

SEPT
2025

NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



Leadership

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Engagement

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2,000,000 Nebraskans

329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

IN THIS MONTHS EDITION OF BOARD NOTES

This Month In ...

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Teacher/Administrator Negotiations Made Easy

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Your 2025 NASB Affiliates, and Your NASB Board of Directors & Staff

... And Much More!

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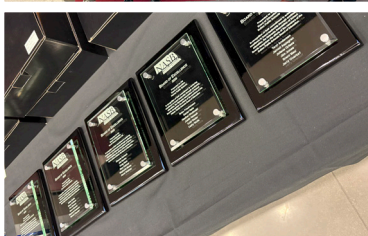
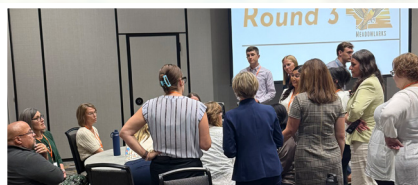
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Snapshots



The NASB provides programs, services, and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

THIS MONTH IN ...

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2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260

<https://members.nasbonline.org/>

THIS MONTH IN ...

A quick snapshot of the various programs, services, support and events NASB has planned for its members in the coming month!

ADVOCACY & GOVERNMENT RELATIONS ... Fall is a great time to engage your Senator to come visit your district. Let us know if we can help connect you with your Senator. Check out a number of updates and additions to the NASB GR page too as we look to 2026 ... and be sure to have your Delegate selected for the Delegate Assembly. Call Colby & Matt any time!

ALICAP ... ALICAP continues to collect annual contributions from all 225 Schools and ESUs. Reminder to those members, if you haven't already, ALICAP Contributions are DUE SEPTEMBER 30th! And take notice of the \$1.7 Million dividend!

AWARDS OF ACHIEVEMENT ... With Area Membership Meetings wrapping up, almost all of our individual and Board Award recipients have been recognized. This year, one board earned the President's Board Award (Gretna), 14 boards earned the Board of Excellence Award (Ainsworth, Bloomfield, Brady, Cedar Bluffs, Cross County, David City, ESU 3, Hershey, Norris, Osmond, Palmer, Ralston, St. Paul, and Sutton), four board members received their Level X (Brad Wilkins, Ainsworth; Steve Diemoz, ESU 13; Stacie Higgins, Nebraska City; and Kathy Wolfe, Palmer), seven received their Level IX, 14 reached Level VIII, and 26 earned Level VII. Photos from this year's Area Meetings can be found on Pages 13-16. You can learn more about NASB's Awards of Achievement Program under the Programs & Services tab of the NASB website.

BOARD LEADERSHIP ... Check out "At the Board Table" on Pages 6-7 to learn about all things Board Leadership.

EDUCATION LEADERSHIP SEARCH SERVICE ... Did you know...NASB has a leadership search process to help school districts and ESUs find their next leader. We can prepare a proposal to outline the steps of a search process or answer questions. If you are an applicant considering applying for a position, give Shari a call for all the details.

ENERGY PURCHASING ... We are already fielding inquiries from districts wishing to sign up for our natural gas purchasing consortiums next Spring during the annual signup period. This can be one less item your Superintendent and Business Manager need to focus on each year since our market consultants watch the gas markets every day throughout the year to lock up supplies whenever buying opportunities occur. NJUMP and CJUMP are protected by having significant amounts of natural gas already purchased for the 2025-26 heating season to help districts stretch their financial resources.

GALLUP STRENGTHS ... Our featured Gallup theme this month is **Includer**. With Includer in your Dominant Strengths, you naturally notice when people are excluded or overlooked. You feel compelled to welcome them into the group. This naturally accepting nature contributes to a culture where everyone feels valued, leading to better team cohesion and trust. Schedule a Gallup retreat with Shari for your board or leadership team.

MEMBER ENGAGEMENT ... It has been wonderful seeing so many of you at the first eight Area Membership Meetings! We are looking forward to the final AMM in Fremont on September 24. Be sure to register now for the Labor Relations Conference in Lincoln October 1-2. I really enjoyed presenting at the Hayes Center board meeting in September.

TECHNOLOGY ... Welcome New Sparq Negotiations Subscriber: Syracuse-Dunbar-Avoca Public Schools Check out "Teacher/Administrator Negotiations Made Easy" on Page 10. Contact Darion or Nicole today!

TRAINING, NETWORKING, ENGAGEMENT & EVENTS

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JOIN US!

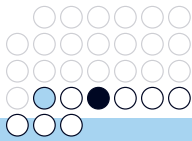


Events 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

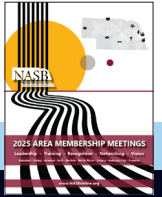
<https://members.nasbonline.org/events>

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 402-423-4951 for assistance.

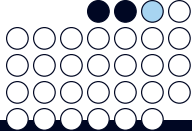
S M T W T F S



Governor's School Finance Commission Meeting - Monday, September 22
Area Membership Meeting - Wednesday, September 24 - Fremont

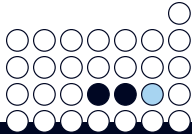


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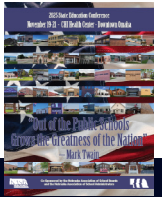


Labor Relations Conference - October 1-2 - Lincoln
State Education Conference: Student Nomination Form Deadline - Friday, October 3

S M T W T F S

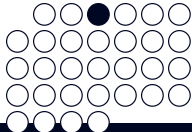


State Education Conference - November 19-21 - Omaha
"Out of the Public Schools Grows the Greatness of the Nation"



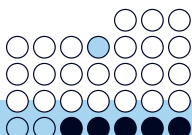
Delegate Assembly - Friday, November 21 @ 8:00 AM - Omaha (see Page 4)

S M T W T F S



New Board Member Workshop - Wednesday, December 3 - Kearney

S M T W T F S



1st Day of the 2026 Legislative Session - Wednesday, January 7, 2026
School Board Member Week in Nebraska - January 25-31, 2026
Legislative Issues Conference - January 25-26, 2026 - Lincoln



YOUR 'DELEGATE HANDOUT' IS NOW POSTED

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<https://members.nasbonline.org/government-relations>

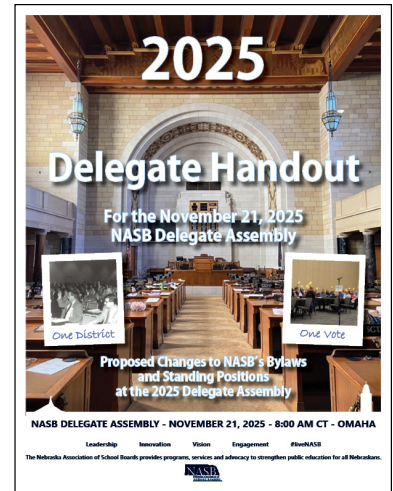


The **NASB Delegate Handout** of proposed changes to the bylaws and standing positions for your review prior to the 2025 Delegate Assembly is now posted on the NASB website. To better prepare you and your board's voting representative for the Delegate Assembly, please download, review, and bring this Handout with you to Omaha.

<https://members.nasbonline.org/government-relations/nasb-advocacy-handbook>

This year's Delegate Assembly will take place **Friday, November 21, at 8:00 AM**, in conjunction with the State Education Conference, at the CHI Health Center - downtown Omaha. All items within the **Delegate Handout** will be considered by the Delegate Assembly.

If you haven't already, each board should select one board member to represent the district or ESU as the voting delegate, although multiple members from each board may attend. As a school board member, this is YOUR chance to be heard and help craft the 2026 legislative and leadership initiatives for NASB.



This year's agenda includes:

- Who Is Your Delegate?
- Key Legislative Dates & Resources
- Advocacy & Engagement - What is Your Role?
- Your 2025 NASB Legislation Committee
- Bylaws Relating to the 2025 Delegate Assembly
- Proposed NASB Bylaw Amendments
- Proposed NASB Standing Positions
- Your NASB Standing Positions
- Delegate Assembly Rules of Procedure

"GOVERNMENT IS RUN BY THE PEOPLE WHO SHOW UP"

ONE DISTRICT/ESU. ONE VOTE.

MAKE SURE YOUR DISTRICT OR ESU VOICE IS HEARD!

If you have questions, you may reach us at 402-423-4951

MARK YOUR CALENDARS - KEY LEGISLATIVE DATES FOR 2026

November 21, 2025	Delegate Assembly
January 7, 2026	The 109th Legislature - Second Session begins This 60-Day Session will last until mid-April
January 21, 2026	Day 10: All bills must be introduced by this date
January 25, 2026	NASB Legislation Committee Meeting - Lincoln
January 25-26, 2025	Legislative Issues Conference - Lincoln ... JOIN US!
January-February	Committee Hearings take place
Mid-February	Priority Bills are identified

*All dates subject to change.



FINDING THE RIGHT LEADERSHIP FIT STARTS HERE

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One of the most critical responsibilities of a board member is hiring and evaluating your ESU Administrator or Superintendent. As we enter the season when retirements are announced and leadership transitions begin, this Fall is already active. While the goal is always to retain leadership as long as possible, leadership changes are inevitable. It's essential to know who to call should the need arise.

At NASB, leadership searches are a team effort. Our staff and consultants have expertise in the search process, board development, communications, marketing, and school law to ensure a smooth, professional experience. We work closely with each member-district/ESU to tailor the process to your unique needs and provide support from the vantage point of a board member, every step of the way.

It all begins with the creation of a Leadership Profile, developed from board member input. This profile helps shape interview questions, assists the board in the evaluation of applicants, and eventually serves as a guide for the discussion between the board and new superintendent in a retreat setting.

To recruit the best talent, NASB taps into a wide network – including our membership in the National Affiliation of Superintendent Searchers (NASS). Shari Becker, Director of the Education Leadership Search Service and Past Chair of NASS, maintains direct connections with 39 state School Board Associations, expanding our reach and reference capabilities.

Applications are submitted through a shared online platform, giving us national visibility. Each applicant is carefully screened by NASB staff using a detailed protocol. We ensure the board has a clear understanding of each candidate's experience and leadership qualities, presented in both open and closed sessions.

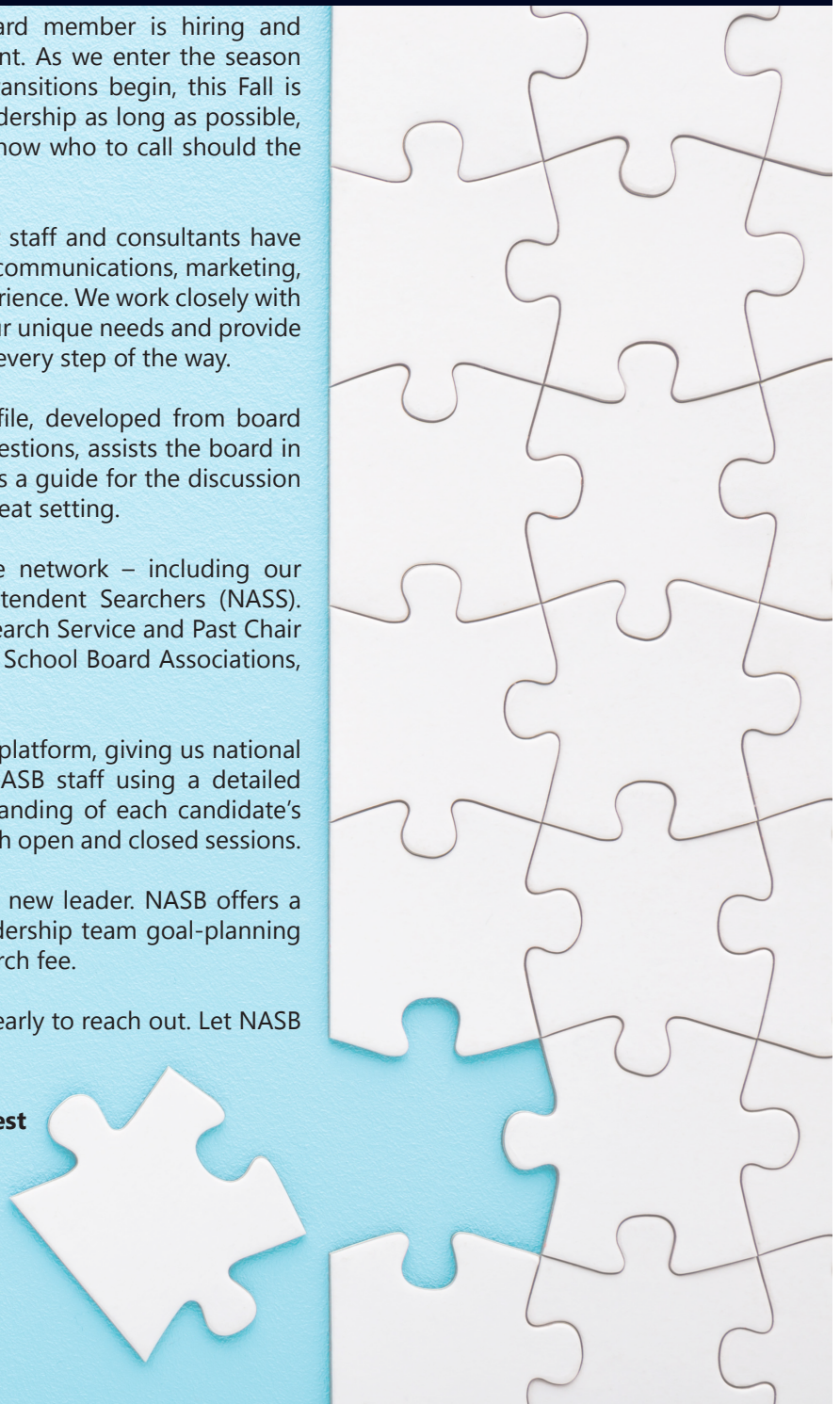
Our commitment doesn't end with the hire of your new leader. NASB offers a two-year guarantee for boards that complete a leadership team goal-planning session with us – an added value included in the search fee.

If you anticipate a leadership vacancy, it's never too early to reach out. Let NASB help you find the perfect fit for your next leader.

For details on the application process, or to request a proposal, contact: Shari Becker, Director
402-423-4951 or sbecker@NASBonline.org

NASB SEARCH MISSION STATEMENT

Through a collaborative working relationship with the Board of Education and district, NASB Education Leadership Search Service ensures a highly professional search process designed to attract the very best applicants, and bring credit to the board for the manner in which the search is conducted.



AT THE BOARD TABLE

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BOARD LEARNING OPPORTUNITIES



NEBRASKA ASSOCIATION OF SCHOOL BOARDS

402-423-4951

banderjaska@NASBonline.org

2025 STATE CONFERENCE—NOVEMBER 19-21 BOARD LEADERSHIP BREAKOUT SESSIONS

Wednesday, Nov 19

Pre-Conference Session (1-4 p.m.)

Utilizing Effective Superintendent Evaluation and Board Self-Assessment to Support Student Success

Dr. Troy Loeffelholz, NCSA Associate Executive Director

Stacie Higgins, NASB Board Leadership Specialist

Designed for both board members and superintendents, this session will strengthen governance through effective superintendent evaluation, meaningful board self-assessment, intentional relationship building, and building a district-wide foundation based on common values.

Thursday, Nov 20

7:00-8:00 a.m.

Board Member Bootcamp: Roles, Responsibilities, and the Characteristics of Effective Governance

NASB Board Leadership Team Members

Start your day with a continental breakfast and an interactive bootcamp for all board members—and superintendents too! This session serves as a warmup for Breakout Session A8 (Elevating Board Leadership: Effective Board Governance = Student Success). Register for the Bootcamp through the QR Code to the right! (Note: the QR Code is for Bootcamp only, NOT State Conference.)



Breakout Session A8 (9:45-10:45 a.m.)

Elevating Board Leadership: Effective Board Governance = Student Success

Marcia Herring, NASB Director of Board Leadership

Stacie Higgins, NASB Board Leadership Specialist

Stephanie Summers, NASB Board Leadership Specialist

Building on the Board Member Bootcamp warmup, this breakout takes you beyond the “what” of board roles and responsibilities into the “how” of using those roles to drive student success.

Thursday, Nov 20 (cont.)

Breakout Session B8 (11:15 a.m.-12:15 p.m.)

Strengthening Board and Superintendent Leadership: Utilizing a Board Handbook for Effective Governance

Marcia Herring, NASB Director of Board Leadership

Dr. Derrick Joel, Norris Superintendent

Sean Molloy, Norris Assistant Superintendent

Gary Kubicek, Norris Board of Education

A well-structured board handbook is a vital tool for ensuring effective school district governance by aligning leadership, clarifying roles, and fostering strong superintendent-board relationships. This session will explore the development and implementation of a board handbook to enhance communication, decision-making, and efficiency.

Breakout Session C8 (2:15-3:15 p.m.)

Listening, Learning, Leading: Community-Centered Strategic Planning

Marcia Herring, NASB Director of Board Leadership

Caden Frank, NASB Board Leadership Community Engagement Associate

Ben Anderjaska, NASB Board Leadership Engagement Associate

Avary Pansing Brooks, NASB Board Leadership Engagement Associate

Stakeholder engagement is a vital component of long-term district planning. This session will provide strategies for effectively engaging your community, parents, staff, students, and local partners to shape a shared vision for student success.

Friday, Nov 21

Breakout Session E8 (9:15-10:15 a.m.)

Asking the Right Questions: Using Data to Drive Accountability and Student Success

Marcia Herring, NASB Director of Board Leadership

Stacie Higgins, NASB Board Leadership Specialist

Stephanie Summers, NASB Board Leadership Specialist

Accountability and student success begin with the questions board members bring to the table. This interactive session will help boards understand how to use data effectively to guide decision-making, understand realistic expectations for improvement, and support district priorities.

Breakout Session F8 (10:30 -11:30 a.m.)

Policy to Practice: Strengthening Board Leadership

Marcia Herring, NASB Director of Board Leadership

Stacie Higgins, NASB Board Leadership Specialist

Becky Erdkamp, NASB Board Leadership Engagement Associate

Strong school board leadership is essential for student success. This session will explore the NASB Board Governance Standards and their role in promoting effective governance, strategic decision-making, accountability, and policy leadership.

ADDITIONAL LEARNING OPPORTUNITIES*

New Board Member Workshop

Dec 3, 2025 (Kearney Holiday Inn)

For new AND experienced board members alike, this full-day workshop offers in-depth training on the critical topics you need to know, such as board role and responsibilities, board operations, Open Meetings Law, superintendent evaluation, board self-assessment, and more! Superintendents are encouraged to attend with their board members. For more information, contact Marcia Herring (mherring@NASBonline.org).

President's Retreat

Feb 16, 2026 (Kearney Holiday Inn)

Expand your knowledge and understanding of the role of board president, leadership of the board, and management of the board meeting to advance board operations. Perfect for board presidents, vice presidents, aspiring presidents, superintendents, and/or ESU administrators. For more information, contact Marcia Herring (mherring@NASBonline.org).

JOIN US AT THE LABOR RELATIONS - OCTOBER 1-2

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Wednesday, October 1 ... Preconference & Social: The ABCs of Negotiations with Perry Law

Thursday, October 2 ... Keynote & Concurrent Sessions:

Leading with Excellence Through Challenging and Changing Times with Dr. Charlie Cartwright

Concurrent Session Topics Include: Wages and Payment Collection; Negotiations and Arrays; Communication in Labor Relations; School Retirement Plan; EHA Health Care Member Support; HR Hot Topics; Legal Updates; Workers Comp; FLSA; Federal Labor Case Law; Superintendent Role in Board Relations; and more!

For more information and to register go to

<https://members.nasbonline.org/events/labor-relations-conference> 

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2025 STATE EDUCATION CONFERENCE UPDATES

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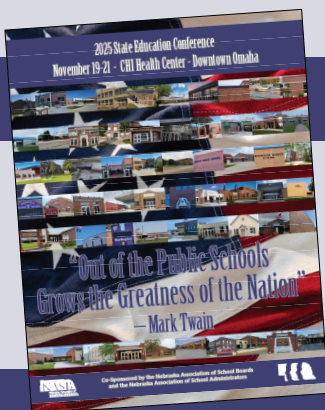
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<https://members.nasbonline.org/events/state-education-conference>



November 19-21 - CHI Health Center-Omaha

Registration is open now for the 2025 State Education Conference. You won't want to miss this annual event where over 1,000 school leaders and board members gather to learn and network. There will be two pre-conferences, three general sessions, 58 breakout sessions, over 100 vendors, and unlimited opportunities to grow in your role supporting public education. Hotel room requests open at 10:00 AM CT on Wednesday, September 24. You must already be registered for Conference in order to participate in the hotel room booking process.

Get Involved ... Classroom Showcase

This is an opportunity for students and teachers to demonstrate projects and programs that reflect the integration of technology in curriculum. The Classroom Showcase is scheduled for 8:00 to 11:30 AM, Friday, November 21, 2025. Contact Julie Moore at executivedirector@netasite.org with questions or to sign up.

Get Involved ... Student Voices

Nominate a student from your district to participate in the panel discussion where they can offer their perspective on a variety of issues. Our goal for the session this year is to include students from all levels of High School achievement and participation. We would love to see some students that will pursue a 2-year degree, some that may enter the Military or workforce after graduation, in addition to those who plan to pursue a 4-year degree. Special consideration will be given to nominees who have overcome obstacles to be successful. This breakout session will take place Thursday, November 20 from 2:15 to 3:15 PM. Visit the State Conference link above to download the nomination form. Email nominations to Sharon at sendorf@NASBonline.org by October 3.

Get Involved ... Call For Moderators

Board members, superintendents, and administrators are invited to serve as breakout session moderators at the following times:

- Thursday, November 20 - 9:45 AM (A Sessions), 11:15 AM (B), 2:15 PM (C), 3:30 PM (D)
- Friday, November 21 - 9:15 AM (E), 10:30 AM (F)

Please email Sharon by October 3, if you would be interested in helping. All volunteers will receive 5 award points toward their Awards of Achievement. Thanks in advance for your help!



REDEFINE IMPOSSIBLE
JAMES LAWRENCE



THRIVING AS A TEAM
DR. JERMAINE DAVIS



PRIVACY IN THE WORLD OF AI
JOE TOSCANO

Keynote Speakers

Pre-Conferences - Board Member Boot Camp - Networking - And More!!!

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GAIN ACCESS TO THE LARGEST COLLECTION OF BARGAINING DATA, NEGOTIATED AGREEMENTS, REPORTS, AND REAL-TIME CALCULATIONS AND WORKFLOWS DESIGNED TO ANALYZE THE IMPACT OF CHANGES TO BENEFITS AND COMPENSATION WHEN BARGAINING.

The negotiating season is here, and it's time to start preparing you and your district for what's to come at the bargaining table. With Sparq Negotiations, you have real-time access to the largest, most comprehensive negotiating tool in the state of Nebraska. Salaries are a top expenditure every year, so make the negotiations process successful and easy!



Sparq Negotiations provides you the tools necessary to stay competitive in your array, remain ahead of the game, and achieve successful negotiations. It provides the resources and knowledge to gain a strategic advantage in all stages of the negotiation process by providing real-time, quick-change calculations while comparing peer districts in your array, which saves tremendous amounts of time in the process! Say goodbye to the days of manual calculation with this user-friendly platform. Schools can run studies of any school in the state and see the comparison reports from other districts. This allows you and your board to work from more accurate data to settle negotiations fair and fast!

To learn more, schedule a demo, and see how Sparq Negotiations can make your life easier, contact Darion Miller at 800-422-4572, or email dmiller@sparqdata.com today!

NASB REPRESENTS AT THRIVING CHILDREN & FAMILIES

NASB was well represented at the 2025 Thriving Children and Families Conference, hosted by the Nebraska Children and Families Foundation. Our crew was fortunate enough to be a part of the planning committee, lead sessions on building community coalitions and governance, moderate panels, and to network with champions for children from all over the state. It was great to see our members not just participating but leading through their own presentations. A huge thank you to all of the team at NCFF and Communities 4 Kids for their leadership in such a collaborative, energizing, and innovative conference!





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<https://members.nasbonline.org/events/area-membership-meetings>



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2025 Platinum Level Affiliates - American Fidelity - BCDM Architects - Boyd Jones Construction - BVH Architecture
Carlson West Povondra Architects - Clark & Enersen - CMBA Architects - D.A. Davidson - Envisi - Facility Advocates - Hamilton
Hausmann Construction - Nebraska Liquid Asset Fund - Northland, a First National Nebraska Company - Piper Sandler
Public Risk Management - Sampson Construction - Sparq Data Solutions - Third Rail Content

2025 Gold Level Affiliates - 914 Coatings - ABcreative, Inc. - BD Construction - Blue Cross Blue Shield of Nebraska
Cornhusker International - Darland - DLR Group - JEO Consulting Group, Inc. - Johnson Controls Inc. - Lunchtime Solutions
MCL Construction - Navitas - Omaha Public Schools Foundation

2025 Silver Level Affiliates - Amergis Staffing - Creative Sites - OneSource The Background Check Company - TeamMates Mentoring

2025 Bronze Level Affiliates - Alley Poyner Macchietto Architecture - Ameritas Investment Company - Community Building Solutions
Cunningham Recreation - Demco - Fisher Tracks, Inc. - Mueller Robak, LLC - National Insurance Services - Nebraska Safety Center
Opaa! Food Management of Nebraska - Watts and Hershberger, P.C.

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YOUR 2025 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit:

<https://members.nasbonline.org/about-us/affiliate-members>



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YOUR 2025 GOLD AFFILIATES

314
COATINGS
COMMERCIAL SEAL COATING SPECIALIST

ABCREATIVE

**BlueCross
BlueShield**
Nebraska

B D
construction

CIT CORNHUSKER
INTERNATIONAL
TRUCKS

Darland
BUILDING TO A HIGHER STANDARD

DLRGROUP

je

**Johnson
Controls**

lunchtime
SOLUTIONS
TIME FOR FRESH

MCL
construction

Navitas
CONSERVING RESOURCES • RENEWING BELIEFS

OPSF
Omaha Public Schools
FOUNDATION

YOUR 2025 NASB AFFILIATES

Leadership

Innovation

Vision

Engagement

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ACCOUNTING

Watts and Hershberger, P.C.

ARCHITECTS

Alley Poyner Macchietto Architecture

BCDM Architects
PLATINUM LEVEL AFFILIATE



BVH Architecture
PLATINUM LEVEL AFFILIATE



Carlson West Povondra Architects
PLATINUM LEVEL AFFILIATE



Clark & Enersen
PLATINUM LEVEL AFFILIATE



CMBA Architects
PLATINUM LEVEL AFFILIATE



DLR Group
GOLD LEVEL AFFILIATE

BUILDING CONTROLS AND BUILDING SERVICES

Navitas
GOLD LEVEL AFFILIATE

CONSTRUCTION SERVICES

914 Coatings
GOLD LEVEL AFFILIATE

BD Construction
GOLD LEVEL AFFILIATE

Boyd Jones
PLATINUM LEVEL AFFILIATE



Darland
GOLD LEVEL AFFILIATE

Hausmann Construction
PLATINUM LEVEL AFFILIATE



JEO Consulting Group, Inc.
GOLD LEVEL AFFILIATE

MCL Construction
GOLD LEVEL AFFILIATE

Sampson Construction
PLATINUM LEVEL AFFILIATE



ENERGY SERVICES

Community Building Solutions

Facility Advocates
PLATINUM LEVEL AFFILIATE



Johnson Controls, Inc.
GOLD LEVEL AFFILIATE

EQUIPMENT AND FURNITURE

ABcreative, Inc.
GOLD LEVEL AFFILIATE

Demco

FINANCIAL SERVICES

Ameritas Investment Company

D.A. Davidson & CO.
PLATINUM LEVEL AFFILIATE



Nebraska Liquid Asset Fund
PLATINUM LEVEL AFFILIATE



Northland
PLATINUM LEVEL AFFILIATE



Piper Sandler
PLATINUM LEVEL AFFILIATE



FOOD SERVICE

Lunchtime Solutions
GOLD LEVEL AFFILIATE

Opaa! Food Management

FUNDRAISING

Omaha Public Schools Foundation
GOLD LEVEL AFFILIATE

INSURANCE SERVICES

American Fidelity
PLATINUM LEVEL AFFILIATE



Blue Cross Blue Shield of Nebraska
GOLD LEVEL AFFILIATE

National Insurance Services

Public Risk Management/ALICAP
PLATINUM LEVEL AFFILIATE



LEGAL SERVICES

Mueller Robak, LLC

PLAYGROUND/SCOREBOARDS/SURFACING

Creative Sites, LLC
SILVER LEVEL AFFILIATE

Cunningham Recreation/GameTime

Fisher Tracks, Inc.

SAFETY & SECURITY

OneSource - The Background Check Company
SILVER LEVEL AFFILIATE

STUDENT SERVICES

Amergis Educational Staffing
SILVER LEVEL AFFILIATE

TeamMates Mentoring Program
SILVER LEVEL AFFILIATE

TECHNOLOGY/SOFTWARE

Enviser
PLATINUM LEVEL AFFILIATE



Hamilton
PLATINUM LEVEL AFFILIATE



Sparq Data Solutions
PLATINUM LEVEL AFFILIATE



TRANSPORTATION PRODUCTS

Cornhusker International
GOLD LEVEL AFFILIATE

Nebraska Safety Center

VIDEO CREATION & PRODUCTION

Third Rail Content, Inc.
PLATINUM LEVEL AFFILIATE



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Leadership

Innovation

Vision

Engagement

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