

## **NASB BOARD NOTES** A monthly publication from the Nebraska Association of School Boards



LEADERSHIP

INNOVATION

VISION

ENGAGEMENT



## FROM SCHOOL BOARD TO THE STATE CAPITOL

Did you know ... 10 of the current 49 Senators first sat in your chair as a school board member?

In the upcoming months, we will be sitting down with a few of them to learn a little bit more about the transition, how their experience on the school board has helped them inside the Capitol, and get their thoughts on some of the key items regarding public education in Nebraska.

First up, is Speaker Jim Scheer. Speaker Scheer was first elected to Nebraska Legislature in 2012 and re-elected in 2016. He has served as the Speaker for the past three years. He is a graduate of both Norfolk Public Schools and the University of Nebraska-Lincoln, and in addition to his time on the Norfolk Public School Board of Education, he has also served as the mayor of Norfolk, and the State Board of Education. Now, on to the questions ...

### Starting off, which is more fun school board or state legislature?

Both offices have their pros and cons. I can't really say that one is more fun than the other. I really enjoyed my time on the Norfolk School Board. It was a great experience having the ability to see the decisions that we made having a real positive impact on people's lives on a daily basis. I also really enjoyed that school board serves at the local level. As a board member I had the opportunity to interact with the community daily. Finally, school boards are nice because of their size. It is much easier to build relationships and move policy in a body of six or seven than one of 49.

The Legislature is unique in its own right. Spending nearly half the year in Lincoln does not afford me the ability to be as available in Madison County as the school board did. However, the decisions made in Lincoln are about what is best for the entire state as well. I have met and worked with some great people as a State Senator.

**JUNE 2019** 

### **UPCOMING EVENTS**

CALL FOR LEGISLATIVE PROPOSALS Due July 1

> NAEP WORKSHOPS July 16 | Gering & Lincoln July 17 | Kearney & Norfolk

NASB ORIENTATION July 24 | Lincoln

AREA MEMBERSHIP MEETINGS

August 20 | Valentine August 21 | Fremont August 22 | La Vista August 26 | Gering August 27 | North Platte August 28 | Kearney September 4 | York September 18 | Nebraska City September 25 | Norfolk

STATE CONFERENCE REGISTRATION OPENS SEPTEMBER 11TH

LABOR RELATIONS CONFERENCE September 11-12 | Lincoln

FACILITIES & CONSTRUCTION WORKSHOP October 10 | Kearney

2019 STATE EDUCATION CONFERENCE 'Taking It To The Streets' November 20-22 CHI Health Center Downtown Omaha

> NASB DELEGATE ASSEMBLY November 22

> > #liveNASB

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## FROM SCHOOL BOARD TO THE STATE CAPITOL

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### How did your experience as a school board member help you as a Senator?

Serving on the school board did a lot to prepare me for my work as a Senator. I was first elected to the school board at the age of 25 and service on the board was an integral part of 20 years of my life. As a school board member I learned how to work with others on an elected board to move policy forward. I learned how to compromise when necessary and when to stick to my beliefs. Most importantly, however, I learned how to engage people in a positive manner and better understand personalities. All of this taught me that no matter how determined you are you can't accomplish everything you want alone. It takes relationships, compromise, and teamwork to succeed.

### What have you learned as a Senator that you wish you would have known when you served as a school board member?

Looking back I don't know if I can really say that there is something that I wish I had known, per se. That is not to say that I knew everything as a school board member by any means. I have certainly come to understand that many of our different communities in Nebraska have different needs and ideas when it comes to running their schools. Through my businesses I have come to have a better understanding of the role that the business community plays. Likewise, my time as Mayor of Norfolk helped me to understand municipal government better. There are many experiences that I have had since I left the school board that have changed my perspective on widened my horizons.

### What do current school board members need to know about interacting with senators?

Engage with your Senators early and often. As school board members you are the face of your district. You all have a superintendent, but that person is also paid by you and in many cases comes down to Lincoln to lobby for you. As the elected board members I would rather hear your account, and listen to your concerns. Reach out to your Senator during the interim and set up a get to know you meeting. Maybe call them a couple times a year and check in. If you have a pre-existing relationship it is much easier to ask for them to vote a certain way on a bill that impacts your district.

### How has your perspective of school finance changed as a result of your new role?

I don't know that my perspective on school finance has changed all that much. Under Nebraska's school finance system there are winners and losers, for the most part there always have been. When I was at Norfolk we were fortunate to be 'winners' so to speak. That being said, I didn't believe the way the state funds schools was adequate then either. With 245 school districts in



the state it is very difficult to come up with any one-size-fits-all policy that will work across the board, but something needs to change with how we are funding school now.

### When you were a school board member, what priority issue(s) did you want the Legislature to address?

Many of the 'big ticket' items, so to speak, have changed since my time as a school board member. The exception to that statement being school funding, of course. I think it is safe to say that every school board member who has served has wished for the Legislature to increase their funding. Outside of that, one of the biggest items we dealt with during my time on the school board was energy grants through the Department of Education. At the time, many of our buildings were aging and we really had to find a way to fix them or find money to build new ones. About this same time, the Department started giving out energy grants to encourage energy efficiencies in school buildings. As a district we were able to take advantage of a number of these grants to refurbish our buildings and also make several long-term energy investments.

#### What are your priorities as it relates to education?

As they relate to education my biggest priorities are funding, funding, and funding. When I was first elected to the Legislature over half of our state's school districts received equalization aid from the state through TEEOSA. Currently just over 25% receive equalization aid. This has created a system where a few districts are now competing for the entire pot of money. We have patched TEEOSA here and there and have put some band aids out to help districts who have lost funding. That being said, nothing we have done, in my mind, represents a substantial change in the funding system.

A few years ago I introduced a bill to reform both the needs

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and resources calculations of the TEEOSA formula and to introduce foundation aid into the formula. There are numerous factors that go into the cost of educating a child in any particular district; however, I believe that from the state's perspective we need to understand that each child is worth something to us regardless of what district they reside in. We will likely fight over what that number should be, and there should be some other considerations in the formula besides just a simple student count. However, until the state can find a formula that doesn't pay OPS roughly \$5,628 per student and Madison \$137 per student we still have a significant problem.

### How can a current school board member support you in advancing areas of mutual importance?

Stay in contact. If I am not hearing from you I do not know what issues are important to you and your district. I used to serve on a school board, and can guess where Norfolk will come down on most issues, but if I don't hear from you I don't know for sure.



### The TotalCheck® Package: Multi-Court Jurisdictional Database

Our Multi-Court Jurisdictional Database search is used to supplement our County / Statewide Criminal History search, requiring verification to confirm accuracy. It scours over 650 million criminal records from across the United States, outlying territories and islands. Included in the many sources are:

- ✓ Administrative Offices of the Court
- ✓ Department of Corrections
- ✓ County Arrest Records
- ✓ Departments of Public Safety
- ✓ And more

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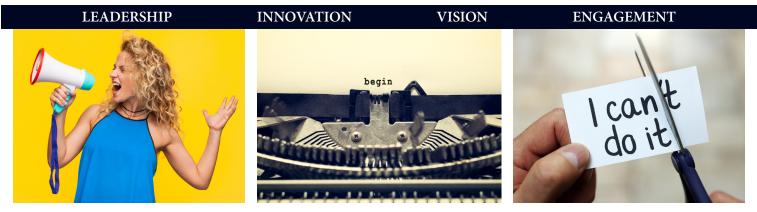
The Background Check Company

in f У

education@onesourcebackground.com 800.608.3645 ext. 5600 onesourcebackground.com

Advocate: For My District, For My Community, For Nebraska. Share Your Story.

## BE HEARD! CALL FOR LEGISLATIVE PROPOSALS - DUE JULY 1



## NOW IS THE TIME FOR YOU AND YOUR BOARD TO THUNK OF ITEMS YOU MIGHT LIKE ADDRESSED IN 2020

NOT SURE WHERE TO BEGIN?

WEEK

### DON'T THINK YOU HAVE THE POWER TO MAKE A DIFFERENCE?

As a board member, an elected official, and a community leader, you are in an excellent position to educate and influence the legislative process.

From now until July 1, you have the opportunity to be heard and submit a topic you would like discussed at this summer's NASB Legislative Committee meeting, to then be drafted and introduced as future legislation.

If you have a topic in mind, or would like assistance getting the ball rolling, please let Matt Belka know at <u>mbelka@NASBonline.org</u>.

### SUIBMIT YOUR LEGISLATIVE PROPOSALS NOW AT:

http://www.nasbonline.org/registrations/ProposedResolution.aspx



## ANOTHER GREAT DAY FOR THE MEMBER GOLF OUTING SB

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The sun was AGAIN shining, and the putts were falling. 70 school leaders and education partners from throughout Nebraska enjoyed the greens and each other's company through 18 holes of scramble golf at the Kearney Country Club.

Thanks to all of the day's participants and sponsors, including ALICAP for providing lunch, the Nebraska Safety Center for providing transportation, and Ameritas for hosting the hospitality cart. Thanks to Boyd Jones; TRANE; First National Capital Markets; Johnson Controls; and KCAV for their help and sponsorships to make the day a success as well.



































To schedule a Gallup Board Retreat contact Shari Becker at 800-422-4572









## **NASB** BRINGING THE GOOD LIFE TO THE GREAT WALL

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For the past few weeks, Stephanie Summers, David City School Board President, and member of the NASB Legislation Committee has been representing Nebraska learning about education in China, touring the country talking with peers on behalf of ACYPL, the American Council of Young Political Leaders. ACYPL gives elected officials and policy experts under 40 a global perspective through our international exchange programs, bringing people together across oceans, borders, and the political spectrum to foster mutual understanding, respect, and friendships among the next generation of leaders worldwide.

For those on social media, while her access to the interwebs has been limited, Stephanie has been able to post a few of her experiences which have also been shared on NASB's accounts, but look for a more in-depth feature in the July edition of NASB's *Board Notes* once she returns home!



Stephanie Summers @meteachmath

Coffee break during a day of touring Big Data Intelligent Exhibition Center, ZBJ.COM, Cummins Engine Co., and the Chongqing-Xinjiang-Europe Railway. Ending with supper in Ciqikou Ancient town. All so fascinating! #acyplchina40 #liveNASB







An amazing conversation with China's Schwarzman Scholar Enoch discussing **#CTE** and the value of vocational skills. While our educational systems vary greatly, one important commonality is the drive to educate the **#WholeChild** and create productive citizens. **#liveNASB #ACYPL** 

Follow



## **REFRESH & CONNECT**



			SCHOOL BOARDS
LEADERSHIP	INNOVATION	VISION	ENGAGEMENT
2019 NAEP ANNUAL WORKSHOPS	8:15 AM	AGENDA Registration	
REFRESH & CONNECT	8:30 AM	NAEP Community Updates Region Officer Elections NAEP Website/Discussion Board 2019-2020 Membership Drive	
JULY 16   GERING JULY 16   LINCOLN JULY 17   KEARNEY JULY 17   NORFOLK	9:15 AM	Secret Kindness Agent Follow Up	
	9:45 AM	SPARQ: Meetings, eFunds, Document Imaging & Scanning	
REGISTER NOW FOR THE 2019 NAEP ANNUAL WORKSHOPS	10:55 AM	Group Table Talk Times 0-250 Enrollment Size 250-750 Enrollment Size 750-2,000 Enrollment S 2,000+ Enrollment Size	e ize
"Refresh & Connect"	12:00 PM	Lunch and Learn!	
July 16   Gering July 16   Lincoln July 17   Kearney July 17   Norfolk	12:30 PM	Healthy Habits: Food an UNL Extension	nd Fitness
	1:30 PM	Group Table Talk Timed ESSA Coding/AFR Uploa Human Resources Social Media/Marketing	
SUGGESTED AUDIENCE Administrative Assistants	2:40 PM	Tools, Tips, and Tricks Management - Marcia H	for Organization & Time lerring & Melissa Lusk
Secretaries Bookkeepers	3:40 PM	Evaluation, Final Prize	Giveaway
Business Managers	4:00 PM	Adjourn Annual Meeting	g

The mission of NAEP is to provide opportunities for collaboration to support the success of the Board of Education, administration, staff, students, and communities.

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## A SUMMER ROAD TRIP WITH THE NASB BOARD OF DIRECTORS

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## WHAT IS YOUR ALL-TIME FAVORITE NEBRASKA RESTAURANT?





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## 2019 AREA MEMBERSHIP MEETINGS Training | Recognition | Networking | Vision

Valentine | Fremont | La Vista | Gering | North Platte | Kearney | York | Nebraska City | Norfolk

## **CHANGING THE NARRATIVE**

A 2019 Legislative Recap & How Your Engagement Impacted the Process

**Board Policy: What Boards Want Vs. What Others Want** 

Strategic Planning: Leadership Accountability

**Cohesive Leadership is More Than a Catchphrase!** 

Let's Talk About It: Networking & Open Dialogue with Peers on Key Topics

The Do's and Don'ts of School Safety, School Insurance and School Claims

MARK YOUR CALENDAR & REGISTER AT WWW.NASBONLINE.ORG

Tuesday, August 20 | Valentine Wednesday, August 21 | Fremont Thursday, August 22 | La Vista Monday, August 26 | Gering Tuesday, August 27 | North Platte Wednesday, August 28 | Kearney Wednesday, September 4 | York Wednesday, September 18 | Nebraska City Wednesday, September 25 | Norfolk

### AGENDA

Registration, Networking & Exhibitors | 4:30 PM Vision session | 5:00 to 5:45 PM Break | 5:45 to 6:00 PM Training Sessions #1 | 6:00 to 6:35 PM Break | 6:35 to 6:45 PM Training Sessions #2 | 6:45 to 7:20 PM Networking Dinner & Awards/Recognition | 7:25 PM

15 awards of achievement points will be earned for attending



## THIS MONTH IN ...

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### ... POLICY

LB 575 passed this year by the Legislature requires that military recruiters must be provided the same access to a student in high school grades as is provided to postsecondary educational institutions or to prospective employers of such students. In addition, once a student turns 18, only that student and not the parent can decide whether the student may opt out of allowing the military to have access to the student's contact information.

Contact Jim to learn more!

### ... MEMBER ENGAGEMENT

IN ADDITION TO HOSTING 70 GOLFERS AT THE ANNUAL NASB MEMBER GOLF OUTING ... JUNE VISITS HAVE INCLUDED: Ansley, Centura, Chase County, Cross County, Doniphan-Trumbull, Elba, Emerson-

Hubbard, Homer, HTRS, Johnson Brock, Pawnee City, Perkins County, Seward, Southern Valley, St. Paul, Weeping Water, & Winnebago. Looking forward to more the rest of this month and into July!

- Sharon -



Paul Grieger (800) 528-5145 pgrieger@dadco.com



Cody Wickham (866) 809-5596 cwickham@dadco.com



Andy Forney (866) 809-5443 aforney@dadco.com

### Building a better future with Nebraska's Public Finance Partner

**D.A. Davidson & Co.** has long been a leader in innovative debt financing for school districts. What we're most proud of are the relationships we've nourished and the strong community improvements that are made as a result.

Our public finance professionals take a personal interest and a hands-on approach, carrying our deals from start to finish. Because you deserve solutions tailored to fit you.

- Tax Anticipation / Construction Notes
- · Bond Underwriting Services
- · Lease-Purchase Financing
- QCPUF Bonds



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CALL FOR LEGISLATIVE PROPOSALS -Due July 1, 2019

Have something that you feel "... ought to be a law" regarding public education in Nebraska, submit it for consideration.

John & Colby will be presenting to a group of Senators on a listening session tour later this week.

Interim Studies to keep an eye on ... LR63 - Interim study to examine educational service units

LR151 - Interim study to examine the financing of public education and develop recommendations for improving school funding

LR152 - Interim study to examine issues under the jurisdiction of the Education Committee

LR153 - Interim study to examine the administrative costs of local school systems and school districts

LR157 - Interim study to conduct an indepth review of the financing of the public elementary and secondary schools

LR208 - Interim study to examine state and school district policies that relate to maintaining a safe and positive school learning environment

LR214 - Interim study to examine issues that surround the engagement, attraction, and retention of youth in Nebraska

LR242 - Interim study to examine the replacement of Native American mascots in Nebraska at nontribal schools

- Call Colby with any questions! -#liveNASB

## THIS MONTH IN ...



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### ... ALICAP & INSURANCE

We are awaiting the Dept of Insurance's approval to declare another dividend to its membership! The 2019-2020 year is fast approaching and billing statements will be mailed by the end of July!!!

Thanks, Megan!

## ... SEARCH, STRENGTHS & AWARDS

Check your Awards of Achievement points for accuracy!

I am currently scheduling Gallup board sessions for September, call to book yours!

At its core, strengths-based development is based on three assumptions:

• Only some behaviors can be learned.

• The best in a role deliver the same outcomes using different behaviors.

• Weaknesses fixing prevents failure; strengths building leads to success.

You may have <u>Strategic</u> in your Top 5 if you are flexible in determining a new way of moving forward and you ask, "What if"

- Shari -

### ... ENERGY PURCHASING

The enrollment period for the natural gas purchasing programs in now closed for next winter's heating season. We have several new members this year and will be providing natural gas at extremely favorable rates.

Contact Jim to learn more!

### ... BOARD LEADERSHIP

As a newly elected or appointed board member, you have now experienced the work of the board at a board meeting. If I were to ask your fellow board members who you are as a board member, what would they tell me?

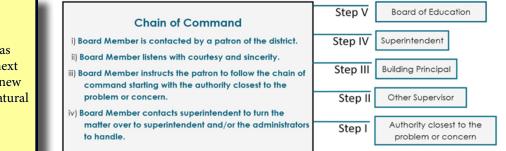
Recognizing that it has only been a few months, pause and reflect:

- 1) What are you communicating through your conduct at the board meetings or through the questions you are asking?
- 2) Are you modeling a student-centered focus through your questions?
- 3) Are you preparing for each board meeting by reading through the board agenda and all supporting resources?
- 4) Are you listening more than you are talking?
- 5) Are your votes based upon personal experience, and/or based upon the research and information provided to you by your superintendent or ESU Administrator?
- 6) How do you hope your peers perceive you?
- 7) Is it your intention to be an effective team player?

We understand that although you may now be a "new" best friend to many in your community, when approached with a concern from a patron or parent, be informed on how you will handle the situation. It is your responsibility, as a board member, to encourage the individual to follow the Chain of Command. Encourage the patron to pursue the next step if the matter has not been resolved to their satisfaction and follow up by contacting your superintendent to inform him/her of the patron's contact.

If you have questions regarding the resources available to your board please contact us!

#### Marcia, Kori, Melissa & Karla



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Nebraska Association of School Boards | 1311 Stockwell Street - Lincoln, NE 68502 | Matt Belka, Editor | John Spatz, Publisher

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Join NASB, as we travel the state for various workshops, meetings and events throughout the year. *To learn more, and register, visit the Events tab of <u>www.NASBonline.org</u>* 

### http://members.nasbonline.org/index.php/events

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 800-422-4572 for assistance.

### Be Heard! | Call for Legislative Proposals Due | July 1

Now is the time for you and your board to think of items you might like added, amended or addressed in 2020. Submit your legislative proposals at: <u>http://www.nasbonline.org/registrations/ProposedResolution.aspx</u>

As a board member, an elected official, and a community leader, you are in an excellent position to educate and influence the legislative process. To submit an item you would like discussed at this summer's NASB Legislative Committee meeting, click on the above link. If you would like assistance getting the ball rolling, please email <a href="mailto:mbelka@NASBonline.org">mbelka@NASBonline.org</a>.

NAEP Regional Workshops | Refresh & Connect

JULY 16 | GERING JULY 16 | LINCOLN JULY 17 | KEARNEY JULY 17 | NORFOLK

NASB Orientation | July 24 | Lincoln

Area Membership Meetings | August & September

AUGUST 20 | VALENTINEAUGUST 21 | FREMONTAUGUSTAUGUST 26 | GERINGAUGUST 27 | NORTH PLATTEAUGUSSEPTEMBER 4 | YORKSEPTEMBER 18 | NEBRASKA CITYSEPTEM

AUGUST 22 | LA VISTA AUGUST 28 | KEARNEY SEPTEMBER 25 | NORFOLK

Mark Your Calendar: State Conference Registration Opens September 11

Labor Relations Conference | September 11-12 | Lincoln

Thriving Children, Families, and Communities Conference | September 16 | Kearney

Facilities & Construction Workshop | October 10 | Kearney

Nominate the 2020 Nebraska Teacher of the Year now at www.NASBonline.org

Board Presidents: Check your inbox each month for the monthly 'NASB Update' to include in your meeting agenda. Please contact mbelka@NASBonline.org with any questions, or if you are not receiving them.

Does your district have ALICAP? For more information, or to join please contact: Megan Boldt at mboldt@NASBonline.org

## YOUR NASB BOARD OF DIRECTORS & STAFF





Steve Blocher President West Point

### YOUR NASB LEADERSHIP TEAM

**YOUR REGION DIRECTORS** 

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Region 9 Alan Moore ESU 3



Region 14 Sandy Noffsinger **Dundy County Stratton** 



Region 18 Kim Burry Bayard



Regions 3, 6 & 7 Nancy Kratky Omaha



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Region 15 Barb Svoboda Mullen

Region 19 Stacy Jolley Millard



Megan Boldt Director of ALICAP Insurance



Director of Board Leadership



Marcia Herring





Board Leadership Development Associate 📱



Vicki Walter-Winters Legal Admin. Assistant

Matt Belka Director of Marketing, Communications & Advocacy

Sharon Endorf Director of Member Engagement





Director of Operations

Shari Becker Director of Education

**YOUR NASB STAFF** 

Leadership Search Service Craig Caples

Director of Technology

Karla Kruse Board Leadership/ALICAP Admin. Assistant



Lisa Steinkuhler Executive Admin. Assistant



Rachel Horstman Business Manager



Engagement Associate

John Spatz Executive Director

Colby Coash

Associate Executive Director/

Dir. of Government Relations Makenzie Brookhouser



View the full directory of the Board and staff at www.NASBonline.org



## NASB AFFILIATES

### LEADERSHIP

### ACCOUNTING

Watts and Hershberger, P.C. Jim Watts - 402-483-7512 jw1cpa@aol.com | www.gowh.com (CPA, Accounting)

#### ARCHITECTS

BCDM Architects Patrick Carson - 402-391-2211 pcarson@bcdm.net - www.bcdm.net (Architectural Services)

BVH Architecture Cleve Reeves - 402-475-4551 creeves@bvh.com - www.bvh.com (Architecture) \*Silver Level Affiliate

CMBA Architects Brad Kissler - 308-384-4444 kissler.b@cmbaarchitects.com Jim Brisnehan - 308-384-4444 brisnehan.j@cmbaarchitects.com Troy Keilig - 308-384-4444 keilig.t@cmbaarchitects.com (Architecture, Master Planning, Interiors, Bond Promotion/ Community Engagement) \* GOLD LEVEL AFFILIATE

Carlson West Povondra Architects Jamie Eckmann - 402-551-1500 jeckmann@cwparchitects.com www.cwparchitects.com (Architecture, planning, feasibility studies) \* GOLD LEVEL AFFILIATE

DLR Group Vanessa Schutte - 402-393-4100 vschutte@dlrgroup.com www.dlrgroup.com (Architecture, engineering, Ed. facility planning)

The Schemmer Associates Inc. Terry Wood, AIA - 402-493-4800 twood@schemmer.com Molly Macklin - 402-493-4800 mmacklin@schemmer.com www.schemmer.com (Architecture, engineering, educational facility planning)

#### **AWARDS & PLAQUES**

Awards Unlimited Larry King - 402-474-0815 larryking@awardsunlimited.com www.awardsunlimited.com (Trophies, awards, plaques, etc.)

### INNOVATION

#### BUILDING CONTROLS/ SERVICES

Control Management Inc. Nathan Haug - 402-571-9454 nathan@cmiomaha.com www.cmiomaha.com (Building Automation, Security and Energy Optimization for New and Existing Systems)

Duro-Last Roofing Mark Akagi - 785-232-6563 mark@morrisgrup.com www.duro-last.com (Representative for Duro-Last roofing system)

#### CONSTRUCTION SERVICES

BD Construction Marsha Wilkerson - 308-234-1836 mwilkerson@bdconstruction.com www.BDconstruction.com (Site Selection, Facility Planning, Engineering, Permitting, Build to Suit) \*GOLD LEVEL AFFILIATE

Boyd Jones Construction Emily Bannick - 402-550-1808 ebannick@boydjones.biz www.boydjones.biz (Construction Management, Pre-Bond, Pre-Construction, Facility Evaluation, Early Stage Planning) \* GOLD LEVEL AFFILIATE

Cheever Construction Douglas Klute - 402-477-6745 dklute@cheeverconstruction.com www.cheeverconstruction.com (Construction Services)

Heartland Pella Windows & Doors Dennis Feeken - 800-334-2271 dennisfeeken@heartlandpella.com www.heartlandpella.com (Commercial Window & Door Solutions)

#### ENERGY SERVICES

Ameresco, Inc. David Goebel - 308-392-3283 402-370-8822 dgoebel@ameresco.com www.ameresco.com (Capital Improvements, Energy Efficiency & Renewable Energy Solutions for Buildings) \* GOLD LEVEL AFFILIATE

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#### ENERGY SERVICES

CTS Group Randy Harrick - 402-680-6390 rherrick@ctsgroup.com www.ctsgroup.com (Provides safe, secure learning and working environments) \* GOLD LEVEL AFFILIATE

Johnson Controls Jason Peck - 308-708-9479 jason.peck@jci.com - www.jci.com (HVAC, Building Automation, Service Agreements, Security and Fire, among others) \* GOLD LEVEL AFFILIATE

#### TRANE

Dave Raymond 402-596-8000 - 402-452-7762 dave.raymond@trane.com www.trane.com/omaha (Building Construction & Energy Services) \* GOLD LEVEL AFFILIATE

#### EQUIPMENT AND FURNITURE

Sheppard's Business Interiors Ken Sigmon - 402-393-8888 ksigmon@sbi-omaha.com www.sbi-omaha.com (Furniture, Space Planning, Asset Management)

#### FINANCIAL SERVICES

Ameritas Investment Corp. Jay Spearman jspearman@ameritas.com Scott Keene skeene@ameritas.com Brad Slaughter bslaughter@ameritas.com Marc Munford mmunford@ameritas.com Bruce Lefler blefler@amertias.com **Dallas Watkins** dallas.watkins@ameritas.com 800-700-2362 - 402-384-8088 (Bonds, Refunding Bonds, QCPUF Bonds, TANs, NASB Lease-Purchase) \* GOLD LEVEL AFFILIATE

### ENGAGEMENT

#### FINANCIAL SERVICES

D.A. Davidson & Co. Paul Grieger - 402-392-7986 pgrieger@dadco.com Cody Wickham - 402-392-7989 cwickham@dadco.com Andy Forney - 402-392-7988 aforney@dadco.com www.dadavidson.com (Bonds/Election Services, Lease Purchase) \* GOLD LEVEL AFFILIATE

First National Capital Markets Tobin Buchanan - 308-352-8328 tbuchanan@fnni.com www.fncapitalmarkets.com (Public Finance, Election Guidance) \* GOLD LEVEL AFFILIATE

First Nebraska Credit Union Elly Heckel - 402-492-9100 marketing@firstnebraska.org www.firstnebraska.org (Taking care of your financial needs!)

Nebraska Liquid Asset Fund - NLAF Barry Ballou - 402-705-0350 balloub@pfm.com www.NLAFpool.org (Liquid Asset Fund, financing programs) \* GOLD LEVEL AFFILIATE

Nebraska Public Agency Investment Trust Becky Ferguson - 402-323-1334 becky.ferguson@ubt.com www.npait.com (Cash management tool for short-term and long-term funds) \* GOLD LEVEL AFFILIATE

Union Bank & Trust Health Benefit Solutions Jennifer Ainsworth - 402-323-1815 jennifer.ainsworth@ubt.com www.ubt.com/health (Financial Services, Banking) \* Silver Level Affiliate

Wells Fargo Bank Andrew J. Detlefsen - 402-434-6701 andrew.j.detlefsen@wellsfargo.com www.wellsfargo.com (Financial Services, Banking)

## NASB AFFILIATES







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

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