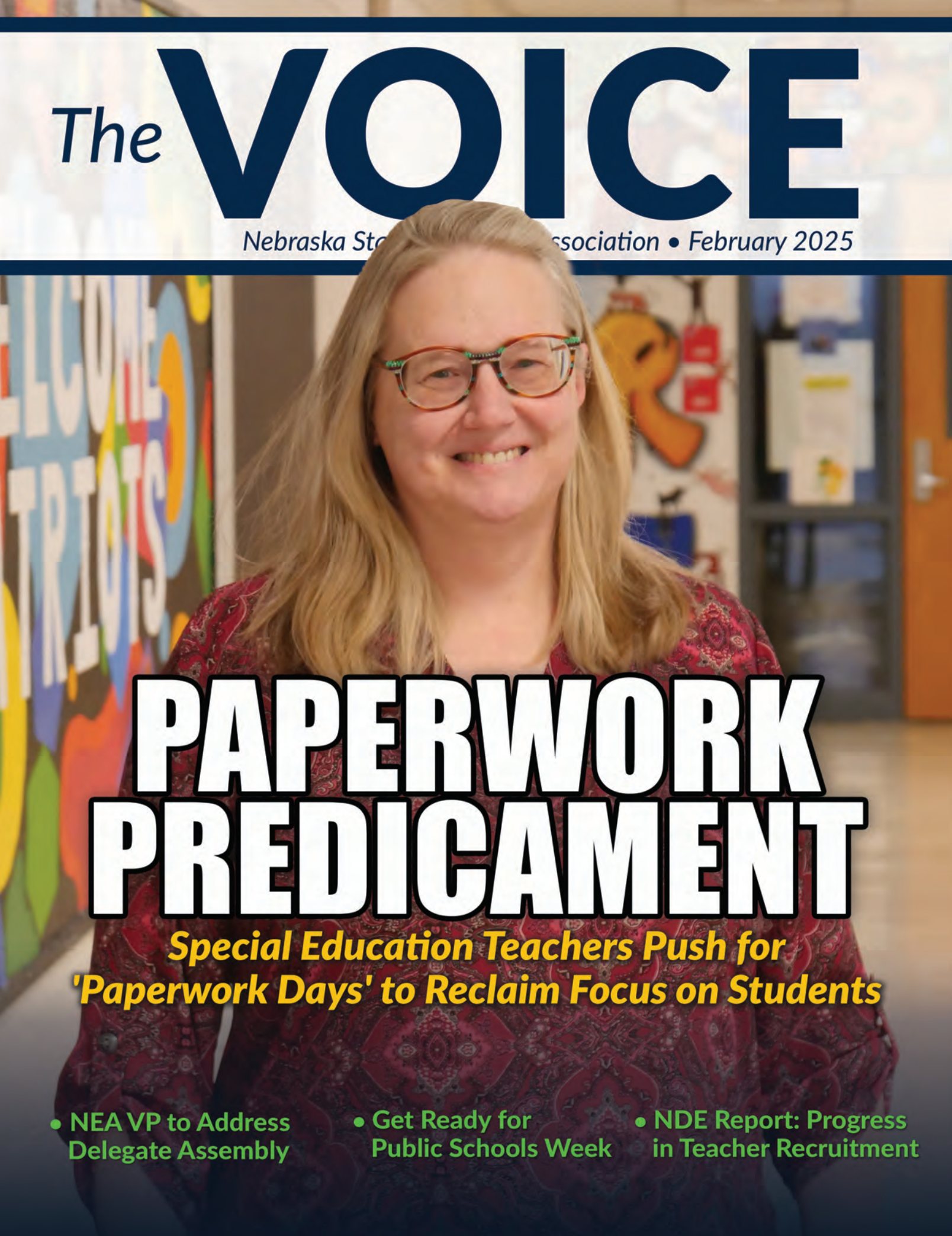


The VOICE

Nebraska State Teachers Association • February 2025



PAPERWORK PREDICAMENT

*Special Education Teachers Push for
'Paperwork Days' to Reclaim Focus on Students*

• NEA VP to Address
Delegate Assembly

• Get Ready for
Public Schools Week

• NDE Report: Progress
in Teacher Recruitment



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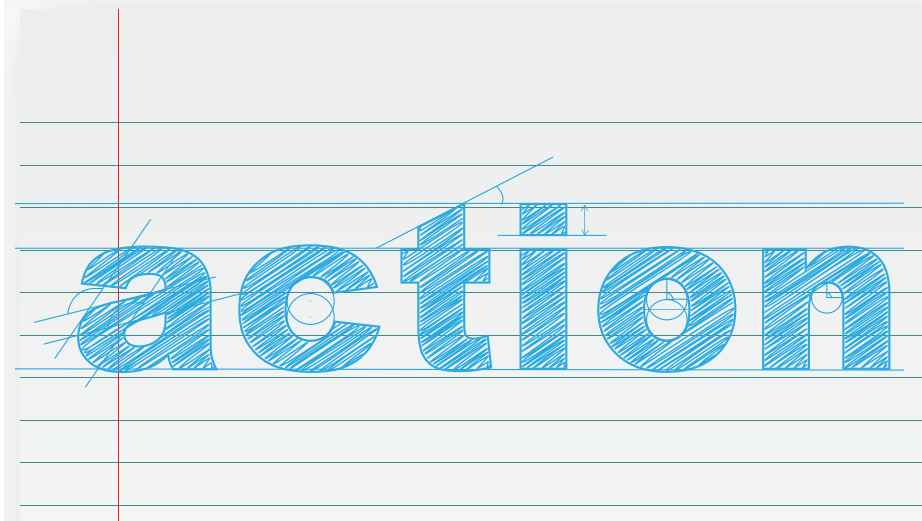
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File for NSEA office, and get ready to VOTE!

Is it time to step forward and consider a leadership role in your association?

Starting Friday, Feb. 14, NSEA members will vote for candidates to fill dozens of district leadership posts, as well as openings on the NSEA's Board of Directors. Electees will assume roles in determining the Association's future. But first, those candidates must file.

The positions of NSEA Secretary/Treasurer, NEA Director and ESP At-Large will all be up for election for three-year terms at the April 2025 Delegate Assembly. Candidates for these offices must declare their candidacy by Friday, Feb. 14, in writing to NSEA Executive Director Trish Guinan at trish.guinan@nsea.org.

The window for filing for NSEA District offices opened Jan. 1 and

closes Sunday, Feb. 2. To view the vacancies and to file, go to nsea.org and click on the 2025 District Elections link. Select your district, and then select the office of interest.

Candidates will need their 10-digit NSEA membership number. That number can be found above your name on the mailing label of *The Voice*.

All NSEA members are eligible to vote for district officers and Representative Assembly At-Large delegates. Voting will be available online from Friday, Feb. 14 to Sunday, March 9. All members are eligible to vote for their local association delegates to the NSEA Delegate Assembly.

Clustered locals will vote March 9-18. Locals with more than 26 members, talk with your local president for your local election timeline. Call NSEA for more information at 1-800-742-0047.

Would You Like to Write for The Voice?

Would you like to write an item for *The Voice*? Perhaps an opinion column or an article on what is working in your classroom? Submissions can be classroom-related, humorous, inspiring or otherwise teaching related. Submit your questions about the process, and your topics, to us at:

thevoice@nsea.org

On the Cover: Millard Education Association member Megan Andrews is advocating for "paperwork days" to support special education teachers. Stories like Andrews' highlight the growing challenges SPED teachers face, which is why NSEA is pushing for legislation to address their increased workload. Read the full story and see photos on pages 7-8.



PRESIDENT'S MESSAGE

TIM ROYERS

The Importance of Timing

There's something powerful about sitting in a room filled with passionate voices, each advocating for what they believe will shape the future of our state and its public education system. That was the atmosphere at my first public hearing during Nebraska's 109th Legislature where I testified against LB135—a proposal that limits school districts and Educational Service Units (ESUs) to holding bond and levy elections only during scheduled primary and general elections. This legislation, though seemingly procedural, could have far-reaching consequences for our schools and communities.

The importance of this issue was confirmed as I spent time with Millard Education Association (MEA) members on a postcard writing campaign to get the vote out for a Millard Public Schools bond election and knowing that NSEA is currently helping at least four locals organizing for support for bond elections in their communities. LB135 chases a problem that does not exist. And here's why:

Timing Matters

The election calendar is not well aligned with either the budget timeline under which schools operate or the academic year that has our students in our buildings. Many times, the most important projects require lead time to secure the necessary materials and labor to get it done in a way that minimally disrupts our students' learning environment.

Saving Money

While proponents of this bill highlighted the cost of a special election, if that special election allows for bonds to be issued with more favorable interest rates—which is often the case—it will in fact save taxpayers potentially millions of

dollars with better interest rates than if they are forced to conduct the election during a time with a less favorable bond market.

What Voters Want

Special bond and levy elections create an environment where voters can closely scrutinize the proposals brought forward by school districts or ESUs. There have been times when voters have rejected bonds in these special elections, demonstrating the heightened level of accountability they provide. This process compels districts to carefully balance the scope of their projects with the need to present a fiscally responsible proposal that benefits the community.

Learning Environment

We all have participated in projects in which timetables disrupted learning. The impact is profound. Kids are trying to learn over major noise disruptions or a lack of access to needed technology or other missing infrastructure that is critical for student learning. Even worse, for both students and taxpayers, is when deferred projects lead to emergency situations. I've seen heating units completely fail in a school and require installation over winter break at more than double the cost of the planned project. Those disruptive, costly instances would only increase if this bill were to pass.

I encourage you to take time to share with your state lawmakers why LB135 chases a problem that does not exist. Sharing your personal stories is a powerful tool in helping state lawmakers grasp the importance of the policies.

A few minutes of testimony can make a difference that positively impacts thousands of students.

“The importance of this issue was confirmed as I spent time with Millard Education Association (MEA) members on a postcard writing campaign to get the vote out for a Millard Public Schools bond election and knowing that NSEA is currently helping at least four locals organizing for support for bond elections in their communities.”



Turn to the NSEA Children's Fund This Winter



Nebraska winters can make even the most warmly dressed children shiver. Imagine walking to school in the biting cold of the early morning without a coat or warm mittens, or with shoes that are falling apart.

Unfortunately, this is a reality for many children in Nebraska. Teachers frequently spend their own hard-earned dollars to help these children. But a teacher can't assist every child encountered during the school day, much less during the school year. That is why NSEA created the Children's Fund. Since 1994, donations to the Children's Fund have provided hundreds of thousands of dollars to help children in need.

The generosity of Children's Fund donors has helped to pay for glasses, warm clothing, medical and dental needs of children; provide assistance to a family whose home and belongings were destroyed by fire; purchase a bus ticket for a child with no other means to get to school; and more.

There is never any red tape or lengthy delay for members wanting to use the fund to help a student. A call to Karen Hunt at the NSEA (800-742-0047) is usually all that is needed. For more information, visit nsea.org/childrensfund.



Letter of intent date: March 15

Know your rights if asked to sign early

Signing and returning a letter of intent to your district employer is important, but don't let the pressure get to you – especially if you're asked to do so too early.

A letter of intent (and/or accompanying contract) signifies your plan to return to teaching in your district next year. State law allows school districts, on or after March 15 each year, to require certificated employees – teachers, counselors, speech pathologists, psychologists and others – to sign binding letters of intent and/or individual contracts.

Yet some administrators distribute letters – and ask for them back – even before the winter holidays. Often in an effort to get a handle on next year's staffing situation, superintendents might suggest letters be returned by Feb. 1 or March 1.

Knowing your rights is important. Members should not rush to sign, but rather be deliberate and use the time allotted by law. Making a decision months in advance may cause problems down the road if your personal situation changes.

State statute is clear: A school district cannot require teachers to make a commitment before March 15.

However, failure to sign and return the letter by stated deadlines that fall **on or after** March 15 is a threat to a teacher's employment.

If administrators distribute such a letter or contract prior to March 15 and ask for its return prior to March 15, a local association representative should fax a copy to their assigned NSEA organizational specialist at 1-402-475-2630.

In the meantime, an appropriate response to the letter is "I don't know yet" or "I'm not sure."

Letters that ask for a signature and return **on** March 15 or on a specified date **after** March 15 are appropriate. In such cases, it is vital to sign and return it by the due date.

Have questions? Call NSEA at 1-800-742-0047 to speak with your region's organizational specialist.

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Courtesy Photo

Preserving History: An Educator's Role in Advocating for the Preservation of the Nebraska State Capitol

Each year hundreds of students explore the architectural marvel of the Nebraska State Capitol building, learning of the state's political heritage, its role in shaping democracy, and its unique unicameral system.

The Capitol is renowned for its artistic elements, including murals, mosaics, and sculptures. These features enable teachers to explore art, design, and cultural storytelling, inspiring students to value creative expression and its link to civic identity.

Teachers now have an opportunity to help preserve and enhance the State Capitol. Plans are underway to renovate the fifth floor to include educational exhibits. While \$3 million in state funds have been budgeted for the project, plans are underway to garner additional funding to complete the project.

"Educators have a deep appreciation for history and its role in shaping the present and future," said Mike Gloor, a member of the Nebraska Association of Former State Legislators (the Formers). The group is facilitating the project. "We encourage educators to be key allies in advocating for the fifth-floor project and the continued preservation of the Nebraska State Capitol."

Preserving History

Maintaining the beautiful landmark includes ongoing restoration while adhering to historical preservation standards. While the building was completed in 1932, not all of architect Bertram Goodhue's plans for the building were incorporated into the final project. Four fountains—now flowing in all four interior courtyards—were originally scrapped from the design as the country

fell into the Great Depression.

In 2013, the Formers won state funding to install the fountains over the objections of then-Gov. Heineman's veto. The fountains project was completed for the 150th anniversary of Nebraska's statehood in 2017. The Formers also raised \$1.4 million in private funds to restore landscaping in the four Capitol courtyard gardens and established an endowment for their future maintenance.

A New View

The fifth floor of the Capitol was originally envisioned by architect Goodhue as a space for experiencing the building from a grand interior overlook. Large marble columns that line the fifth floor provide an incredible view of the mosaic centered high above the Rotunda. However, as space became limited, offices were relocated to that area instead.

Then, in 2020, the Formers began seeking funding for the rehab of the 5th floor, envisioning a space with educational exhibits. Four years later, the project is well underway.

Funding allocated in the state's 2023 budget provided \$1.5 million of the total amount needed. This year, the Formers are seeking support from educators to advocate for additional funding to get the project completed and open for students and other visitors to enjoy.

Gloor said the project is dependent on government funding, which can fluctuate based on the state's budget priorities. He is asking educators to help advocate for the fifth-floor project and for the continued preservation of the Nebraska State Capitol.

Educators interested in preserving the Capitol can email Vickie McDonald, Executive Director for the Nebraska Association of Former State Legislators at: vkimac@gmail.com

"Educators often have a deep appreciation for history and its role in shaping the present and future."

— Former Neb. State Sen. Mike Gloor

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Millard Education Association member Megan Andrews is advocating for "paperwork days" to support special education teachers. Stories like Andrews' highlight the growing challenges SPED teachers face, which is why NSEA is pushing for legislation to address their increased workload.

The Paperwork Trap: Special Education Teachers Push for 'Paperwork Days' to Reclaim Focus on Students

Millard Education Association member Megan Andrews can't tell you exactly when her workload became quite so overwhelming, but somewhere in her 27-year career as a special education teacher, Andrews lost her Sunday evenings to paperwork.

"Every Sunday I have this sheet to do grade checks on all my students," said Andrews. "I go through and I mark down what grades they're getting and then if they're missing assignments or things, I'll e-mail the content teacher. Often, I'll also e-mail the students' parents or guardian. I'll put in a request for staff members to write them a pass to go to the resource study center to get caught up. All of this is then included in my progress reports."

The Paperwork Trap

For members like Andrews, the demands on special education teachers to keep up with paperwork have reached an unsustainable level.

"I used to be able to focus more on teaching, working directly with students," she shared. "Now, my weekends are consumed by paperwork.

I spend hours gathering data for progress reports, monitoring goals and compiling information from multiple teachers across several classes."

One of the most burdensome tasks involves creating detailed progress reports for every student, which include data from various teachers on goals like time on tasks, behavior, reading, and writing. This new system has added layers of complexity, forcing educators to reach out

to multiple teachers every two weeks to track this data. With students often bouncing between different teachers and support staff, keeping track of all this information is an overwhelming task.

"I've had to schedule emails just to remind myself to ask teachers for data every couple of weeks, but then there's the issue of actually getting accurate responses," she explained. "I know that my request for responses



Sherrie Campbell
Omaha Education
Association

can also be a burden to my colleagues who are often struggling with their own workloads."

Omaha Education Association member Sherrie Campbell said the amount of IEP Progress Reports on her plate is overwhelming, even as a 20-year, veteran educator.

"The number of IEPs and progress reports, plus the fact that we haven't had many teacher planning days this year, makes it incredibly difficult to

keep up. When we do have professional development (PD) days, they often don't apply to special education, so we just sit there while our paperwork keeps piling up," she said.

Referral Overload

The paperwork extends beyond progress reports. Campbell has also noticed the number of students being referred to for educational services has increased significantly.

“I’ve noticed a trend where new teachers are quickly referring students to the special education testing process, often as an initial step when they observe challenges. However, after going through the proper testing procedures, we find that many of these students don’t actually require our services,” Campbell said. “It seems that the testing is being used more as an automatic intervention step, rather than a well-considered part of a broader support strategy.”

While testing can certainly be a helpful tool, it’s not always the best starting point for every student. Campbell says this approach can sometimes lead to unnecessary evaluations for students who may not need special education services, and it may also delay the implementation of more appropriate interventions that could better address their needs.

“This is something we’re working to address in my building,” she said.

Campbell says it’s important that teachers, especially those who are newer to the profession, have a strong understanding of when and how to use the referral process to ensure that students receive the most effective support at the right time.

Campbell and Andrews agree that the weight of administrative tasks and paperwork threatens to overshadow their core role of supporting students. Both have seen their time allocated for planning and organization shrink drastically throughout their years in the classroom.

Burn Out

When Andrews first began teaching in Millard in 2001, the district paid for two days per year for each special education teacher to have a paid workday, but that benefit has dwindled to the point of impossible.

Andrews said her administrators are sympathetic to the increase of paperwork and the need for more time during the day, but classroom coverage presents its own set of challenges for overwhelmed staff.

“The district has said, ‘Well, you can take a paid workday, but there’s just nobody to cover.’ It means I would have to abandon my co-teacher. I would never do that. I don’t know of a soul who would do that in my building. The reason we’re together is to manage students experiencing



increased behaviors.”

The paperwork extends beyond progress reports. Teachers are also required to hold manifestation meetings for students who have been suspended, a task that has become increasingly more difficult. With new regulations requiring follow-up meetings and services for every suspension, special education teachers are stretched thin.

Despite overwhelming caseloads and paper work duties, Andrews and Campbell both share a sense of duty and care for their students. But even through their best efforts, the demands placed on them are taking a toll.

As Andrews approaches the final years of her career before retirement, her dream is not to leave the field altogether, but to return to the kind of work she initially signed up for—focused, student-centered teaching without the overwhelming burden of excessive administrative work. She is considering going back as a paraprofessional.

“I just want to work with kids. That’s why I became a teacher,” she concluded. “At this point, I’m hoping things can change so that I can actually do what I love without drowning in paperwork.”

Paperwork Days

NSEA’s 2025 State Policy Agenda Priorities will focus on reforms to support educators like Campbell and Andrews.

Results of a late-September member survey played a crucial role in shaping LB589—a bill that would provide four “paperwork days” for special education teachers. It allows

school districts to be reimbursed for the costs of substitute teachers to cover for special education teachers taking “paperwork days.”

By gathering feedback directly from members, the survey provided insights into the issues and challenges most important to members, including finding solutions to the overwhelming burden of excessive administrative work in special education.

When asked about the potential impact of new state-level initiatives that could offer more dedicated time for special education teachers to focus on this critical paperwork, both teachers agree it would make a world of difference.

“Having two days a semester just to focus on paperwork would let me keep my students’ needs at the forefront again,” Andrews said. “Right now, I’m doing the work of several people and I’m burning out. The paperwork takes time away from the kids who need my help the most.”

The voices of members play a crucial role in advancing these legislative efforts. By sharing your story, you can highlight the challenges faced and motivate lawmakers to take meaningful action toward creating a stronger, more supportive education system. Any member interested in sharing their story can contact their NSEA Organizational Specialist or call NSEA at 402-475-7611 or toll-free at 800-742-0047. Members can also send questions and information through the ‘Contact Us’ feature of the NSEA website at www.nsea.org/contact-us.



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LEGISLATURE

Speak Up for Public Education: Make Your Voice Heard on Legislation Affecting Public Schools

The 2025 Nebraska Legislature convened on Jan. 8 for its 90-day session. This session exposes significant challenges for education funding and property tax relief in Nebraska.

Senators have introduced a total of 715 legislative bills and 18 proposed constitutional amendments. Each bill represents a wide range of issues and potential changes to state law, spanning topics such as education, healthcare, infrastructure, taxation, and more. The breadth of these proposals highlights the complexity and importance of this legislative session. The NSEA's Government Relations team monitors legislative activities and advocates for the best interests of our members, students and public education.

Reimbursement for Teacher-Purchased Classroom Supplies

LB282, introduced by Senator Jason Prokop of Lincoln, would provide a direct grant of up to \$300 from the State of Nebraska to reimburse teachers for school supplies. This bill applies to kindergarten through twelfth-grade teachers employed in Nebraska schools. The State Board of Education would establish clear guidelines on the types of supplies eligible for reimbursement.

Every year, teachers invest hundreds of dollars of their own money to ensure their students and classrooms have what they need to succeed. From purchasing markers, highlighters, and pens to providing books, organizational tools, art supplies, and technology accessories, teachers go above and beyond. Many also cover classroom displays, science experiment materials, and incentives to motivate and reward students. These expenses demonstrate their unwavering dedication to fostering engaging and effective learning environments.

LB282 acknowledges these efforts and supports educators by reducing the financial burden they face. Teachers consistently express that recognition of their work is just as meaningful as financial assistance. This bill sends a strong message of support, affirming the essential role educators play in

creating effective and welcoming learning environments.

Pension Plans Under Attack

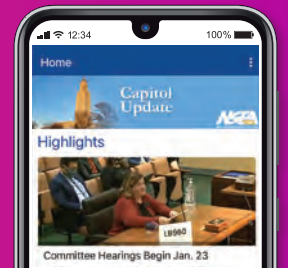
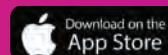
The Nebraska State Education Association is committed to keeping educators informed about legislative proposals that could significantly impact their future. LB645, introduced by Senator Beau Ballard of Lincoln at the request of Governor Jim Pillen, poses a serious threat to the stability of Nebraska's school employees' retirement plans. If adopted, this bill would significantly reduce—and potentially eliminate—the state's 2% contribution to the statewide school employees' retirement plan and the Omaha School Employees Retirement Plan (OSERS). The State of Nebraska is facing a \$432 million budget shortfall; Pillen and Sen. Ballard seek to balance the state's budget by raiding a funding source of our pensions.

To understand the gravity of this proposal, it is important to revisit its historical context. In 2013, with the passage of LB553, Nebraska school employees agreed to significant changes to secure the financial future of their retirement plans. These changes included higher employee contributions, the creation of a second tier with reduced benefits for new employees, and the elimination of statutory sunsets that allowed for lower contribution rates. In exchange, the state increased its annual contribution from 1% to 2% of school employee wages. This compromise resolved a \$100 million annual shortfall in the statewide plan and ensured its financial stability. Without this agreement, the state would have been obligated to cover the entire shortfall, potentially jeopardizing the retirement security of tens of thousands of educators.

Download the NSEA Capitol Update App!



- Receive alerts and calls-to-action during the legislative session.
- Stay up-to-date on events and education news from the Nebraska Legislature.





The adoption of LB645 would have serious consequences. Reducing or eliminating the state's 2% contribution, which currently totals \$58.77 million annually, would undermine the financial health of the statewide retirement system and OSERS. This could make it unlikely for employee contribution rates to return to pre-2013 levels and would diminish the chances of employees in lower-tier benefit plans achieving parity with higher-tier benefits. Additionally, the statewide plan, which is on track to be fully funded by 2025 due to the 2013 compromise, could face destabilization, threatening the long-term security of the system.

The latest actuarial report for the statewide retirement plan, released on November 12, 2024, highlights key achievements that demonstrate the success of the current structure. Projections indicate that the funded ratio will exceed 100% in the coming years, and the plan could sustain annual investment gains as low as 4.75% over the next decade without requiring additional state contributions. These accomplishments underscore the importance of maintaining the state's commitment to the 2% contribution, which has been instrumental in achieving these positive trends.

LB645 threatens to undo over a decade of collaborative effort between the Legislature and school employees. NSEA strongly encourages members to contact their state senators to explain how eliminating the state's contribution would destabilize the retirement system and jeopardize its future. By highlighting the actuarial improvements and the critical role of state contributions, educators can help ensure that Nebraska's retirement system remains a model of financial stability. The 2% state contribution is more than a budgetary item; it is a cornerstone of the secure retirement that Nebraska's educators have worked so hard to protect. By standing together, we can uphold the 2013 compromise and safeguard the financial future of Nebraska's school employees.

CALL TO ACTION: The NSEA urges all members to take immediate action by contacting members of the Retirement Committee. Emphasize the importance of maintaining the 2% state contribution and urge them to oppose and indefinitely postpone LB645. Your voices are crucial in preserving the stability and fairness of the retirement system for current and future educators. Together, we can ensure that Nebraska's teachers and school employees continue to receive the secure retirement benefits they deserve.

Retirement Committee Members:

- Sen. Beau Ballard, Chair, Lincoln bballard@leg.ne.gov
- Sen. Tony Sorrentino, Omaha tsorrentino@leg.ne.gov
- Sen. Robert Clements, Elmwood rclements@leg.ne.gov
- Sen. Danielle Conrad, Lincoln dconrad@leg.ne.gov
- Sen. Brian Hardin, Gering bhardin@leg.ne.gov
- Sen. Margo Juarez, Omaha mjuarez@leg.ne.gov

Make Your Voice Heard

We urge all members of the Nebraska State Education Association to make their voices heard. Stay informed and share your perspectives on proposals that could impact Nebraska's schools. Your voice is crucial as we advocate for policies that benefit students, educators, and communities statewide. Public hearings on the bills will be held from Jan. 22 through Mar. 28, providing an opportunity for stakeholders to participate in the legislative process.

Any member interested in sharing their story can contact their NSEA Organizational Specialist or call NSEA at 402-475-7611 or toll-free at 800-742-0047. Members can also send questions and information through the 'Contact Us' feature of the NSEA website at www.nsea.org/contact-us.



Member Voices: In November, Omaha Education Association member Faith Johnson testified before the Legislature's Education Committee during public hearings regarding student achievement and equity in Omaha Public Schools (OPS).

STAFF CHANGES MARK A NEW ERA AT NSEA



The Association is bidding farewell to several seasoned staff members who have dedicated countless hours, shared their valuable wisdom, and contributed their energy over the years.

Karen Kilgarin, NSEA's Public Affairs and Communications Director, has announced her plans to retire in 2025 after an impressive 30 years of service. Throughout her career, Karen's extensive knowledge of Nebraska's political landscape has been instrumental in driving legislative progress and shaping public opinion.

Taking her place is Cassie Ivy, an award-winning print journalist. Ivy and her husband operate an established community newspaper, *The Voice News*, which is based out of Hickman.

Ivy comes from a family of educators and is the daughter of Jim Rose, a career-long Nebraska educator and coach at schools, including Campbell, Nemaha Valley, Holdrege and Geneva.

Ivy, herself, has spent time in the classroom as a substitute teacher.

"I am very honored to be part of the NSEA team, and I am excited to help the organization as much as I can," Ivy said. "I have some 'very big shoes to try and fill' as some would say, as Karen (Kilgarin) has left a meaningful impact upon the association and state, but I am inspired by those in the educational system to do the best I can for them."

NSEA Organizational Specialist Judy Roach will also be retiring in 2025. Judy has spent 10 years on staff

as a steady and experienced advocate for members. Before her time on staff, Judy was a veteran educator and a local leader. She taught at Plainview and Norfolk and worked as a counselor at Louisville.

Taking over for Roach will be veteran educator Dave Herbener.

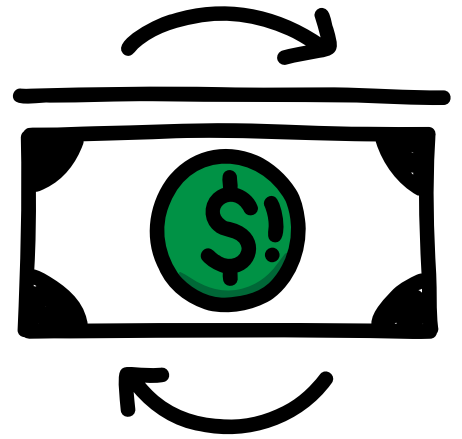
He taught for 36-years and served as a local association president of the Papillion-La Vista Education Association (PLVEA) for five years before retiring in 2021. He spent 12-years as a lead negotiator for PLVEA and two years as the Metro District Board President.

Herbener moved to Texas where he joined the Texas State Teachers Association as an Organizational Specialist. Herbener moved back to Nebraska to be closer to family.

"Working for NSEA has always been a dream job for me. This organization has been an important part of my professional journey, and I'm excited to contribute in a new way to help strengthen the voices of educators and advocate for the future of our schools," Herbener said.

Herbener will serve as Organizational Specialist for the Omaha Education Association.

NSEA Membership and Data Analyst Associate Teresa Greve will be transitioning into a professional staff position on Feb. 1. With 15 years of dedicated service to the organization, Greve has played a vital role in supporting NSEA's membership efforts through her expertise in NEA360, a robust database.



IMPORTANT REMINDER

**Request PAC Refund by
Feb. 15, 2025**

NSEA's Political Action Committee is supported by voluntary donations collected with NSEA dues. Support for the election of recommended candidates is provided by an annual contribution of \$15 from each NSEA member.

Any member may request a refund of those contributions for the current membership year. Alternatively, members may direct the \$15 contribution to be used for bond elections and school ballot issues only.

Refund requests must be in writing to NSEA President Tim Royers. Each letter must be individually composed and contain an original signature of the member. Photocopied, computer-generated letters or email messages are not accepted. Each letter must indicate whether all or part of the contribution is to be refunded or designated for ballot issues.

Requests must be postmarked no later than Feb. 15, 2025. In order to efficiently use dues dollars, requests for refunds received by the due date will be processed and mailed in a single batch after that date.

Send requests to NSEA President Tim Royers at 605 S. 14th St., Lincoln, NE 68508. For questions, email tim.royers@nsea.org or call NSEA at 1-800-742-0047.

NEBRASKA

SMART

SUCCESS MADE ACCESSIBLE THROUGH RURAL TUTORING



CHADRON STATE COLLEGE

Chadron State College invites rural students to participate in the expanded SMART tutor program

Nebraska Success Made Accessible through Rural Tutoring (SMART) is expanding its mission to provide high-quality, free tutoring services to K-12 students across rural Nebraska school districts.

The program connects students with dedicated teacher education candidates from the three Nebraska State Colleges: Chadron, Peru, and Wayne.

Program Expansion and Eligibility

- The program now serves students from all school districts affiliated with the Nebraska Rural Community Schools Association (NRCSA), those in districts supported by Educational Service Units 1, 4, and 13, and several other select rural districts.

How the Program Works

- Tutoring services are delivered online, allowing students or parents to schedule sessions between Monday and Thursday.
- Students can either schedule an appointment or select on-demand tutoring.
- Tutors have been admitted to their college's teacher education program, passed background checks, and received comprehensive training.
- Nebraska SMART ensures students are paired with tutors who specialize in their grade level and subject area.



Learn More and Register

For more information or to register for tutoring, visit the Nebraska SMART webpage.



NEA VP Moss to Address Delegate Assembly

The keynote address for the 2025 NSEA Delegate Assembly will be given by National Education Association Vice President Princess R. Moss.

Moss, an elementary school music teacher from Louisa County, Va., is a respected, unwavering champion of children and public education. As vice president, she helps to guide the Association's mission of fulfilling the promise of public education to prepare every student to succeed in a diverse and interdependent world. For Princess, an important part of that work includes being a staunch, outspoken ally of students, educators and communities that have been historically marginalized. These include Black, Brown and indigenous communities, LGBTQ+ communities, students with disabilities, and those who move

through the world representing the ways in which these communities intersect. Moss will address delegates on Saturday, April 26.

Collective Action & the American Dream

Elected NEA vice president in 2020, as the U.S. faced the dual pandemics of coronavirus and systemic racism, Princess is an outspoken, sought-after advocate on the topics of racial and social justice in education and the ways in which awareness, capacity-building, partnership and individual and collective outcomes can help to improve public schools, and ensure that every public school student has an opportunity to achieve the American Dream.

To Princess, and to the entire NEA, every child and every student—no matter their parents' incomes,

where they live, the language they speak at home, their race, religion, ethnicity, gender identification, or physical capabilities—deserves to attend a great public school. Princess believes in using every available tool—organizing, legal and legislative measures, the ballot box, and collective action—to protect the rights of students and educators and protect public education.

Membership, Collective Bargaining & Advocacy

Princess is past president of the 62,000-member Virginia Education Association (VEA), where she increased VEA membership, advocated successfully for greater investment in public education at the state and local levels, and helped to lay the groundwork for the state's

collective bargaining law, passed in 2019.

Delegate Assembly

The April 25-26 Assembly is NSEA's annual business meeting.

Delegates will gather at Lincoln's Marriott Cornhusker Hotel for the 165th assembly in NSEA history. At the helm will be NSEA President Tim Royers.

Members from across the state, representing local associations large and small, urban and rural, are elected to attend and represent the NSEA's 26,000 members. These

delegates manage the business and set the future course of the Association.

Delegates will discuss educational issues and consider updates to NSEA Bylaws and Resolutions as part of the assembly action.

The event also features an awards presentation, recognizing the Early Career Educator of the Year, Educational Support Professional of the Year, Teaching Excellence Award recipient, NSEA's 2025 Friend of Education and more. See award details and deadlines in the

article below.

Members must be elected by their local association in order to attend as a delegate to the assembly. To make your interest in serving as a delegate known, contact your local association president, your local association building or faculty representative or your NSEA organizational specialist.

NSEA is the state's oldest professional association and has held a Delegate Assembly almost every year since, and in some cases, twice a year.

Nominate Outstanding Colleagues for Recognition: Celebrate Excellence in Education!



Any NSEA member may nominate a member teacher, Education Support Professional or deserving group. Members are eligible for:

- **Early Career Educator:** Honors a teacher who has excelled in their first five years of teaching.
 - **Award for Teaching Excellence:** Honors a teacher who has excelled in the classroom over a period of time.
 - **Education Support Professional of the Year:** Honors an ESP who has excelled in their job. Finalists will be notified in March, with winners announced at the Assembly. Recipients receive a \$250 cash award.
 - **Community Service:** Honors NSEA members or local associations involved in volunteer work outside of classroom hours.
 - **Tom Black Local Public Relations Award:** Honors local associations for outstanding internal communication.
- Members can also nominate individuals or groups for these awards:
- **The Great Plains Milestone:** Honors an individual or group for promoting human and civil rights.
 - **Administrator of Excellence:** Honors a public school administrator who strives every day to help students and staff be successful.
 - **Friend of Education:** NSEA's highest honor is presented in recognition of an individual or organization that has made a statewide contribution to education or to Nebraska educators.
 - **Outstanding Media:** Honors a newspaper, television or radio station for coverage of education issues and promotion of public education.

Nominations may be submitted online at www.nsea.org/DA or mailed to NSEA Awards, 605 S. 14th St., Lincoln, NE 68508-2742. All nomination materials must be received at the NSEA office no later than 5 p.m. on Feb. 14.

Principal Tim Farley received NSEA's Award for Administrator of Excellence at the 2024 Delegate Assembly.

Millard Public Schools SCHOOL BOND ELECTION

Last chance to apply for a 2025 Belz, Lynch, Krause Grant!



In January, Millard Education Association (MEA) members gathered for a postcard writing campaign to get the vote out for a Millard Public Schools bond election.

The purpose of the bond proposal is to improve safety and security and to meet renovation and maintenance needs for all 35 schools.

MEA members, along with the guidance and expertise of NSEA Director of Field Operations Brian Mikkelsen, are working to educate voters about the bond and to ensure that mail ballots are returned before the voting window closes on Feb. 11.

NSEA provided matching funds to

the MEA to support the pro-bond efforts and also provided yard signs.

The proposed bond amount is \$158 million. This bond would not increase the tax rate. The average age of a Millard building is more than 40 years and regularly scheduled repairs and renovations are needed. All 35 schools would be impacted by the bond funds.

- Safety & Security - \$77 million
- Interior Renovations - \$40 million
- Facility Maintenance - \$41 million

To learn more about how NSEA can assist locals with bond efforts, contact NSEA at 1-800-742-0047.

Good teachers are always looking to improve their skill set, and the NSEA makes learning easier with an award from the Belz, Lynch, Krause Educational Grant Fund. The 2025 application deadline is Saturday, March 1.

Grants are awarded for projects related to improving a local association, development of instructional materials or for staff development for individuals of a local association. Eligible recipients are any NSEA member, group of NSEA members or any NSEA local association.

The application must include an abstract of the project (not to exceed four typed pages) including the following information:

- need;
- how the project will address that need and relate to professional growth goals;
- project description;
- timeline;
- a budget statement; and
- methods of evaluating success.

Applications must be submitted online by 11:59 p.m. CST on March 1. Recipients will be notified in March.

A letter describing and evaluating the project must be submitted by the recipients to NSEA's Scholarship and Grants Committee within three months of project completion.

The grants are named for John Lynch, NSEA's executive director from 1959 to 1974; Paul Belz, executive director from 1974 to 1984; and Helen Krause, NSEA president in 1966 and the first Nebraskan to serve on NEA's Executive Committee.

Further details and the application form can be found at www.nsea.org/BLK. For questions, contact Chris Garcia at 1-800-742-0047 or email Chris.Garcia@nsea.org.



Get Ready for Public Schools Week Feb. 24 - Feb. 28, 2025

This month, celebrate the heart of our communities—our public schools!

Join us in the celebration of Public Schools Week from Feb. 24 to Feb. 28, 2025. During this annual advocacy week, Nebraskans are encouraged to share success stories and highlight the vital role that public schools play in providing equitable and quality education for all students.

Public Schools Week brings together Learning First Alliance (LFA) and its partners across the country—representing more than 10 million educators, principals, parents

and community members—to show the strength of our nation's public schools and our students' futures.

Help spread the word on social media about the outstanding work happening in public schools by visiting the Public School Proud website at www.publicschoolproud.org, where you can sign up for news and updates regarding the webinars and other activities taking place during Public Schools Week 2025.

Help us build support and share what makes you Public School Proud during Public Schools Week 2025!

Have a student teacher? Sign them up for Aspiring Ed!

A semester of student teaching is a unique time for an educator, and it's the perfect time to surround oneself with support from other new and seasoned educators.

If you have a student teacher in your classroom this year, encourage them to become a member of the NSEA-Aspiring Educators. You may even set aside some time to walk them through the process and help them understand the myriad of benefits they'll receive as a member of the Association.

Feeling especially generous? Pay their Aspiring Educators dues—just \$40 for the year!

Benefits of membership for

Aspiring Educators include student loan forgiveness workshops, access to year-round professional development opportunities, big savings through the NEA Discount Marketplace, the \$1 million Educators Employment Liability insurance policy and much more.

First-year educators will also benefit from involvement in NewGEN, NSEA's New Generation of Educators in Nebraska. The organization is comprised of early career educators in their first seven years of teaching who network and support each other through the challenges of a new teaching career.

For more information or to help

DON'T DELAY!

Apply for Certificate Renewal Early



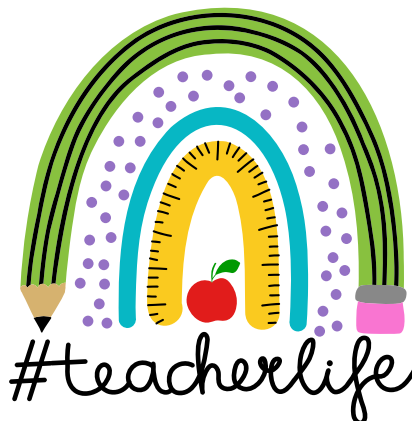
Educators who need to renew their certificate in 2025 may want to complete their application early to avoid processing delays with the Nebraska Department of Education (NDE).

Each year, the NDE sends certificate renewal reminders to thousands of Nebraska educators. The teaching certificate is valid for teaching in all Nebraska school systems and must be renewed every five years. Certificates expire on Aug. 31 each year. Backlogs at the department in recent years have sent members to NSEA for help to get answers about the process. This year, the department is encouraging certificated teachers who will need to renew in 2025 to apply between the months of January and March.

Teachers who are unsure if their certificate expires this year can log in to the Nebraska TEACH portal and check the expiration date at <https://teach.education.ne.gov/#/verifylicense>

To renew, log on to <https://teach.education.ne.gov/#/> and start an application. The application can be found at the top of the account portal.

a new member register, go to www.nsea.org/JoinNow, or contact the NSEA Membership Department by calling 1-800-742-0047 or emailing membership@nsea.org.





Supporting Educator Effectiveness through Development

Nebraska's Teacher Shortage: Progress in Teacher Recruitment

The Nebraska 2024-25 Teacher Vacancy Survey provides a critical snapshot of the state's educational staffing challenges and fulfills an essential federal requirement to report teacher shortage data. This data is integral to the U.S. Department of Education's broader efforts to address nationwide educator shortages, as reflected in federal reports highlighting similar trends nationwide. For example, the National Center for Education Statistics (NCES) recently found that 64% of public schools nationwide reported a lack of qualified candidates as their top hiring challenge, with special education, science, and math fields particularly difficult to staff.

Nebraska's 2024-25 Teacher Vacancy Survey reveals a comprehensive picture of the state's educational staffing landscape, highlighting gradual improvements and strategic adaptations across the state's school systems. The survey conducted by the Nebraska Department of Education included 436 Nebraska districts and systems, with an overall response rate of 71% from public districts, nonpublic districts, and ESUs.

The survey, which garnered responses from 310 out of 436 Nebraska districts and systems, uncovered this reality: 153 districts and systems reported unfilled positions, representing nearly half (49.35%) of the respondents. A total of 669.35 positions remained unfilled by fully qualified personnel, with an additional 200.65 left entirely vacant. This is an improvement from the 2023-34 data in which 908 positions were unfilled.

Six endorsement areas have consistently faced shortages for 15 consecutive years, including Language Arts, Mathematics, Science, Special Education, Speech-Language Pathology,

and World Language. Additionally, eight other areas have been designated shortage areas for the past five years: Career Education Areas, Art, Early Childhood Education, Health and Physical Education, School Counselor, School Library, School Psychologist, and Music Instrumental/Vocal.

Districts implemented multiple strategies to address staffing challenges. Some left positions unfilled, accounting for 22% of responses. Others relied on substitute teachers, representing 18% of solutions. Approximately 11% of districts hired educators not appropriately endorsed in their content area, while 10% brought on teachers with provisional permits in the specific content area. Another 10% hired teachers with general provisional permits.

The primary challenges in filling positions were twofold. A significant 63% of districts reported having no applicants at all, while 15% indicated a lack of fully qualified applicants with the appropriate endorsement area. The survey demonstrates Nebraska's proactive approach to addressing teacher shortages, highlighting the educational community's adaptability and commitment to maintaining quality instruction despite ongoing challenges.

As we look to the future, the question remains: How can we, as a state, ensure that every Nebraska student has access to effective educators? The answer may lie in innovative recruitment strategies, improved retention efforts, and a renewed commitment to supporting and valuing the teaching profession.

For more information, including breakdowns by district type and region, review the full report available at www.education.ne.gov/educatorprep/teacher-shortage-survey.

Key Findings:

49%

Close to half (49.36%) of respondents reported unfilled positions.



A total of 669.35 positions remained unfilled by fully qualified personnel, with an additional 200.65 left entirely vacant.

63%

A significant 63% of districts reported having no applicants at all, while 15% indicated a lack of fully qualified applicants with the appropriate endorsement area.



About the authors: This article was coauthored by Dr. Julie Downing and Ryan Ricenbaw. Dr. Downing is an Educator Effectiveness Specialist with the Nebraska Department of Education (NDE). Ricenbaw is a Leadership and Learning Network Specialist with NDE.

Members Appeal to State Board to Revise Teacher Certification Rules for Speech, Theatre



Right to Left: NSEA-Retired members De Tonack, NSEA-Retired President John Heineman and Patsy Koch Johns

NSEA members and others interested in restoring speech and theatre education certification for the state's PK-12 schools appealed their case to the Nebraska State Board of Education in January.

A past revision of teacher certification standards removed language in Rule 24 that allowed subject level teacher certification for speech and theatre in Nebraska. The state board oversees Rule 24, which details teacher certification requirements.

As it stands, Rule 24 requires a teacher education candidate in vocal music to complete 45 college hours to attain subject-level certification. A teacher education candidate in art must complete 52 college hours for a subject-level endorsement. A vocal/instrumental music education candidate can go further yet, earning a field certification with 54 hours.

However, Rule 24 today allows only supplemental certification for speech, at 15 hours, and theatre, at 18 hours. Thus, no Nebraska college or university graduate has earned a subject-level certification in speech or theatre in years – and there is evidence that Nebraska high school graduates who wish to earn theatre education

degrees must leave the state to do so.

That has led to a shortage of theatre teachers in Nebraska and has forced school districts to hire educators with endorsements in other subjects to handle one act and other theatre and speech duties. Those educators might not have all the skills needed to lead a successful speech and/or theatre program.

“Drama teachers with (other) endorsements are not entering the work force with the full gamut of skills necessary to run a thriving theatre program and teach multiple, scaffold theatre classes and curriculum,” said Brooke Phillips, Millard West High School theatre teacher, and co-chair of Nebraska Thespians.

“This discrepancy leaves theatre educators in a precarious position, unable to fully meet the states educational needs in the arts,” said Phillips, who said the shortage of theatre teachers is “critical.”

NSEA-Retired President John Heineman called the elevation of speech and theatre certification an investment.

“By investing in this vital area of education, we are not merely adding another subject, we are opening doors to creativity, expression and connection

that will benefit our students for a lifetime,” said Heineman, Nebraska’s 2000 Teacher of the Year.

NSEA-Retired member Dr. De Tonack, a math teacher and 1992 Nebraska Teacher of the Year believes that teaching excellence requires skills learned in speech and theatre, and that at least one semester of theatre and of speech should be a part of every teacher’s preparation.

“How do you capture the ‘audience’s’ attention? What is key in ‘body language?’ How do you move about the ‘stage?’ How do you use inflection and pauses?” she said. “As I have worked with new teachers, those traits have been hard to teach,” said Tonack, who has supervised student teachers for the University of Nebraska-Lincoln.

In a letter to the board, retired Elm Creek High School teacher Jane McClymont Teply urged the board to approve the requested changes for speech and theatre.

Jeff Horner, counselor and speech coach at Minden High School, urged changes in a letter to the board.

“I am confident that all of the students who embraced their roles on our stage have walked out of our building more confident, more expressive and better prepared to face the world,” he wrote.

Eleven supporters of the change to Rule 24 addressed the board. More than 25 letters favoring the change were submitted for the board’s consideration.

Consideration of changes to the certification process under Rule 24 would start with a board committee and require board action. Supporters of speech and theatre arts can voice their support to members of the state board at: www.education.ne.gov/stateboard/members/



About the author:

Al Koontz is the former Assistant Director of Communications for NSEA and editor of The Voice. He retired in 2021 after dedicating 25 years of service to the organization.



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TRISH GUINAN

Message from the Executive Director

The NSEA Board Room was filled with a sense of warmth and camaraderie in December, as current and retired staff gathered to recognize three long-time staff members who have retired—or will retire—this association year.

NSEA Public Affairs and Communications Director Karen Kilgarin, Organizational Specialist Judy Roach and Government Relations and Political Field Operations Associate Cathy Schapmann were honored for their combined 70 years of service to the Nebraska State Education Association.

As stories were shared, it became clear how deeply the efforts of both current and former staff have shaped the Association.

Former NSEA Executive Director Craig R. Christiansen spoke eloquently on how these retirees represent three major divisions of staff: associate staff, program directors and organizational specialists. All divisions play a critical role in this organization.

“We would not be the oldest professional organization in Nebraska if you, as staff, did not fill a huge need by our members,” he said to attendees.

This celebration wasn’t just inspiring for those stepping into retirement, but for current staff who will build upon the foundation laid by others and drive the cause of public education forward.

“If you look back at our history, every single decade since the 1860s has brought its own special challenges and sometimes threats. This decade is no different,” Craig told current staff.

The Fight

The fight we engage in every day is not always visible to the world. It is a fight for fairness, for equality, for the right of every child, regardless of background, to receive the quality education they deserve. We fight against the forces that seek to divide,

to underfund, to overlook the most vulnerable. We battle the status quo when it does not serve all students equally. But above all, we fight for the belief that education is the foundation of a better world.

This fight requires courage, resilience, and a deep, unwavering commitment. But we know that this fight is not ours alone. The families we support, the communities we serve, and the students whose lives we shape—they are our partners. And together, we are a force that cannot be ignored.

The Mission

As an organization, we are not just striving for change in the here and now; we are building a future. Our mission is to empower students with the skills, knowledge, and critical thinking abilities they need to thrive in an ever-evolving world.

Our mission is also one of advocacy, ensuring that teachers are not just seen as educators but as the essential professionals they serve in our communities. We work tirelessly to ensure that our voices are heard on behalf of those who teach and those who learn, demanding the respect, resources, and support needed to carry out our work with excellence.

The Future

The promise of a better tomorrow lies in the actions we take today. I will echo the sentiments given by Craig in his closing remarks—we need to keep faith. When we work for the future of public education, the work will never be finished. So let us move forward with strength and with purpose. Let us continue the fight for what is right. Let us keep our mission alive, knowing that every day we inspire, we empower, and we create opportunities for those who need us most. And together, let us build a future that is brighter, fairer, and full of possibility for every child and every educator.

“
This celebration wasn’t just inspiring for those stepping into retirement, but for current staff who will build upon the foundation laid by others and drive the cause of public education forward.
”

NSEA-Retired Elections Coming Soon!

Filing deadline is Feb. 5

Consider running for one of the leadership roles in NSEA-Retired. Candidate filing for the upcoming elections is available online at nsea.org/retired. Filing deadline is Sunday, Feb. 5.

Open positions on the Retired Board of Directors, each for a three-year term, are Secretary, Treasurer, Metro District, Panhandle District, Tri-and Valley District.

Probable numbers for NSEA Delegate Assembly will be four delegates from Capitol District, five from Metro, three from Tri-Valley, two from Elkhorn, one from Panhandle, one from Sandhills and two at-large. NEA Representative Assembly delegates will include one from the Capitol and Metro districts combined, one from the remaining four districts and out-of-state members combined, and three at-large delegates. NSEA-Retired President John Heineman serves as a delegate at both DA and RA by virtue of office. Candidates are encouraged to provide a 50-word statement with their applications. All of these positions take office Aug. 15.

NSEA-Retired Spring Conference Update

SAVE THE DATE: APRIL 24

This year NSEA-Retired members will gather at the Strategic Air Command and Aerospace Museum located in Ashland.

The museum's mission is to preserve and showcase historic aircraft, missiles, and space vehicles, while offering educational resources to the public.

The NSEA-Retired Spring Conference is scheduled for April 24. The museum will host members and invited guest speakers.

The event is free for all members and \$10 for guests.

Register at nsea.org/retired under Calendars, Events & Registrations.



PVREA members Christy Hewitt, Yvette Engelhaupt, Hall County Veterans Services Officer Don Shuda, PVREA Treasurer Guy Roggenkamp, veteran 'Butch' Barnason and PVREA Vice President Jan Barnason

PVREA Donates \$500 to Veterans Cemetery

The Platte Valley Retired Education Association (PVREA) is demonstrating its commitment to honoring Nebraska veterans with a meaningful contribution to a new state cemetery. At their November meeting, PVREA members decided to donate \$500 toward the construction of a bench that will be installed near the entrance of the Nebraska Veterans Cemetery at Grand Island.

This decision followed an insightful presentation by Hall County Veterans Officer Don Shuda, who highlighted the significance of the new cemetery project.

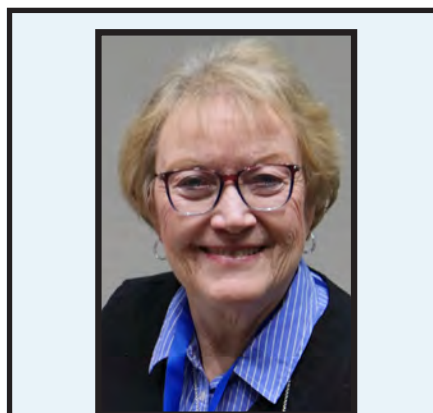
In the fall of 2023, the U.S. Department of Veterans Affairs National Cemetery Administration

awarded \$8.4 million to the Nebraska Department of Veterans' Affairs to establish the Nebraska Veterans Cemetery at Grand Island.

This cemetery will be developed near the historic Soldiers & Sailors Cemetery, which was part of the Grand Island Veterans' Home.

The bench, funded in part by PVREA's donation, will provide a place for visitors to pause and reflect as they pay their respects to those who have served the nation.

PVREA's contribution underscores the organization's ongoing dedication to supporting veterans and ensuring their legacy is preserved for future generations.



Re-Elect Arlene Rea

Please Vote to re-elect Arlene Rea as NSEA-Retired Treasurer

Vote for Experience!



Roger Rea

NSEA-Retired Treasurer,
DA and RA Delegate



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Visit www.neamb.com/AutoBuying to shop for and sell your vehicle.

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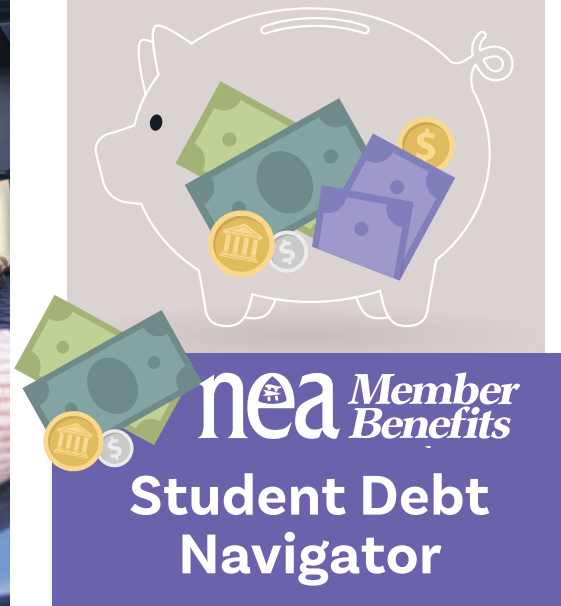
If you feel less than your best, you're not alone. And you don't need to wait until a crisis to get help and start feeling good again.

Your EHA health benefits include mental wellness resources, ready 24/7/365 to help you thrive.

Visit NebraskaBlue.com/EHAPOP to see all your resources or to connect with a nurse.



Health benefits for EHA are provided by Blue Cross and Blue Shield of Nebraska, an independent licensee of the Blue Cross and Blue Shield Association.



In partnership with



1. NEA-vetted student loan forgiveness tool for teachers provides trusted sources that give you legitimate options.
2. Calculate how much money you can save through this tool that's easy to use on your desktop or mobile device.
3. As an NEA member, you can run your numbers at no cost to see if you qualify for student loan repayment or forgiveness programs.
4. If you need additional help, you can access student loan forgiveness experts via telephone or chat.
5. Receive a complete list of relevant debt-relief programs based on your situation.
6. Prevent errors and improve your odds of qualifying for student loan forgiveness programs by e-filing your paperwork.

To learn more about NEA Student Debt Navigator visit www.neamb.com.

Speaking of Education

“It is essential that there should be organization of labor. This is an era of organization. Capital organizes and therefore labor must organize.”

— Theodore Roosevelt

Mailed By: **The Nebraska State Education Association**
605 S. 14th St., Lincoln, NE 68508-2742

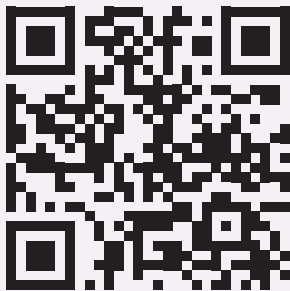
February is Black History Month

Feb. 1 marks the start of Black History Month, bringing opportunities for critical reflection and honest conversation with our students about our history.

Check out and share this curated list of Black History Month classroom resources that includes a podcast with NEA member and social studies teacher Kevin Adams on teaching Black history more meaningfully.

Scan the QR code to find ideas or visit:

www.bit.ly/BlackHistory-NEA-List



BLACK HISTORY MONTH

School Retirement Planning Seminars Dates Set

If you are nearing retirement age, it may be time to start considering your retirement benefit options.

To learn about those options, staff from the Nebraska Public Employees Retirement Systems office will offer seminars throughout the spring and summer months. Educators can choose to attend an in-person seminar at one of nine locations across the state or join a virtual webinar.

The seminars are for school plan members and their spouses, age 50 and over. Each eligible employee is entitled to receive leave with pay to attend up to two retirement planning programs (one per fiscal year).

NPERS officials indicate that according to state law “...leave with pay shall mean a day off paid by the employer and shall not mean vacation,

sick, personal or compensatory time.”

School retirement plan members may choose to attend a retirement seminar more than twice, but such leave beyond the second seminar will be at the employee’s expense and at the discretion of the administrator.

The seminars are scheduled at locations across the state. Members must enroll in advance to attend at npers.ne.gov.

If you have questions on seminar scheduling, contact NPERS Education Services department at npers.seminars@nebraska.gov or call 402-471-9671.



In-Person Seminars (Location/Dates)
LINCOLN: Mar. 6, Mar. 12, Mar. 26, Mar. 27, Apr. 22, May 20, May 21
LA VISTA: Mar. 11, May 15
GERING: Apr. 8
NORTH PLATTE: Apr. 9
COLUMBUS: Apr. 16
KEARNEY: Apr. 1 Apr 2
VALENTINE: May 6
NORFOLK: Mar. 18
GRAND ISLAND: Apr. 3, May 7
O'NEILL: Mar. 19

Webinar
1/2 Day
Feb. 18
Feb. 20
Feb. 24
Feb. 27
Mar. 25
Apr. 21
May 2
June 4