Board Meeting  
Tuesday, December 9, 2025**

A meeting of the ESU 01 Board of Directors convened in open and public session on Tuesday, December 9, 2025, at 5:30 PM, at ESU #1. **Present:** Josiah Boneschans, Amy Brand, Jean Dorcey, Tabitha Gilsdorf, Tabitha Gilsdorf, Jim Gunsolley, Robert Hayes, AJ Johnson, Kimberly Snyder, Mrs Susan Strahm.

Notice of the meeting was given in advance by publication and/or posting, as shown below, in accordance with the Board approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Directors. The Recording Secretary maintains a list of news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and current copy of the Agenda was maintained as stated in the publicized notice. All proceedings of the Board of Directors, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

Published and/or Posted Locations:

- Wayne Herald (Thursday before meeting date)
- Central Office Front Door (Friday before meeting date)
- Sparq (Friday before meeting date)

A. Notification of Open Meetings Law

At the beginning of the meeting, President AJ Johnson announced and informed the public that a current copy of the Open Meetings Act is available at the meeting site and included electronically in the E-Meeting agenda.

B. Roll Call\*

All Board Memembers were present for the meeting.

C. Consent Agenda\*

Motion by Jean Dorcey, seconded by Kimberly Snyder, to approve all items on the consent agenda as provided, (November 11 Minutes, November Financial Reports, December bills of \$1,229,189.26 and the Administrator's Report). After discussion and on roll call vote, the Board voted as follows:

**Motion Carried:**

Josiah Boneschans: For, Amy Brand: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Tabitha Gilsdorf: For, Jim Gunsolley: For, Robert Hayes: For, AJ Johnson: For, Kimberly Snyder: For, Mrs Susan Strahm: For  
For: 10, Against: 0

C.1. Previous Minutes (copy attached)

C.2. Financial Reports\*

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

#### C.2.b. Cash Summary/Expenditure Report

#### C.3. Bills for December

#### C.4. Administrator's Monthly Report

##### C.4.a. Wayne School Level III Severe and Profound Program

Wayne School District will open a Level III program for students with severe/profound disabilities in 2026-27, using new space in their elementary building. They will continue partnering with Tower School as needed, with the change driven by a desire for more inclusive in-district services.

##### C.4.b. Department of Education

Administrator Heimann provided a legislative update.

##### C.4.c. AESA Conference

Administrator Heimann shared about the annual AESA (Association of Educational Service Agencies) conference he attended.

##### C.4.d. 2024-25 Fiscal Year Audit

The ESU1 Business Office is providing information to external auditors, with the report expected in January before being submitted to the NDE.

#### D. Public Comment

##### E. ESU1 Continuous Improvement Report

Kellen Conroy, ESU1 Director of Teaching and Learning, provided an update regarding the continuous improvement process.

##### F. Public Employees Retirement Board

Administrator Heimann provided an update on the 2026-27 NPERS retirement contribution rate.

##### G. Nebraska Association of School Boards Conference

##### H. Discuss, consider, and take all necessary action related to the Negotiated Agreement for the 2026-27 and 2027-28 school years.

Motion by Jean Dorcey, seconded by Mrs Susan Strahm, Approve the Negotiated Agreement for the 2026-27 and 2027-28 school years as presented. After discussion and on roll call vote, the Board voted as follows:

##### **Motion Carried:**

Josiah Boneschans: For, Amy Brand: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Tabitha Gilsdorf: For, Jim Gunsolley: For, Robert Hayes: For, AJ Johnson: For, Kimberly Snyder: For, Mrs Susan Strahm: For  
For: 10, Against: 0

##### I. Administrator Evaluation Process

President AJ Johnson will meet with Administrator Heimann for his evaluation.

##### J. AQUESTT School Classifications

Administrator Heimann provided an update on school district student achievement results from the 2024-25 school year.

## K. Personnel\*

K.1. Consider, discuss, and take necessary action on employee contracts and personnel changes.

### K.1.a. Resignation(s)

- Alison Bird, Tower School paraprofessional, effective November 17.
- Bailey Christensen, Tower School paraprofessional, effective December 12.

### K.1.b. New Hire(s)

- Ruben Vega, Tower School paraprofessional, effective December 1, 2025.
- Kaci Reiser, Speech Paraprofessional, part-time, effective November 18, 2025.
- Cassandra Horak, EDN Services Coordinator effective December 1, 2025.

### K.1.c. Contract Change(s)

### K.1.d. Termination(s)

## L. Adjournment

As there were no additional Agenda items, President AJ Johnson adjourned the meeting at 6:13 p.m.

Brittney Hampl, Recording Secretary

Susan Strahm, Board Secretary