

ESU #1 BOARD MEETING
January 12, 2016

A meeting of the ESU #1 Board of Directors convened in open and public session on Tuesday, January 12, 2016, at 5:30 p.m. at ESU #1 in Wakefield, Nebraska.

Present: Joy Bock, Adrian (AJ) Johnson, Helen Sorensen, Sally Reinert, Dave Dowling, Fred Boelter, Ronnie Wenstrand, Rod Garwood, Jeff Messersmith and Rhonda Heise. **Absent:** Tom Luxford

Notice of the meeting was given in advance by publication and/or posting 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 a 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.

Audience:

Call Meeting to Order.

- A. Notification of Open Meetings Law. At the beginning of this meeting, the Chairman announced and informed the public that a current copy of the Open Meetings Act is available at the meeting site.
- B. Board Member Roll Call. Recording secretary completed roll call of board members. Motion by Sorensen, second by Bock, to excuse the absence of member Tom Luxford. After discussion and on roll call vote, the Board voted as follows:

For: Bock, Johnson, Sorensen, Reinert, Messersmith, Dowling, Boelter, Wenstrand, Garwood, and Heise;
Against: None; **Not Voting:** None; **Motion Carried:** 10-0.

Chairman Dowling moved Agenda Item D (Reorganization of the Board) to C.

- C. Reorganization of the Board. Administrator Uhing was appointed to lead the meeting through the nomination of Board officers. Motion by Garwood, second by Heise, that the current board officers remain the same for 2016. After discussion and on roll call vote, the Board voted as follows:

For: Bock, Johnson, Sorensen, Reinert, Messersmith, Dowling, Boelter, Wenstrand, Garwood, and Heise;
Against: None; **Not Voting:** None; **Motion Carried:** 10-0.

Board Officers:

Chairman	Dave Dowling
Vice-Chairman	Fred Boelter
Secretary	Ronald Wenstrand

Board members completed the Oath of Office and signed the Code of Ethics as presented at the meeting. A copy will be retained in the file.

- D. Approval of Agenda. Motion by Heise, second by Sorensen, to approve the January 12, 2016, agenda as presented. After discussion and on roll call vote, the Board voted as follows:

For: Bock, Johnson, Sorensen, Reinert, Messersmith, Dowling, Boelter, Wenstrand, Garwood, and Heise;
Against: None; **Not Voting:** None; **Motion Carried:** 10-0.

E. Consent Agenda. Motion by Heise, second by Sorensen, to approve all items on the consent agenda as provided (December 8, 2015 Minutes; Financial Reports; Treasurer's Report, January 15 Bill Listing of \$646,389.29 and Administrator's Report). After discussion and on roll call vote, the Board voted as follows:

For: Bock, Johnson, Sorensen, Reinert, Messersmith, Dowling, Boelter, Wenstrand, Garwood, and Heise;
Against: None; **Not Voting:** None; **Motion Carried:** 10-0.

F. Public Comment.

G. Appoint Standing Committees. A Draft of the proposed Standing Committees was presented. Motion by Wenstrand, second by Garwood, to approve the Draft as presented. After discussion and on roll call vote, the Board voted as follows:

For: Bock, Johnson, Sorensen, Reinert, Messersmith, Dowling, Boelter, Wenstrand, Garwood, and Heise;
Against: None; **Not Voting:** None; **Motion Carried:** 10-0.

Insurance Committee – Ron Wenstrand, Rhonda Heise & AJ Johnson
Board Policy Committee – Sally Reinert, Dave Dowling & Tom Luxford
Negotiations Committee – Fred Boelter, Helen Sorensen & Dave Dowling
Building & Grounds Committee – Rhonda Heise, Rod Garwood & Sally Reinert
Mutual Concerns – Joy Bock, AJ Johnson & Jeff Messersmith

***Chairman Dowling serves as an Ex-Officio member of all committees*

H. Position Appointments. Motion by Garwood, second by Reinert, that the current position assignments remain the same for 2016. After discussion and on roll call vote, the Board voted as follows:

For: Bock, Johnson, Sorensen, Reinert, Messersmith, Dowling, Boelter, Wenstrand, Garwood, and Heise;
Against: None; **Not Voting:** None; **Motion Carried:** 10-0.

Position Assignments: **Ex-Officio Treasurer:** Stuart Clark (\$1/Annual)
 Recording Secretary: Lisa Salmon (\$50/Meeting)
 Attorney of Record: Rex Schultze
 Primary Depository:..... Iowa-Nebraska State Bank

I. Designate Newspaper of Record. Motion by Wenstrand, second by Heise, to name the newspapers listed below as the 2016 ESU #1 Newspapers of Record.

Wayne Herald, Cedar County News, Dakota County Star, Nebraska Journal Leader, Pender Times, Bloomfield Monitor and the Wakefield Republican.

After discussion and on roll call vote, the Board voted as follows:

For: Bock, Johnson, Sorensen, Reinert, Messersmith, Dowling, Boelter, Wenstrand, Garwood, and Heise;
Against: None; **Not Voting:** None; **Motion Carried:** 10-0.

J. Government Relations Network Representative. Motion by Dowling, second by Messersmith, to name Rodney Garwood as the ESU #1 Legislative Relations Network representative for 2016. After discussion and on roll call vote, the Board voted as follows:

For: Bock, Johnson, Sorensen, Reinert, Messersmith, Dowling, Boelter, Wenstrand, Garwood, and Heise;
Against: None; **Not Voting:** None; **Motion Carried:** 10-0.

K. Audit Report. Administrator Uhing provided a DRAFT summary of the contents from the 2014-15 Audit Report. The Board will review the document and be asked to accept the report at the February, 2016 meeting.

- L. Copyright & Licensing Issues. Administrator Uhing gave a brief overview of the copyright and licensing issues that have occurred in the ESU #1 area over the last few months and the steps being taken to address them.
- M. Migrant Grant Update. The grant application in the amount of \$344,480 has been approved by the Nebraska Department of Education. Administrator Uhing provided an update on the staffing and activities taking place in the Migrant Grant.
- N. Comparability Study. Administrator Uhing presented a summary of the data received as part of the recent Comparability Study conducted by Attorney Rex Schultze.
- O. Board Policy. Administrator Uhing reviewed the proposed **Release from Contract** Board Policy and its potential impact on staff and ESU #1.
- P. Negotiations. Motion by Garwood, second by Johnson, to approve the two-year agreement (2016-17 & 2017-18) with certified staff as presented by Administrator Uhing (summary attached) and the proposed **Release from Contract** Board Policy. Based on the policy being tied to the negotiation process, the policy will be approved in one reading. The Board was informed that the staff negotiating team reviewed the policy and is in agreement with the contents. After discussion and on roll call vote, the Board voted as follows:

For: Bock, Johnson, Sorensen, Reinert, Messersmith, Dowling, Boelter, Wenstrand, Garwood, and Heise;
Against: None; **Not Voting:** None; **Motion Carried:** 10-0.
- Q. Personnel. Motion by Garwood, second by Sorensen, to approve the employment contracts for the following staff: Occupational Therapist Chelsea Spangler, 108 days effective 1-4-16 and Migrant Education Coordinator/Director Vanessa Gascon-Guarcas, (as scheduled)
- R. Adjournment. As there were no additional agenda items, Chairman Dowling declared the meeting adjourned at 6:10 p.m.



Lisa Salmon, Recording Secretary

Ronnie Wenstrand, Board Secretary

Next Meeting ~ Tuesday, February 9, 2016 @ 5:30 p.m.

Board Policy Presentation (1-12-16)

Article 4 Personnel
Section 1 Employment of Personnel

C. Release from Contract

Certificated employees who wish to be released from their contract shall submit a written request for release to the ESU Board. The written request shall include a resignation.

The action on a release from contract received after May 1, each year shall be discretionary with the Board. The earlier the request for release is submitted, the greater will be the likelihood of the release being granted. Requests for release received by the Administrator after June 1, will ordinarily not be granted. Releases may be made subject to the conditions, including liquidated damages, payment of costs of securing a replacement, and the condition that a suitable replacement be secured.

There will be no penalty for release from the contract, though the certificated employee and the Board may negotiate and agree upon the terms of the release.

Where a certificated employee leaves employment without receiving an approved release, the Administrator is authorized to file a complaint with the Nebraska Professional Practices Commission. The Board also reserves the right to seek damages against any certificated employee as a result of breach of contract

Legal Reference:	Neb. Stat. §79-819; §79-820; §79-821; §79-817; et seq, NDE Rule 27
Date of Adoption:	_____, 2016

CERTIFIED NEGOTIATION PROPOSAL SUMMARY

	CURRENT 2015-16	YEAR #1 2016-17	YEAR #2 2017-18
Two-Year Proposal: Year #1 is 5.86% increase & Year #2 is 5.14% increase			
Salary Schedule Base	\$32,250	\$33,525	\$34,630
Non-Index Annual Wage	\$3,000	\$3,150	\$3,200

*BC/BS Health Ins Dual Option Deductible Plan	\$750/\$1,650	\$900/\$2,000	\$900/\$2,000
	Premium % paid by ESU #1 for each Coverage Tier (based on 1.00 FTE)		
HEALTH INSURANCE:			
Employee Only	96%/100%	96%/100%	96%/100%
Employee/Spouse	67%/79%	70%/83%	70%/83%
Employee/Child(ren)	73%/86%	75%/89%	75%/89%
Employee/Family	67%/79%	70%/83%	70%/83%

***BC/BS \$750/\$1,650 plan is no longer available after 2015-16**

DENTAL INSURANCE (80% A&B +50%C):

Employee Only	100%	100%	100%
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All other Tiers: Employee pays difference between Single & selected plan.

***The 2017-18 BC/BS premiums are projections based on 5.5 % premium increase. Actual is TBD.**