

**ESU #1 Board Meeting
Tuesday, February 10, 2026**

A meeting of the ESU 01 Board of Directors convened in open and public session on Tuesday, February 10, 2026, at 5:30 PM, at ESU #1. **Present:** Josiah Boneschans, Amy Brand, Jean Dorcey, Tabitha Gilsdorf, Robert Hayes, AJ Johnson, Kimberly Snyder, **Absent:** Jim Gunsolley, 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*

Motion by Josiah Boneschans, seconded by Jean Dorcey, to excuse the absence of members Jim Gunsolley and Susan Strahm. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Jim Gunsolley: Absent, Mrs Susan Strahm: Absent, Josiah Boneschans: For, Amy Brand: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Robert Hayes: For, AJ Johnson: For, Kimberly Snyder: For
For: 7, Against: 0, Absent: 2

C. Consent Agenda*

Motion by Kimberly Snyder, seconded by Jean Dorcey, to approve all items on the consent agenda as provided (January 13 Minutes, January Financial Reports, February bills of \$1,186,189.30 and the Administrator's Report). After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

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

For

For: 7, Against: 0, Absent: 2

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 February

C.4. Administrator's Monthly Report

C.4.a. ESU #1 All-Staff Day

Administrator Heimann shared that at All Staff Day, guest speaker Julie Burney highlighted the importance of helping others and resilience, and Kristine Kleve was honored as Employee of the Year.

C.4.b. ESU #1 Quarterly Superintendent and Principal Meeting

Quarterly Principal and Superintendent Meetings on January 20-21 brought together over 30 principals for NDE updates and learning on best instructional practices and AI.

C.4.c. Teacher Vacancy Report

While unfilled teaching positions in Nebraska declined this year, shortages persist, especially in special education roles like speech language pathologists and school psychologists.

C.4.d. NDE Commissioner Advisory Meeting

At a January 22 meeting at NDE in Lincoln, attendees discussed the NDE Strategic Plan, proposed legislation, and flexibility for federal Title grant funds.

C.4.e. Legislative Update

Administrator Heimann provided a legislative update.

D. Public Comment

E. ESU1 Financial Audit

Motion by Amy Brand, seconded by Robert Hayes, to accept the financial audit as presented for the fiscal year ending August 31, 2025. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

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

For: 7, Against: 0, Absent: 2

F. Board Election Timeline

ESU1 board members in odd-numbered districts have terms expiring at the end of 2026 and must file for re-election before July 15, 2026 to appear on the November 2026 ballot.

G. 2026-27 Compensation for Core Service, Licensed, Specialty and Professional Staff

Motion by Tabitha Gilsdorf, seconded by Jean Dorcey, approve the Core Service, Licensed, Specialty and Professional staff compensation for 2026-27 as presented. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Jim Gunsolley: Absent, Mrs Susan Strahm: Absent, Josiah Boneschans: For, Amy Brand: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Robert Hayes: For, AJ Johnson: For, Kimberly Snyder: For
For: 7, Against: 0, Absent: 2

H. Administration Compensation for 2026-27

Motion by Josiah Boneschans, seconded by Amy Brand, to approve the 2026-27 compensation for administrators as presented. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Jim Gunsolley: Absent, Mrs Susan Strahm: Absent, Josiah Boneschans: For, Amy Brand: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Robert Hayes: For, AJ Johnson: For, Kimberly Snyder: For
For: 7, Against: 0, Absent: 2

I. Personnel*

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

I.1.a. Resignation(s)

- Jessica Heller, Special Education Consultant, effective at the end of the 2025-26 contract year.

Motion by Kimberly Snyder, seconded by Robert Hayes, approve the resignation(s) as presented. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Jim Gunsolley: Absent, Mrs Susan Strahm: Absent, Josiah Boneschans: For, Amy Brand: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Robert Hayes: For, AJ Johnson: For, Kimberly Snyder: For
For: 7, Against: 0, Absent: 2

I.1.b. New Hire(s)

- Erica Mogensen, Speech-Language Pathologist, effective for the 2026-27 school year.

Motion by Amy Brand, seconded by Jean Dorcey, to approve the new hire(s) as presented. After discussion and on roll call vote, the Board voted as follows:

Motion Carried:

Jim Gunsolley: Absent, Mrs Susan Strahm: Absent, Josiah Boneschans: For, Amy Brand: For, Jean Dorcey: For, Tabitha Gilsdorf: For, Robert Hayes: For, AJ Johnson: For, Kimberly Snyder: For
For: 7, Against: 0, Absent: 2

I.1.c. Contract Change(s)

I.1.d. Termination(s)

J. Adjournment

As there were no additoinal Agenda items, President AJ Johnson adjourned the meeting at 6:06pm.

Brittney Hampl, Recording Secretary

Susan Strahm, Board Secretary