

A PASSING OF THE TORCH IN WYNOT

NASB recently facilitated a retreat with Wynot Public Schools to assist in the transition of their leadership team. Mr. Jeffrey Messersmith is retiring after seven years as the superintendent. Mr. Paul Hans will begin as new superintendent July 1. Mr. Hans recently worked at Council Bluffs Community Schools as a Career and Technical Education Coordinator.

The retreat included Mr. Messersmith, Mr. Hans, Mr. Torpin, current principal, and the board, which included two newer members. The idea of the workshop was to create a smooth transition of leadership, using multiple tools.

Shari Becker, NASB Director of Education Leadership Search Service and Gallup Certified Strengths Coach, had previously worked with the leadership team on their Gallup Strengths. Now, it was time to revisit individual strengths, assess strengths added to the team and those that may no longer be present on the team. There is great value in identifying the lens that individual team members look through and how they may work best, or challenge each other, as a team.

The group looked at the basics of Gallup strengths-based development. It is unique because it builds on a team's greatest potential rather than focusing on weaknesses. We dug into each team member's individual strengths, reviewed a team grid, discussed scenarios and looked at the balconies (positive characteristics) and basements (vulnerabilities) of each member's strengths.

The Gallup discussion was a great segue into the training Marcia Herring, NASB Director of Board Leadership, held with the board. The focus for this half of the retreat was board roles and responsibilities, the successful creation of a board meeting agenda, review and update of policy, communication agreements and great dialogue on public comment procedures/policy.

There is great value in having a purposeful conversation between the superintendent and board before embarking on a new relationship. For a new superintendent, understanding the dynamics of an existing board and leadership team, and how those characteristics are a benefit, can be a key to open communication and ultimately lead to great success.



Wynot Public Schools

Board of Education

Laurie Schulte, President

Justin Hans

Todd Pinkelman

Kris Tilley

Kelly Wieseler

Greg Hite

Jeff Messersmith, 2020-21 Superintendent

Paul Hans, 2021-22 Superintendent

Enrollment = 170

NASB Region #17

www.wynotpublicschools.org
Where Everybody Is Somebody



UPCOMING NETWORKING & EVENTS

ALICAP WORKSHOPS - JUNE 29 IN GERING - JUNE 30 IN KEARNEY - JULY 1 IN LINCOLN

NASB ORIENTATION - JULY 21 IN LINCOLN

AREA MEMBERSHIP MEETINGS - AUGUST THROUGH OCTOBER

NASB TRAINING, NETWORKING, ENGAGEMENT & EVENTS

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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 www.NASBonline.org

<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.

VIDEOS

<http://members.nasbonline.org/index.php/news-resources/videos>



JUNE

NEXT
WEEK!

ALICAP WORKSHOP - JUNE 29 - GERING

ALICAP WORKSHOP - JUNE 30 - KEARNEY

JULY

NEXT
WEEK!

ALICAP WORKSHOP - JULY 1 - LINCOLN

NASB CALL FOR LEGISLATIVE PROPOSALS FOR 2022 DUE JULY 1

NASB ORIENTATION - JULY 21 - LINCOLN

AUGUST

AREA MEMBERSHIP MEETING - AUGUST 24 - GERING

AREA MEMBERSHIP MEETING - AUGUST 25 - NORTH PLATTE

AREA MEMBERSHIP MEETING - AUGUST 31 - VALENTINE

SEPTEMBER

AREA MEMBERSHIP MEETING - SEPTEMBER 1 - NORFOLK

AREA MEMBERSHIP MEETING - SEPTEMBER 8 - KEARNEY

FACILITIES & CONSTRUCTION WORKSHOP - SEPTEMBER 9 - KEARNEY

AREA MEMBERSHIP MEETING - LA VISTA - TBD

AREA MEMBERSHIP MEETING - SEPTEMBER 15 - YORK

AREA MEMBERSHIP MEETING - SEPTEMBER 29 - FREMONT

OCTOBER

AREA MEMBERSHIP MEETING - OCTOBER 6 - NEBRASKA CITY

LABOR RELATIONS CONFERENCE - OCTOBER 12-13 - LINCOLN

ANOTHER GREAT DAY FOR THE MEMBER GOLF OUTING



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We had a gorgeous day for golf at the Kearney County Club! With 92 golfers and a waiting list, this is a great chance for board members, superintendents, and our business partners to network and enjoy some friendly competition. A huge thanks to ALICAP for providing the lunches and Piper Sandler for hosting the beverages at the Kearney Country Club. We finished off our day with awards and a reception hosted by First National Capital Markets.



BE HEARD! CALL FOR LEGISLATIVE PROPOSALS - DUE JULY 1

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With the 2021 Legislative Session complete, now is the time for you and your board to think of items you might like addressed in 2022.

Submit your legislative proposals now at:

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

10 Award points will be granted, per resolution, to the entire board that proposes a legislative change and/or new legislation.


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FACE TO FACE: SCHOOL LEADERS & LAW RECAP

NASB
Nebraska Association of
SCHOOL BOARDS

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Following the Annual Golf Outing, the next day saw the NASB School Leaders & Law Conference. Hundreds gathered in Kearney for a number of topics including a Legislative Update; Changes to the Open Meetings Act and How to Make Sure You are in Compliance; Employment Law; Title IX & Inequities in High School Athletics; What's Coming Next in Special Education; Using Data to Tell Your Story; The Exceptions to Tort Liability and Why They Matter to School Officials; Designing a Purposeful Board Meeting Agenda; and closed with a panel session on the School Funding Lawsuit that Created TEEOSA. It was so good to see everyone and get back to being able to connect, learn and network in person!





THROUGH THE EYES OF THE PUBLIC – PART III FREQUENTLY ASKED QUESTIONS

Part I of this three-part series maneuvered through a deep dive into the significance and importance of the board meeting agenda. Part II addressed the importance of Board Meeting Minutes and now Part III will cover the frequently asked questions the Board Leadership team receives from our members.

AGENDA FREQUENTLY ASKED QUESTIONS

When does the draft agenda become official?

24 hours prior to the advertised time of the board meeting.

Is it necessary to provide notice to the public that the board will be holding a board retreat or work session?

If a quorum of the board will participate in a meeting of the board, the board is required to provide advanced notice to the public.

We have an agenda item” Emergency Modification of the Agenda” to cover anything that might come up on Monday. We try not to use it, but is this, okay?

The agenda should not be modified within 24-hours of the advertised time of the meeting.

The board added an agenda item entitled “other” to provide a placeholder for random questions or discussion of items that board members would like to discuss at the meeting. Is this, okay?

The agenda must be followed as noticed to the public. If the topic warrants discussion or consideration, it must be placed on the agenda to be discussed. Broad agenda items such as “other” does not inform the public what the board will discuss during this agenda item.

What is a consent agenda?

The consent agenda groups several items together as one, to be approved with a single motion and vote.

Can a patron request to be placed on the agenda?

It is important to refer to policy to ensure that the board has not adopted a policy that allows for patrons to request to be placed on the agenda. Public Comment provides the opportunity for the public to address the board during a board meeting.

Is it necessary to keep the agenda posted on the district website after the board meeting? Or can the agenda be replaced with the board minutes?

Following the 2021 Legislative session, L.B. 83 states that “the school board of a school district shall make available on such entity’s public web site the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the web site at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the web site at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public web site for at least six months.”

Our district has two versions of the board agenda, a version for the board and a public version. Is this, okay?

There should be one agenda for the board and public that adequately describes the items to be discussed and/or considered by the board.

MINUTES FREQUENTLY ASKED QUESTIONS

Does the board need to vote to adjourn the meeting?

The Association advocates for the board to vote to adjourn the meeting to signify to the public that the board has completed the agenda.

Our district does not post the agenda or meeting minutes on the website, is this required of the board?

Following the 2021 Legislative session, L.B. 83 states that “the school board of a school district shall make available on such entity’s public web site the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the web site at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the web site at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be

CONTINUED ON PAGE 7

AT THE BOARD TABLE

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CONTINUED FROM PAGE 6

available on the public web site for at least six months.”

Can the board require that guests sign in indicating attendance at the board meeting?

“No public body shall require members of the public to identify themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body may require any member of the public desiring to address the body to identify himself or herself.”

How much information must be included in the minutes for public comment?

The Association recommends only the name of the individuals who addressed the board during public comment.

What is the timeline for compiling the minutes?

The minutes shall be written and available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier.

If a board member is chronically late to the board meeting, how is the time of arrival handled in the meeting minutes?

The board secretary should note that Board Member (name) arrived at (time).

Do the claims need to be published in the newspaper after the meeting if it is on the website?

“The secretary of the school board or board of education of each Class III school district shall, within ten days after any regular or special meetings of the board, publish one time in a legal newspaper published in or of general circulation in such district a list of the claims, arising on contract or tort, allowed at the meeting. The list shall set forth the name of the claimant and the amount and nature of the claim allowed, to consist of not more than ten words in stating the nature of each such claim. The secretary shall likewise cause to be published a concise summary of all other proceedings of such meetings. Publication of such claims or proceedings in a legal newspaper shall not be required unless the publication can be done at an expense not exceeding the rates provided by law for the publication of proceedings of county boards.”

JULY BOARD CALENDAR AGENDA ITEMS

View the full, detailed calendar at:

<http://members.nasbonline.org/index.php/resources>

Mission, Vision, & Goals

Strategic Plan Update; District Goals Update

Policy Governance

Student Fees Policy, on or before August 1

Student Conduct, on or before August 1

Accountability & Student Achievement

Review Summer School Program; Review the Alternative Education Program; Review Multi-Cultural Education Program; Apply for Distance Education Incentives, on or before August 1; Students receiving instruction in another district; contracts authorized on or before August 15

Advocacy

Deadline for Legislative Proposals to NASB is July 1

District/ESU Resources [Budget]

Conduct a Public Hearing on the Proposed Budget Statement Budget Authority and Allowable Reserve Percentage Certification

Board – Superintendent Relations

Complete first year superintendents second evaluation and review goals; Superintendent Pay Transparency Act, on or before August 1, file with NDE a copy of approved contracts or any amendments, for superintendent/ESU administrator services.

Reports

Board Committees; Superintendent; Administrators



Prior to her election to the State Board of Education in November 2020, Patti Gubbels served on the Norfolk Board of Education, and was a member of the NASB Board of Directors, and the NASB Legislation Committee since 2016. We reached out to Patti to see if she, and her peers on the State Board of Education would like to give you all an update and answer any questions you may have here in the coming months.

At the June 4, 2021 Nebraska State Board of Education Meeting, the board received an update on the administration of student statewide assessments during spring 2021 and heard an explanation of how NDE is transitioning from Nebraska Student-centered Assessment System (NSCAS) to the NSCAS Growth model.

The current NSCAS system includes MAPS, NSCAS assessments in Math and English Language Arts (Grades 3-8), Science (Grades 5 & 8) and NSCAS ACT (High School).

The MAPS is administered in the fall and spring. Some schools also give the MAPS in the winter. Because the test is administered at several times of the year it is deemed an interim assessment.

Interim assessments like MAPS provide information about student learning strengths and needs, identify whether or not students are performing at, above, or below grade level. In order for these assessment results to be beneficial, they need to be provided in a timely fashion and then used to help direct instruction and learning.

NSCAS Mathematics, NSCAS English Language Arts, and NSCAS Science tests are administered to determine if students have met the NE content standards. The NSCAS Math, English Language Arts, and Science assessments and ACT are administered in the spring.

Because summative assessments such as NSCAS Math, ELA, and Science and the ACT compare performance against expectations, their ability to enhance student learning is limited. In fact, these types of assessments are not designed to improve learning. They are measures that the federal and state government, school districts, and/or other entities require or recommend to hold schools accountable for academic achievement of all students.

Summary of 2021 Spring NSCAS Administration

Even in the midst of an unsettling, abnormal, and hopefully never to be repeated school year, NE local school districts managed to administer the Nebraska Student-centered Assessment System (NSCAS) to over 300,000 third through eighth grade students during the Spring 2021. NSCAS participation in grades 3-8 Math, English Language Arts and Science field tests is estimated to be more than 95% of eligible students. Early indications are that 90% of eligible high school students completed the NSCAS ACT.

The Nebraska Department of Education made several COVID-19 assessment administration accommodations that included shortened assessments when possible and flexible test administration.

Waivers were available to identify students not assessed due to COVID-19 exposure concerns. Preliminary data indicate that only .5% to 1% of all students were not tested because of COVID concerns.



Because 2021 was a challenging teaching, learning, and assessment year, the NSCAS assessment results will be provided through a special report rather than posted as part of the Nebraska Education Profile. Typically NSCAS performance and AQuESTT data are posted in the NEP by year, school, and school district.

Transition from NSCAS to NSCAS Growth

Important and needed changes are coming to the statewide student assessment system as NDE transitions from NSCAS to NSCAS Growth. NSCAS Growth is an innovative assessment system that includes interim and summative elements for Math and ELA assessments (Grades 3-8). The interim NSCAS Growth assessments will be administered during the fall and winter and will measure student performance against grade-level learning expectations, build on learning progress from fall to winter to spring, and provide instructional as well as summative data. The spring assessment will be a hybrid of the NSCAS summative and MAP assessments. Thus, the transition to NSCAS Growth will reduce the amount of student testing conducted in the spring of each school year.

The transition to NSCAS Growth will also result in more timely test results. The ultimate goal is to have interim assessment results available to schools within 24 hours after test administration.

The transition from NSCAS to NSCAS Growth will occur over the next two years with 2021-2022 including a winter pilot and statistical analysis study. The operational implementation to full-year assessment will occur starting 2022-2023. NSCAS Growth will result in more effective and efficient assessment practices that guide instruction, build on student progress and learning throughout the year, and still supply quality accountability data.

Thank you for all of the work you do as local school board members!

Patti Gubbels
Nebraska State Board of Education - District 3

Disclaimer: The opinions from Dr. Patti S. Gubbels are hers and do not represent the Nebraska State Board of Education.

ARE YOU REGISTERED?

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This workshop will focus on Cyber Security and Sexual Abuse & Molestation.

SUGGESTED AUDIENCE

Superintendents, Administrators and IT Directors / Personnel

COST:

ALICAP Member Districts: 3 FREE Registrations
\$40 each additional registration

Non ALICAP Member Districts: \$40/ person

JOIN US AT ONE OF THREE LOCATIONS

June 29 – Gering Civic Center

June 30 – Younes Conference Center - Kearney

July 1 – Lincoln Courtyard Marriott

ON SITE REGISTRATION AVAILABLE

NASB ORIENTATION - JULY 21 - LINCOLN

AN INTRODUCTION TO NASB STAFF, PROGRAMS, AND SERVICES, PRESENTED ANNUALLY EACH YEAR. MORE DETAILS TO COME ...

2021 AREA MEMBERSHIP MEETINGS

Training | Recognition | Networking | Together



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

Beginning August 24th ... More details on Page 12

... SEARCH, STRENGTHS & AWARDS

AWARDS OF ACHIEVEMENT

The points year ends July 31st. Awards will be presented at Area Membership Meetings starting in August. Check the website for details on your area meeting. Contact Lisa with questions ...

lsteinkuhler@NASBonline.org

EDUCATION LEADERSHIP SEARCH SERVICE

Is your district in need of an Interim Superintendent or a proposal for a Superintendent/ESU Administrator Search? Contact Shari at

sbecker@NASBonline.org

GALLUP STRENGTHSFINDER

People exceptionally talented in the *Includer* theme accept others. They show awareness of those who feel left out and make an effort to include them: accepting, tolerant and welcoming. Do you have Includer in your Top 5? Contact Shari for a Code to complete the individual assessment and access your Gallup Top 5 or to schedule a Gallup leadership team session.

- Shari -

... POLICY

It's a bit unusual that the Legislature passed several bills that will not yet take effect for the upcoming school year.

Although they passed statutes mandating the teaching of financial literacy (LB 452), providing training about seizures (LB 639), and listing the phone number of a suicide prevention hotline on the back of student ID cards (LB 528), none of these are required until the 2022-23 school year.

Contact Jim to learn more!

... ALICAP & INSURANCE

Join us for the ALICAP Summer Workshops:

June 29 in Gering June 30 in Kearney July 1 in Lincoln

Topics include Cyber Security and Sexual Abuse and Molestation, with target attendees being IT directors and school administrators. Visit www.ALICAP.org to register!

Thanks, Megan!



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Cody Wickham
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- Refinancing Bond Issues



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... DATA ANALYTICS

Just as the public expects a degree of competence in financial literacy from its high school graduates, having a general idea of how your district's levy, valuation, valuation per student, and cost per student compares to nearby districts or similar-sized districts provides instant credibility that you are an informed board member. The public is generally unaware of any of these numbers except local levy amounts, so your knowledge can help put the tax levy in perspective.

Contact Jim to learn more!

... ADVOCACY & GOVERNMENT RELATIONS

The 2021 Session is complete ...

BE HEARD! CALL FOR LEGISLATIVE PROPOSALS ARE DUE JULY 1

Now is the time for you and your board to think of items you might like addressed in 2022.

Submit your legislative proposals now at:

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

NASB's Government Relations team can do a briefing for your board, or anyone in your community.

Look for regional Legislative Lunches soon!

Share Your Story

Know Your District's Data

Understand The Data That Will Make A Difference

Call Colby & Matt with any questions!
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... ENERGY PURCHASING

Our NJUMP and CJUMP natural gas purchasing program administrators are regularly in contact with industry consultants who closely follow the changes in natural gas prices. The information provided by these experts and the ability to price our supplies when the market provides opportunities rather than during a fixed annual period allows a great deal of flexibility in getting great utility values for our districts and ESUs to stretch your scarce resources further.

Contact Jim to learn more!

... MEMBER ENGAGEMENT

It was fantastic to see so many of you in Kearney this month for the School Leaders and Law Conference and NASB Golf Outing!

June visits included: East Butler, Adams Central & ESU #9

Register now for this year's Area Membership Meetings:

8/24 - Gering 8/25 - North Platte 8/31 - Valentine
9/1 - Norfolk 9/8 - Kearney TBD - La Vista 9/15 - York
9/29 - Fremont 10/6 - Nebraska City

Sharon

... TECHNOLOGY

New Superintendents – Congratulations on your role at your new district!

If you have any questions about Sparq Meetings or Sparq Negotiations or would like training, please don't hesitate to reach out to us and we'd be happy to provide you with training on the system.

Welcome to our new Sparq Meetings Subscriber:
Auburn Public Schools

MARK YOUR CALENDAR
Saturday, October 30 -- 5th Annual Sparq Tailgate

Darion - dmiller@NASBonline.org
Nicole - nkobus@NASBonline.org
www.sparqdata.com

... BOARD LEADERSHIP

Check out "At the Board Table" on pages 6-7.

Look for some exciting announcements here in the upcoming weeks!

Marcia, Tori & Melissa

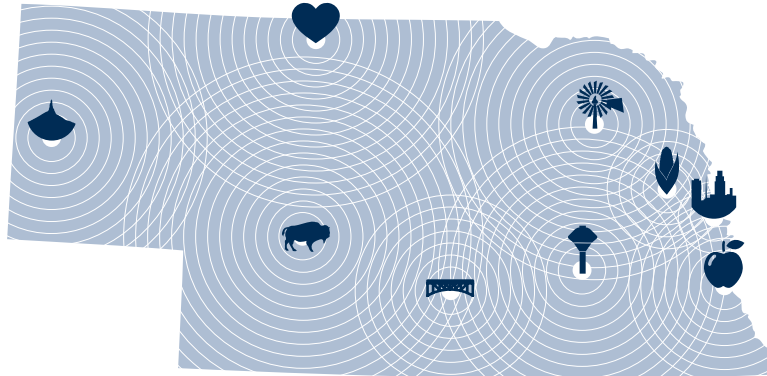
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Training | Recognition | Networking | Together

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

REGISTER
NOW!



VISION & TRAINING SESSIONS

5:00 PM - A REINTRODUCTION TO NASB: WHAT IT DOES. WHAT IT CAN DO FOR YOU.

From the people to the programs, services and advocacy efforts at the Capitol, NASB offers all Nebraska school districts and ESUs the resources and expertise to strengthen public education for all Nebraskans, and empower you as locally elected school board members to be community leaders.

6:00 PM - TRAINING SESSIONS 1

A REFRESHER ON THE OPEN MEETINGS LAW AND ISSUES THAT KEEP COMING UP

SCHOOL EMPLOYEE SHORTAGE

STAKEHOLDER ENGAGEMENT + DISTRICT IDENTIFIED NEEDS = LONG-TERM GOALS

6:45 PM - TRAINING SESSIONS 2

THE GOOD & THE BAD OF THE 2021 LEGISLATIVE SESSION: WHAT PASSED, WHAT DIDN'T, WHAT'S TO COME

THE MOST IMPORTANT JOB - SUPERINTENDENT EVALUATION

CRITICAL RISKS, DIGITAL BOUNDARIES

REGISTER NOW FOR THE MEETING NEAREST YOU

Tuesday, August 24 - Gering

Wednesday, August 25 - North Platte

Tuesday, August 31 - Valentine

Wednesday, September 1 - Norfolk

Wednesday, September 8 - Kearney

Wednesday, September 15 - York

Wednesday, September 29 - Fremont

Wednesday, October 6 - Nebraska City

TBD - La Vista

YOUR NASB BOARD OF DIRECTORS & STAFF



YOUR NASB LEADERSHIP TEAM



Stacie Higgins
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Nebraska City



Brad Wilkins
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Ainsworth



Kim Burry
Vice President
Bayard



Steve Blocher
Past President
West Point

YOUR REGION DIRECTORS



Region 1
Neal Kanel
HTRS



Region 2
Sarah Centineo
Bellevue



Regions 3, 6 & 7
Shavonna Holman
Omaha



Regions 3, 6 & 7
Tracy Casady
Omaha



Regions 3, 6 & 7
Nancy Kratky
Omaha



Regions 4 & 5
Bob Rauner
Lincoln



Regions 4 & 5
Annie Mumgaard
Lincoln



Region 8
Robin Richards
Ralston



Region 9
Alan Moore
ESU 3



Region 10
Ed Swotek
Malcolm



Region 11
Jim Vlach
Lyons-Decatur Northeast



Region 12
Lisa Wagner
Central City



Region 13
Marilyn Bohn
ESU 10



Region 14
Sandy Noffsinger
Dundy County Stratton



Region 15
Joel Carlson
Cozad



Region 16
Stephanie Summers
David City



Region 17
Michelle Reikofski
Osmond



Region 18
Doug Keener
Mitchell



Region 19
Stacy Jolley
Millard

YOUR NASB STAFF

Matt Belka
Director of Marketing,
Communications & Advocacy



Sharon Endorf
Director of
Member Engagement



Jim Luebke
Director of Policy Services



John Spatz
Executive Director



Megan Boldt
Associate Executive Director/
Director of ALICAP



Marcia Herring
Director of Board Leadership



Melissa Lusk
Board Leadership Associate



Lisa Steinkuhler
Executive Admin. Assistant



Makenzie Barry
Events Manager &
Accounting Associate



Craig Caples
Director of Technology



Sallie Horky
Chief Operating Officer



Tori Pierce
Board Leadership Associate



Vicki Walter-Winters
Legal Admin. Assistant



Shari Becker
Director of Education
Leadership Search Service



Colby Coash
Associate Executive Director/
Dir. of Government Relations



Rachel Horstman
Business Manager



Anne Silknitter
Education Leadership Search
Service Associate



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AWARDS

Awards Unlimited

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(Trophies, awards, plaques, etc.)

BUILDING CONTROLS/SERVICES

Control Management Inc.

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(Building Automation, Security and Energy
Optimization for New and Existing Systems)

Johnson Controls

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(HVAC, Building Automation, Service Agreements,
Security and Fire, among others)

CONSTRUCTION SERVICES



Ayars & Ayars, Inc.

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(Design-build leader building beneficial relationships,
processes, and projects)
*GOLD LEVEL AFFILIATE

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Kingery Construction Co

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Nemaha Sports Construction Inc

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Sampson Construction

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Lunchtime Solutions
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lunchtimesolutions.com
(Progressive Food Service Management)
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Opaa! Food Management of Nebraska
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gfrost@opaafod.com - opaafod.com
(Contract Food Service Management)

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www.nisbenefits.com
(Group LTD, Life, Vision, Special Pay Plans, HRAs)

Public Risk Management
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(ALICAP, Insurance services)
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LEGAL SERVICES

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* Silver Level Affiliate

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Fisher Tracks, Inc.
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(Installation, Refurbishment & Design Build of
All-Weather Running Tracks)

PUBLIC RELATIONS SERVICES



Idea Bank Education
Jack Sheard - 402-463-0588
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(Full-service agency in Central NE for communication
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TECHNOLOGY/SOFTWARE



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THERAPY SERVICES

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A PASSING OF THE TORCH IN WYNOT
TRAINING, NETWORKING, ENGAGEMENT & EVENTS
ANOTHER GREAT DAY FOR THE MEMBER GOLF OUTING
BE HEARD! CALL FOR LEGISLATIVE PROPOSALS - DUE JULY 1
FACE TO FACE: SCHOOL LEADERS & LAW RECAP
AT THE BOARD TABLE
AN UPDATE FROM THE STATE BOARD OF EDUCATION
ARE YOU REGISTERED?
2021 AREA MEMBERSHIP MEETINGS: ON THE ROAD AGAIN!
YOUR NASB BOARD OF DIRECTORS & STAFF
YOUR 2021 NASB AFFILIATES
... AND MUCH MORE!

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... ALICAP & INSURANCE
... BOARD LEADERSHIP
... DATA ANALYTICS
... ENERGY PURCHASING
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