

# **Learning Community Coordinating Council Meeting Agenda**

**May 22, 2025 – 6:00 p.m.**

**1612 North 24<sup>th</sup> Street, Omaha, Nebraska 68110**

**Learning Community Vision:** *That all children within the Learning Community achieve academic success without regard to social or economic circumstances.*

The subjects to be discussed or considered, or upon which any formal action may be taken, are as follows: \*\*

**1. Opening the Meeting:**

- a. **Call to order:** The regular meeting of the Learning Community Coordinating Council is called to order on May 22, 2025, at \_\_\_\_p.m.
- b. **Council Mission Statement:** Together with school districts and community organizations as partners, we demonstrate, share, and implement more effective practices to measurably improve educational outcomes for children and families in poverty.
- c. **Public Notice and Compliance with the Nebraska Open Meetings Law:** Public Notice was published in The Daily Record on May 16, 2025, and on the Learning Community Website.
- d. **Council Roll Call:** Present: \_\_\_\_\_ Excused: \_\_\_\_\_ Absent: \_\_\_\_\_ Quorum: \_\_\_\_\_
- e. **Pledge of Allegiance:** Please stand and face the flag for the Pledge of Allegiance.

**2. Public Comment:** Are there any public comments?

**3. Reports:**

- 1. Good News Report:
- 2. Chair Report:
- 3. CEO Report:
- 4. Treasurer Report:
- 5. Legal Counsel:
- 6. Foundation:

**4. Consent Agenda:**

Unless removed from the consent agenda, items identified within the consent agenda will be acted on in the same motion.

- a. Minutes of April 17, 2025, meeting of the Council.
- b. Treasurer's Report - May 2025
- c. Employee Relations Policy
- d. Monetary Policy

**Aprils Consent Agenda**

- e. Minutes of March 20, 2025, meeting of the Council.
- f. Treasurer's Report - April, 2025
- g. Unpaid Time Off due to Inclement Weather or Building Closure
- h. Certification of Medical Leave Employee Form
- i. Certification of Medical Leave for Qualifying Family Member
- j. Family Medical Leave Request Form

**Motion: To approve the consent agenda as presented.**

First: \_\_\_\_ Second: \_\_\_\_

Discussion: No discussion

Moved to vote: Yes \_\_\_\_ No \_\_\_\_ Abstain \_\_\_\_

Motion: passed \_\_\_\_ failed \_\_\_\_

**VI. Subcommittee Reports:**

- a. Elementary, Learning, and Diversity (ELD) subcommittee:
- b. Budget, Finance, and Audit subcommittee:
- c. Legislative and Policy subcommittee:
- d. Administration and Personnel subcommittee:

**VII. Programming Update:**

- a. Center Updates

**VIII. New Business:**

- Superintendent Plan/ BECI 2025-2029
- MMI 2025-2026
- Workforce Proposal

**Adjournment:** Meeting adjourned at: \_\_\_\_\_

**Next Meeting** – June 26, 2025, at 6:00 p.m. – Learning Community Center of North Omaha, 1612 North 24th Street, Omaha, NE 68110

**\*Executive/Closed Session:** If, during the meeting, a discussion of any item on the agenda should be held in a closed meeting, the council will conduct a closed meeting per the Nebraska Open Meetings Law.

**\*\*Sequence of Agenda:** The sequence of agenda topics is subject to change at the discretion of the Council. Please arrive at the beginning of the meeting.

#### **UPCOMING LEARNING COMMUNITY EVENTS:**

LC Coordinating Council	June 26, 2025, 6:00 p.m. Learning Community Center of North Omaha, 1612 N. 24th Street, Omaha, NE 68110
Subcouncil #1	TBA
Subcouncil #2	TBA
Subcouncil #3	TBA
Subcouncil #4	TBA
Subcouncil #5	TBA
Subcouncil #6	TBA

#### **HANDOUTS TO ACCOMPANY THIS AGENDA ARE AS FOLLOWS**

- Minutes of April 17, 2025, meeting of the Council.
- Treasurer's Report - May 2025
- Employee Relations Policy
- BECI Budget
- MMI Budget
- Workforce Proposal

#### **Aprils Handouts**

- Treasurer's Report - April, 2025
- Unpaid Time Off due to Inclement Weather or Building Closure
- Certification of Medical Leave Employee Form

- Certification of Medical Leave for Qualifying Family Member
- Family Medical Leave Request Form
- LCCSO Center Report
- CEO Report
- 4.10.15\_BECl\_Contract\_Renewal\_Proposal\_2025-2029
- Chief Executive Officer-Executive Team Expectations
- General Council Job Description
- Council Chair Job Description
- Council Co-Chair Job Description
- Council Treasure Job Description
- Secretary Job Description

# Learning Community Coordinating Council Meeting Agenda

April 17, 2025 – 6:00 p.m.

1612 North 24<sup>th</sup> Street, Omaha, Nebraska 68110

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## I. Opening the Meeting:

- a. **Call to order:** The regular meeting of the Learning Community Coordinating Council is called to order on April 17, 2025, at 6:01p.m.
- b. **Council Mission Statement:** Together with school districts and community organizations as partners, we demonstrate, share, and implement more effective practices to measurably improve educational outcomes for children and families in poverty.
- c. **Public Notice and Compliance with the Nebraska Open Meetings Law:** Public Notice was published in The Daily Record on April 11, 2025, and on the Learning Community Website.
- d. **Council Roll Call:** Present: 9 Excused: 2 Absent: 1 Quorum: Y
  - i. Excused: Mark Hoeger
  - ii. Absent: Tonya Ward
  - iii. Excused: Stephen Bloom
- e. **Pledge of Allegiance:** Please stand and face the flag for the Pledge of Allegiance.

## II. Public Comment: Are there any public comments?

- **No Public Comment**

## III. Reports:

- a. Chair Report: No report
- b. Good News Report: Fred the Curriculum Manager introduced the spotlight participant Jawahir Engalow as a hardworking determined participant that has come to the program and worked hard on learning English.  
Miguel Mora-Becerra will be reaching his two-year milestone with the learning community in the month of May. Miguel explained his back story on coming across the learning community and how it has helped him and his family. Miguel spoke about his passion to

help families.

c. CEO Report:

i. Strategic Plan updates (Year goals break by category)

1. Program Goals

*-Hahn asked about PU Expansion and programming.*

*-Kunh explained that we will work on collecting the data before we move forward with expanding.*

2. Site for the LCCSO

3. Increase Levy: (26-27)

- *Rodriguez asked about levy increase ability*

4. Established- how are we measuring the success for programs/ rubric

- *Rodriguez asked Are there any savings?*

- *Hahn asked are there any Tenant Improvements?*

- *Warren What would it cost us to get out of our leases?*

- *Whitted Jr Suggested a close session to discuss negotiations.*

ii. Sparq- on boarding process coming up

iii. LCCSO

- Kuhn informed us of the weather warning.

- Shelton stated that she would like to halt the meeting due to the weather and would like to pick up at our next meeting.

d. Treasurer Report:

- Tim Hall gave a speech about Parkinson's disease and Parkinson's awareness month.

- Shelton thanked Hall for that amazing speech and courage to speak about Parkinsons

e. Legal Counsel:

f. Foundation:

IV. **Consent Agenda:**

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a. Minutes of March 20, 2025, meeting of the Council.

b. Treasurer's Report - April, 2025

c. Unpaid Time Off due to Inclement Weather or Building Closure

d. Certification of Medical Leave Employee Form

e. Certification of Medical Leave for Qualifying Family Member

f. Family Medical Leave Request Form

VI. **Subcommittee Reports: N/A**

a. Elementary, Learning, and Diversity (ELD) subcommittee:

b. Budget, Finance, and Audit subcommittee:

- c. Legislative and Policy subcommittee:
- d. Administration and Personnel subcommittee:

VII. **Programming Update: N/A**

- a. Center Updates:

VIII. **New Business: N/A**

**Motion: To Adjourn Meeting (Recess).**

First: Shelton Second: Hall  
 Discussion: No discussion  
 Moved to vote: Yes 9 No        Abstain         
 Motion: passed X failed       

**Adjournment:** Meeting adjourned at: 6:48 pm

**Next Meeting** – May 22, 2025, at 6:00 p.m. – Learning Community Center of North Omaha, 1612 North 24th Street, Omaha, NE 68110

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- Secretary Job Description



1612 North 24th Street Omaha,  
Nebraska 68110  
Phone: 402.905.9984

**Chief Executive Officer**  
Gerald M. Kuhn, II

## **COORDINATING COUNCIL OFFICERS**

**Chair**  
Sharnell Shelton

**Vice Chair**  
Mark Hoeger

**Secretary**  
Cindy Johnson

**Treasurer**  
Tim Hall

## **COUNCIL MEMBERS**

### **Achievement Subcouncil 1**

David Preston, Jr  
Cindy Johnson

### **Achievement Subcouncil 2**

Carol Hahn  
Sharnelle Shelton

### **Achievement Subcouncil 3**

Mark Hoeger  
Warren Whitted, Jr

### **Achievement Subcouncil 4**

Raquel Dixon Rodriguez  
Stephen Bloom

### **Achievement Subcouncil 5**

Douglas Brady  
Tonya Ward

### **Achievement Subcouncil 6**

Jason Taylor  
Tim Hall

## **MISSION**

*Together with school districts and community organizations as partners, we demonstrate, share and implement more effective practices to measurably improve educational outcomes for children and families in poverty.*

## **VISION**

*That all children within the Learning Community achieve academic success without regard to social or economic circumstance.*

[LearningCommunityDS.org](http://LearningCommunityDS.org)

May 22, 2025

Dear Coordinating Council Members,

This update provides a brief overview of key activities and progress at the Learning Community.

## **Strategic Initiatives & Partnerships**

- **School as Hub Expansion:** We are actively exploring a grant opportunity in partnership with Omaha Public Schools (OPS), the Nebraska Children's Foundation, and the Buffett Early Childhood Institute (BECI) to potentially open five additional School as Hub sites. This expansion would significantly increase our reach and impact within the community.
- **BECI Budget Proposal:** BECI has submitted a new four-year budget proposal. Importantly, the evaluation component has been removed from their budget. This decision, made in agreement with BECI, the Munroe-Meyer Institute (MMI), and the Learning Community, will enhance the accuracy and transparency of the evaluation process.
- **MMI Budget:** MMI has submitted their annual budget. We are currently collaborating with them to finalize and refine the budget before submitting it to the Coordinating Council for review.
- **D2 Funding:** District 2 (D2) is seeking funding for the next fiscal year. I am working closely with them to ensure their funding request aligns with the Learning Community's mission and strategic objectives.
- **MOEC Partnership Renewal:** The Metropolitan Omaha Educational Consortium (MOEC) partnership is up for renewal this year. I have been in communication with the MOEC Executive Director, and they will present a formal proposal to the Coordinating Council at the June meeting.

## **Operational Updates**

- **Audit Process:** The Learning Community is currently undergoing its annual audit. We are slightly behind schedule due to challenges in locating supporting documentation from previous years. Our finance director is diligently working to recreate these records from bank statements to ensure a thorough and accurate audit.
- **Community Engagement:** We had an excellent turnout for the Cinco De Mayo Parade, demonstrating strong community support and engagement.
- **Documentary Project:** The filming process has begun for the short documentary highlighting the history of the Learning Community. This project will serve as a valuable tool for raising awareness and celebrating our accomplishments.

**Staffing Updates**

- We are actively in the hiring process for both a Parent University Director and a Family Engagement Manager for the Learning Community.

Thank you for your continued support and dedication to the Learning Community.

Sincerely,

Gerald "Mike" Kuhn  
CEO, Learning Community of Douglas and Sarpy County

Business Type	2025 Budget	04/30/2025 Monthly Spend	2025 through 04/30/2025 (66% through year)	Percentage of budget	Reason for higher budget to actual.
<b>Rent</b>	<b>\$874,000.00</b>	<b>\$75,014.16</b>	<b>\$629,073.48</b>	<b>72%</b>	
North Center	\$632,000.00	\$38,080.14	\$462,716.78	73%	August payment cleared in September
South Center	\$242,000.00	\$13,505.63	\$166,356.70	69%	
<b>Research and Evaluation</b>	<b>\$767,000.00</b>	<b>\$40,649.08</b>	<b>\$146,774.73</b>	<b>19%</b>	
<b>ELC Total</b>					
Parents U	\$2,170,227.52	\$136,279.19	\$1,073,994.70	49%	
Wages	\$1,451,323.56	\$80,139.35	\$607,531.99	42%	
Benefits	\$476,903.96	\$40,069.68	\$233,940.69	49%	
Other (Programing/Tech/Etc)	\$242,000.00	\$16,070.16	\$165,102.01	68%	Setup of teammates, other
PU Furniture			\$67,420.01		Office Furniture from last years budget
<b>Existing Projects</b>	<b>\$9,866,142.00</b>	<b>\$628,162.31</b>	<b>\$5,586,688.98</b>	<b>57%</b>	
ELC Programs (Districts 1.0 & IEC)	\$2,916,560.00	\$200,465.49	\$2,150,263.59	74%	
Superintendent Plan (BECI)	\$3,766,001.00	\$251,393.04	\$1,670,949.52	44%	
South Office (One World)	\$3,183,581.00	\$176,303.78	\$1,765,475.87	55%	
<b>New Projects</b>	<b>\$5,645,655.00</b>	<b>\$12,694.10</b>	<b>\$811,336.35</b>	<b>14%</b>	
Districts 2.0	\$2,719,903.00	\$12,694.10	\$43,509.90	2%	
Avenue Scholars	\$911,000.00	\$0.00	\$347,835.00	38%	
Whispering Roots	\$114,290.00	\$0.00	\$0.00	0%	
D2 Center	\$249,758.00	\$0.00	\$187,318.41	75%	Paid in advance for the quarter
Early Childhood Partnership (Intensive Early Childhood Partnership w/ OPS)	\$1,150,704.00	\$0.00	\$232,673.04	20%	
Future Projects	\$500,000.00	\$0.00	\$0.00		
<b>Central Admin</b>	<b>\$1,690,070.65</b>	<b>\$246,307.54</b>	<b>\$672,504.15</b>	<b>40%</b>	
Salaries	\$716,348.56	\$53,426.23	\$378,947.48	53%	
Benefits	\$238,782.85	\$26,713.12	\$124,015.97	52%	
Other (total of amounts below)	\$734,939.24	\$166,168.19	\$249,680.06	34%	
Community Relations (Advertising)	\$150,000.00	\$4,900.00	\$39,200.00	26%	
Legal	\$80,000.00	\$3,638.50	\$35,802.00	45%	
Insurance	\$90,000.00	\$49,867.52	\$52,513.02	58%	
Lobbying	\$33,000.00	\$2,583.34	\$23,332.20	71%	
Other	\$238,939.24	\$96,661.28	\$189,905.83	79%	NASB Payment (Large Payment)
Technology (computers, website,IT)	\$40,000.00	\$5,702.08	\$32,196.61	80%	
North Office Furniture	\$43,000.00	\$0.00	\$0.00	0%	
New Accounting/HR Software	\$40,000.00	\$0.00	\$37,583.12	94%	Software on track to launch in June
Travel/Conference	\$20,000.00	\$2,815.47	\$5,315.47	27%	
<b>LCC</b>	<b>\$58,500.00</b>	<b>\$7,043.85</b>	<b>\$73,812.07</b>	<b>126%</b>	
Travel/Conferences/Mileage	\$10,000.00	\$4,397.85	\$6,635.38	66%	
Daily Record/Advertising	\$2,000.00	\$46.00	\$700.00	35%	
Contracted Services	\$35,000.00	\$0.00	\$69,493.04	199%	Paid for primary and general elections.
Misc	\$11,500.00	\$2,600.00	\$4,027.50	35%	
<b>Total</b>	<b>\$21,071,595.17</b>	<b>\$1,146,150.23</b>	<b>\$8,994,184.47</b>	<b>43%</b>	Currently under budget (66% through year)

#### Revenue

Learning Community Capital Projects	\$1,202,440.00	\$294,061.37	\$633,863.37	53%
Elementary Learning Center	\$12,098,077.00	\$2,959,285.46	\$6,373,349.93	53%
Grand Total	\$13,300,517.00	\$3,253,346.83	\$7,007,213.30	53%



## **Employee Relations Policy**

### **Purpose**

The Learning Community is committed to fostering a positive and respectful work environment where all employees feel heard, supported, and safe. This Employee Relations Policy outlines the process for addressing workplace concerns, promoting conflict resolution, and ensuring fair and consistent treatment across the Learning Community.

### **Scope**

This policy applies to all employees—full-time, part-time, hourly, temporary, or contract—regardless of role or level within the organization.

### **Types of Concerns Covered**

This policy may be used to report and resolve concerns such as:

- Workplace conflict or interpersonal issues
- Harassment, discrimination, or bullying
- Retaliation or unfair treatment
- Unsafe or unethical behavior
- Violations of policies or conduct standards

### **Process for Reporting a Concern**

#### **a. Informal Resolution (Optional First Step)**

Employees are encouraged to address minor concerns directly with the person involved, if comfortable and appropriate. Many misunderstandings can be resolved through respectful communication.

#### **b. Report to Supervisor**

If the concern remains unresolved or the employee prefers, they may report the issue to their immediate supervisor. Supervisors are responsible for:

- Listening without bias



- Documenting the concern
- Addressing the issue, if appropriate
- Escalating to HR when necessary

### **c. Report to Human Resources**

Employees may report directly to Human Resources at any time, particularly for sensitive issues or if the supervisor is involved.

### **HR Review and Investigation**

Human Resources will:

- Acknowledge receipt of the concern within 24 business hours
- Review and/or investigate the matter confidentially and impartially within 48 Business hours.
- Interview relevant parties, as needed
- Document findings and actions taken
- Take appropriate corrective measures, when necessary

### **Confidentiality**

All concerns will be handled with discretion. HR will share information only with those who need to know to investigate and resolve the matter effectively.

### **Non-Retaliation Policy**

No employee will face retaliation for reporting a concern in good faith or for participating in an investigation. Any retaliation should be reported immediately and will be addressed as a serious violation of this policy.

### **Documentation**

All employee relations matters will be documented and retained securely in the employee's HR file. Documentation may include:

- Description of the issue



- Individuals involved
- Steps taken to resolve the issue
- Outcomes and follow-up actions

### **Questions and Support**

If you have questions about this policy or need help navigating a concern, please contact Human Resources.

## Learning Community Agreement Monetary Policy

**1. Purpose:** The purpose of the monetary award policy is to comply with industry standard regulations and effective management of contracts or subawards.

### 2. Definitions

- **Subaward:** An award provided by a pass-through entity to a subrecipient to carry out part of a federal award received by the pass-through entity<sup>[1]</sup>.
- **Subrecipient:** A non-federal entity that receives a subaward from a pass-through entity to carry out part of a federal program.
- **Pass-through Entity:** A non-federal entity that provides a subaward to a subrecipient to carry out part of an approved program.
- **Contract:** An agreement for direct services/operations/supplies/etc. and not considered a subaward that is entered into with a recipient.

### 3. Roles and Responsibilities

- **Recipient:** The recipient of the signed agreement must follow all terms in the original signed agreement. The Learning Community has the sole rights to request any such documentation regarding costs of the agreement with regard to paying. A recipient of funds may not subcontract services unless preapproved by the signing recipient.
- **Pass-through Entity:** If allowable and approved by the Learning Community, an entity may subaward funds to an outside entity as described in the original agreement. The Recipient is responsible for monitoring financial compliance of the subrecipient as the pass-through entity in the agreement. The Recipient must maintain said records of the subrecipient for review by the Learning Community.

### 4. Pre-Award Requirements

- **Risk Assessment:** The Learning Community may conduct a risk assessment of potential recipients and subrecipients to evaluate their ability to comply with regulations.
- **Subaward/contract Determination:** An entity may subaward or subcontract services with prior agreement by the Learning Community. An entity cannot subcontract with express written approval by the Learning Community.

## 5. Post-Award Management

- **Reporting:** The signing entity of the agreement shall submit reporting to Learning Community as set forth in the original agreement.
- **Payment:** The entity requesting compensation from the Learning Community will follow the parameters of the agreement as well as the Billing and Audit Procedure of the Learning Community.
- **Monitoring:** The Learning Community shall monitor the agreement to maintain compliance and the entity is meeting compliance requirements.

## 6. Carryover of unspent funds

- Eligibility for use of carryover funds
  - Applies only to agreements longer than 12 months in scope
  - The carryover policy is only allowable for year 1 unspent funds and can only be requested once during the full period of the agreement. The entity must request the use of carryover funds within 90 days of the end of the first year as set forth in the agreement.
  - If an agreement is approved in the middle of the entity's fiscal cycle (example: an entity's fiscal year is September to August and an agreement is signed November) with less than a year to accomplish the goal as set forth, the entity may request to have any unspent funds amended to the later years in the agreement.
  - If the entity signs at beginning of a fiscal cycle but can't complete services within the first year due to unforeseen events, they may request to amend unspent carryover into later years.
- The carryover funds must be spent within the original purpose or intent of the agreement. The entity may request that the carryover funds be allocated to any year(s) left in the agreement.
- The Learning Community CEO or designee has the full discretion to approve a proposed amendment solely for use of carryover funds. This will require a signed amendment to approve the updated budget proposal.
- If the entity does not expend carryover dollars by end of the initial agreement period, the Learning Community is not responsible for payment of the remaining funds to the entity.
- An amendment to carryover funds does not require Learning Community Coordinating Council approval as the amendment does not increase total budget funds, agreement terms, or agreement scope as already approved. The amendment can only reallocate funds to later years within the original terms and conditions.



- The agreement end date will not be extended and all other policies regarding the agreement remain in effect.

## **7. Closeout**

- All agreements must submit final reports and financial requests as specified with the agreement or no later than within 90 days of the end date of the agreement. This includes all reporting requirements for subawards of funds (as applicable).
- All requested documentation must be received and approved by the Learning Community before final payment is made to the entity.

## **8. Compliance and Enforcement**

- If entity does not comply with parts of the agreements, potential penalties may be levied by the Learning Community.
- If during the closeout period, it was determined that an entity was incorrectly paid, the entity must return any unspent or improperly spent funds to the Learning Community as agreed upon between the parties.

Learning Community of Douglas and Sarpy Counties

Budget Proposal



Company Name	Board of Regents of the University of Nebraska on behalf of Buffett Early Childhood Institute	Contact Name	Nataliya Nareyko
Business Address	3835 Holdrege St., Lincoln NE 68503	Email address	nataliyanareyko@nebraska.edu
Location of Services Provided	2111 S 67th St, Omaha NE 68106	Phone Number	402-554-6719

Proposal Scope of Work			
Proposal Time Period	9/1/2025-8/31/2029	Reimbursement request (quarterly, monthly, etc)	Monthly

	2025-2026	2026-2027	2027-2028	2028-2029	Total
Employee Costs					
Wages (Fill out Tab)	\$ 1,419,762	\$ 1,461,679	\$ 1,504,851	\$ 1,540,379	\$ 5,926,671
Benefits (Including Insurance and Workers Comp)	\$ 425,930	\$ 438,505	\$ 451,457	\$ 462,116	\$ 1,778,008
Professional Development					\$ -
Employee Retainment					\$ -
Other					\$ -
Subtotal	\$ 1,845,692	\$ 1,900,184	\$ 1,956,308	\$ 2,002,495	\$ 7,704,679

Office costs					
Software Maintenance	\$ 20,800	\$ 21,424	\$ 22,067	\$ 22,729	\$ 87,020
Technology					\$ -
Dues/Licenses					\$ -
Postage & Printing	\$ 16,000	\$ 16,480	\$ 16,974	\$ 17,484	\$ 66,938
Transportation					\$ -
Website					\$ -
Marketing/Printing					\$ -
Business Insurance					\$ -
Operational Maintenance	\$ 51,200	\$ 52,736	\$ 54,318	\$ 55,948	\$ 214,202
Office Supplies	\$ 90,825	\$ 93,550	\$ 96,356	\$ 99,247	\$ 379,978
Other	\$ 62,225	\$ 64,092	\$ 66,015	\$ 67,995	\$ 260,327
Program Oversight (Overhead)					\$ -
Subtotal	\$ 241,050	\$ 248,282	\$ 255,730	\$ 263,403	\$ 1,008,465

Travel costs					
Conference Fees					\$ -
Training					\$ -
Transportation					\$ -
Other	\$ 99,350	\$ 102,331	\$ 105,400	\$ 108,562	\$ 415,643
Subtotal	\$ 99,350	\$ 102,331	\$ 105,400	\$ 108,562	\$ 415,643

Rent/Building Costs					
Utilities					0
Minor Equipment					0
Rent					0
Telephone & Communications					0
Security					0
Other					0
Subtotal	0	0	0	0	0

Contract/Prof Fees					
Vendor Name					
Dr Snyder (UNO)	\$ 54,115	\$ 85,906	\$ 88,219	\$ 61,905	\$ 290,145
Video (TBN)	\$ 15,000	\$ 15,450	\$ 15,914	\$ 16,391	\$ 62,754
TBN	\$ 112,000	\$ 115,360	\$ 118,821	\$ 122,385	\$ 468,566
Stipends	\$ 22,700	\$ 23,380	\$ 24,082	\$ 24,805	\$ 94,967
Distric Special Projects	\$ 31,362	\$ 3,014	\$ 4,251	\$ 45,841	\$ 84,468
					\$ -
Subtotal	\$ 235,177	\$ 243,110	\$ 251,286	\$ 271,327	\$ 1,000,900

Grand Total	\$ 2,421,269.00	\$ 2,493,907.00	\$ 2,568,724.00	\$ 2,645,787.00	\$ 10,129,687.00
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**Elementary Learning Centers Evaluation  
Learning Communities of Douglas & Sarpy Counties  
Program Evaluation Budget Justification  
9/1/2025-8/31/2026**

**Scope of Work:**

- The scope of work covers the evaluation of programs funded through the ELC funding stream, including school and family support initiatives and projects. MMI staff will work individually with funded sites to develop an appropriate implementation of the overall Learning Community evaluation plan.
- The MMI Principal Investigator will work with the Learning Community to implement the work scope as outlined in the logic models.
- All results will be synthesized and reported for Learning Community Leadership Staff and council members. Schools will also provide administrative and outcome data for use in the evaluation.
- Data will be compiled and shared with teachers, parents, community partners, and school districts as appropriate.

**External evaluation:**

**District Initiatives**

- *Jump Start to Kindergarten.* MMI staff will utilize the Minnesota Executive Function Scale (MEFS) pre and post with all students to measure the impact of programming on students preparing to enter kindergarten. Parent surveys will also be collected, analyzed, and reported. A kindergarten teacher survey will be administered in the fall to determine the extent the Jump Start Program supported the students' readiness to entering kindergarten. Results will be synthesized and reported for Learning Community Leadership Staff and sub-council members.
- *Extended Learning.* Parent surveys will be collected, analyzed, and reported. Student level achievement data will be requested from districts and then analyzed.
- *Instructional Coaching.* MMI staff will collaborate with area schools implementing an Instructional Coaching Model (Bellevue, Millard Omaha, Ralston, and Westside). Locally collected administrative data will be used to measure student progress (e.g., AimsWeb, MAP, Accuity, and NeSA). Focus groups and/or survey data will be conducted with staff in the spring to evaluate the implementation of literacy coaching (coaches, teachers).

**Learning Community Centers**

- *Learning Community Center of South Omaha.* MMI staff will work closely with LCCSO to collect adult and child participant data (focus groups with parents, parent surveys, administrative data, adult (e.g., CASAs), parent-child assessments (e.g. KIPS) and student assessments (Bracken School Readiness and MEFS). Data will be collected from participants at LCCSO including the CASAs and other adult measures.
- *Learning Community Center of North Omaha.*
  - *Parent University:* analyses of family data (e.g., surveys, administrative data, and KIPS, course outcome data as relevant), child data (Bracken and MEFS) and focus groups.
  - *Conduct a parent and staff data walk at LCCNO.*

**Intensive Early Childhood Program** (At Kellom, Conestoga, Lothrop, Franklin, Minne Lusa and Skinner, Spring Lake and Castelar). It is anticipated there will be 8 schools involved in the evaluation process.

- *Classroom Observation tools:* Classroom Assessment Scoring System (CLASS) will be used for all classrooms. This tool focuses exclusively on teacher-child and child-child interactions within the classroom. Observations will be in the fall and spring.

- *Child Outcomes:*
  - *Devereux Early Childhood Assessment (DECA)* will be used to measure children’s social-emotional development.
  - *Minnesota Executive Function Scale (MEFS)* will be used to measure children’s executive functioning skills in English or Spanish
  - *Peabody Picture Vocabulary Test (PPVT)* will be used to measure children’s receptive vocabulary
  - *Bracken School Readiness Assessment (Bracken)* will be used to measure children’s readiness for kindergarten
- Focus groups and/or surveys will occur with coaches, teaching staff, family facilitators and/or principals.
- Conduct fall and spring data debriefs with coaches and teachers.
- Analyze family engagement data collected via Child Plus.

#### **Evaluation for District 2.0 Initiatives and Community Agencies**

- Implement an evaluation plan in collaboration with districts and agencies
- Schedule meetings to solidify evaluation questions, data sources, key performance indicators, and measures
- Collect implementation and outcome data in 2025-2026

#### **Evaluation of the Superintendents’ Plan**

- The MMI Principal Investigator and UNO subcontractor will work with BECI to implement the evaluation and develop an evaluation report. Individual reports will be developed as available throughout the program year for various program components as needed.
- MMI will work with the team at BECI to support the following programmatic efforts:
  - Annual Collaboration Survey
  - Completion of action plan focus groups with full implementation districts
  - Professional Learning Survey (Dissemination and analysis)
  - Family Engagement Staff Focus Groups
  - Family Interviews with families engaged in School as Hub family engagement programming
  - E-DECA surveys for all families engaged in family engagement programming
  - ASQ analysis of children engaged in family engagement programming
  - Analysis of the Student Sense of Belonging Survey
  - Analysis of the Academic Achievement Reflections
  - Support PD for All post-event survey analysis and PD for All evolving evaluation needs as required.

At least one PI will participate in regular meetings with the program team to support current evaluation activities and assist with the planning of future evaluations (approximately once or twice a month).

#### **Administrative Activities:**

- The MMI Principal Investigator will participate in the Learning Community Evaluation Management Team meetings (approximately monthly).
- The MMI Principal Investigator will work with the community agencies and districts as applicable to collect student demographics and assessment data including NWEA-MAP and the statewide assessment scores.
- The MMI Principal Investigator and her team will also serve in a planning role regarding developing birth to five programs across the LC.
- MMI staff will collaborate with members of individual districts to obtain approvals including district

research requests, where applicable.

- MMI staff will analyze all observation, participation, demographic, and survey data and prepare an Annual Evaluation Report to be submitted to the Executive Director.
- PI will present at national and local conferences as requested.

Personnel:

J. Johnson, Ed.D. (.12 FTE), Principal Investigator (PI) will be responsible for developing, overseeing, and implementing the evaluation plan for all programs funded by the Learning Community of Douglas and Sarpy Counties' Elementary Learning Centers funding stream. She will supervise the evaluation staff in data collection and debriefing activities. Dr. Johnson will also be responsible for overseeing data collection, data analysis, dissemination of formative and summative findings, participation with the Learning Community management team, council presentations and completion of identified reports.

S. Roy, Ph.D. (.20) will support the analyses and report writing on the project. Dr. Roy will also be involved in the planning and development of district evaluation plans and analyses.

S. Lee, Ph.D. (.30) will lead the implementation, analyses and report writing for the Superintendents' Plan evaluation.

K. Price (.30) Assistant Project Director will assist in the evaluation of the project, data collection, and will be responsible for coordinating the components of IEC and Parent University of the evaluation project.

C. Villanueva (.50 FTE) Assistant Project Director will be responsible for coordinating the evaluation components of LCCSO including the child assessments, focus groups, interviews, training and reporting. She will also coordinate all pieces of the Superintendents' Plan evaluation including assessments, focus groups, district reports, and surveys.

S. Baird (.15 FTE) will be responsible for coordinating pieces of the evaluation. She will also support the evaluation with report writing and data debriefs.

J. Harmon, N. Buchholz, Y. Estrada, L. Villagomez, L. Fritz, O. Arroyo-Kotinek, N. Biodrowski, S. Spencer, A. Baldwin, B. Zessin, S. Tuncan-Minden, M. Volz, S. Contreras, C. Gonzalez, B. Ceballos, A. Jadoobirsingh, and J. Walchli will assist in evaluation of the projects funded including administering individual child-level assessment, administering adult level individual assessments, conducting classroom observations, collecting family data, translating survey and focus group items, and conducting focus groups and interviews as required by the projects.

Chloe Hackett Data Entry (0.25)—will be responsible for data entry.

Andreea Schroeder-Stangler (0.10) will assist with any data entry checks, double scoring, and other administrative duties as assigned to support the project.

M. Young-Oestmann, (.20 FTE) will be responsible for day-to-day administrative tasks including editing and working with the communication team of the Learning Community.

K. Crotty, (.15 FTE) will be responsible for purchasing supplies, protocols, and kits as well as ordering, managing and auditing gift cards provided to participants.

Fringe Benefits: University benefits include contributions to health insurance, life insurance, retirement, and social security.

Subcontract: This subcontract with UNO will pay for Dr. Kailey Synder to work on identified pieces of the Superintendents' Plan evaluation: the continued development, dissemination, and qualitative analysis of the collaboration survey conducted jointly with the Superintendent's Early Childhood Plan team at MMI and a separate report based on the qualitative analysis of data from the district action planning retreat. Dr. Snyder will oversee the completion of the collaboration survey report and the comprehensive action planning report.

Travel: This will include local travel to assist in site visits and to attend meetings as identified and travel for presentations.

Supplies/Equipment: Supplies include general office supplies and assessment materials (Bracken SRA kits, assessment protocols, CLASS protocols, CASAs and online reliability processes). Equipment will include iPads, computers and office furniture as needed.

Operating:

Reflection Sciences (MEFS) Contract: Fees for MEFS online protocols.

Fees for certifications. Will include payments for staff members to obtain and maintain reliability on the Pre-K, K-3 CLASS and KIPS certification.

Incentives. Will be gift cards to pay teachers, childcare staff, and parents to participate in focus groups and complete assessments.

Copy and Print: Will be used to make copies of materials for site reviews and meetings and funds to support the printing of reports and posters for the data walks.

Telephone: Will be used to support costs of webinar, conferencing, surveying and telephone support for ongoing coordination with local sites and the Learning Community.

Administrative Costs: This will include support for ongoing administrative support, computer maintenance, information technology, and accounting support for business and other administrative activities related to the contract. This is set at 15%.

## Learning Community Evaluation

09/01/2025 - 08/31/2026

	<b>FTE</b>	<b>Total</b>
J. Johnson	0.12	19,249
S. Roy	0.20	17,183
S. Lee	0.30	25,775
L. Villagomez	0.45	28,606
K. Price	0.30	22,844
S. Contreras	0.50	31,517
B. Ceballos	0.50	28,823
L. Fritz	0.05	3,519
N. Buchholz	0.15	10,992
A. Jadoobirsingh	0.20	13,970
C. Villanueva	0.50	37,230
S. Spencer	0.10	6,270
J. Harmon	0.25	19,208
O. Arroyo-Kotinek	0.40	23,644
C. Hackett	0.25	12,989
C. Gonzalez	0.15	8,969
M. Young-Oestmann	0.20	12,875
N. Buchholz	0.10	7,328
R. Zessin	0.05	3,723
S. Tuncan Minden	0.40	22,773
S. Baird	0.15	11,937
N. Biodrowski	0.25	14,160
A. Schroeder-Stangler	0.10	4,521
M.Volz	0.30	19,475
J. Walchli	0.25	14,233
K. Crotty	0.15	7,956
Y. Estrada Garcia	0.15	9,365
<b>Sub-total</b>		<b>439,136</b>
Fringe Benefits		133,066
Travel		3,500
Supplies		9,000
Operating:		
MEFS contract		4,500
Fees for Certifications		5,000
Incentives		7,500
Printing / Copy Services		3,500
Subcontracts		13,400
Hot Spots		1,000
Administrative Service Fee		92,940

Total	712,542
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## **Omaha Innovation Connection Hub (OICH) and The Learning Community Workforce Innovation Program**

**Goal:** To support adults, particularly parents and individuals from under-resourced communities, in upskilling for high-demand fields to increase household income, improve financial stability, and foster stronger family engagement. This comprehensive workforce innovation program aligns with the Learning Community's mission to improve educational outcomes through family stability and community-based support systems.

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**Problem Statement:** Many adults in Omaha, especially those raising families or living in under-resourced neighborhoods, lack access to coordinated and effective workforce training and financial education. This gap hinders upward mobility, creates economic strain, and negatively affects both adult learners and their children's long-term educational outcomes. Employers also face growing challenges in recruiting and retaining skilled talent aligned with regional economic growth sectors. Additionally, approximately 10% of Nebraska and Iowa residents work multiple jobs—double the national average—underscoring the need for stable, family-supporting employment. To close these gaps, a coordinated solution is needed that enhances adult workforce readiness while reinforcing family well-being—core to the Learning Community's mission.

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### **Inputs:**

- **OICH & Learning Community Coordination & Leadership:** OICH will serve as the lead backbone organization responsible for overall strategy, partnership management, program delivery oversight, and outcomes tracking. The Learning Community will co-lead with a focus on participant outreach, program access, and providing physical space and operational infrastructure. Together, they will coordinate all partner engagement, ensure alignment with local workforce demands, and serve as a central point of contact for employers, funders, and community stakeholders.
- **Partner Organizations:**
  - **Ignite Nebraska & Gener8tor:** Provide technical training in high-demand fields.
  - **Financial Hope Collaborative (FHC):** Delivers the Financial Success Program (FSP) to enhance financial literacy and behavioral change.
  - **Block 27 Consulting:** Facilitates hands-on learning and connects businesses with skilled program graduates through a "tech bench" model, where participants work on real-world projects for external companies to apply and sharpen their skills. This will serve as an apprenticeship pathway, allowing participants to gain practical experience, mentorship, and transition into high-demand employment opportunities.
- **Support Services:** Childcare and meals to reduce participation barriers.
- **Employers & Industry Leaders:** Offer project-based learning and employment opportunities.

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**Activities:****Budget:**

The Workforce Innovation Program is designed as a three-year initiative, with an annual budget of \$1.5 million, totaling \$4.5 million. OICH will commit \$1.5 million over the three years and seeks matching commitments from the Learning Community and philanthropic partners to fully fund the program and ensure its long-term success.

**The total annual budget for the Workforce Innovation Program is \$1.5 million per year.**

**Recommended allocation is as follows:**

- Program Coordination, Administration, Partnership Management (OICH & Learning Community): \$450,000 (30%)
- Training Delivery (Ignite Nebraska, Gener8tor): \$450,000 (30%)
- Tech Bench Operations (Block 27 Consulting): \$400,000 (26.7%)
- Financial Success Program (FHC): \$225,000 (15%)

**This budget ensures a balanced investment across training, hands-on experience, wraparound services, and program evaluation to maximize impact and sustainability.**

1. Technical Training: Individuals receive curated upskilling experiences tailored to local economic demands.
2. Financial Literacy & Coaching: Participants complete a nine-week in-class training with one year of financial coaching.
3. Work-Based Learning & Apprenticeship: Program participants engage in hands-on learning through real-world projects with business clients.
4. Ecosystem Collaboration: OICH, Learning Community, and partners integrate workforce training, financial education, and industry engagement into a comprehensive model.
5. Tech Bench Deployment: Participants are assigned to a tech bench operated by Block 27 Consulting, delivering high-demand tech solutions to local businesses and startups, creating a pathway to employment while generating revenue and experience.
6. Placement Support: OICH and its partners will provide job placement services to help program graduates transition into full-time roles, leveraging employer relationships and individualized career coaching.

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**Marketing & Outreach Partners: Effective communication and storytelling are critical to program success. OICH will collaborate with marketing and media partners to promote the program, highlight participant journeys, and amplify success stories that resonate with both the community and potential stakeholders.**

**As part of its engagement strategy, OICH will also host an annual event to showcase program impact, celebrate participant achievements, and foster deeper collaboration among employers, partners, and funders. This event will serve as a storytelling platform and networking opportunity to strengthen community and business ties to the program.**

- Aksarben Foundation: A key regional convener and storyteller for workforce initiatives that will amplify the program's impact and reach through its established employer networks and communications channels.
  - Greater Omaha Chamber of Commerce: Will help disseminate program stories and successes to the broader Omaha business community and engage employers through its outreach platforms.
  - Silicon Prairie News: A regional tech and startup publication that will highlight innovation, tech training, and participant success stories.
  - The Omaha Star: Nebraska's longest-running Black-owned newspaper, instrumental in reaching underrepresented communities and building trust through culturally relevant storytelling.
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**Participant Journey Funnel (Visual Overview): The following diagram represents the participant journey through the Workforce Innovation Program, highlighting the sequential stages and the continuous support from core partners:**

- Learning Community initiates candidate outreach and intake.
  - OICH curates the full experience across all phases, ensuring alignment and coordination.
  - Financial Hope Collaborative (FHC) provides wraparound services—including financial coaching, childcare, and meals—throughout the entire process.
  - Gener8tor delivers foundational technical training.
  - Ignite Nebraska advances participants with more in-depth, specialized tech training.
  - Block 27 Consulting offers project-based apprenticeships via the Tech Bench.
  - OICH and employer partners facilitate job placement upon completion.
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**Performance Metrics: To measure success and continuously improve, OICH and its partners will track the following key performance indicators (KPIs):**

- 80% job placement rate within 6 months of program completion
- 25% average wage increase from program entry to 6-month follow-up
- 90% retention through training and coaching phases
- 70% employer satisfaction with tech bench project delivery

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**Sustainability & Scaling Plan:** This initiative is designed with long-term sustainability in mind. In addition to OICH's \$1.5 million commitment over three years, the program will seek diversified funding through:

- Matching contributions from the Learning Community and philanthropy
- Public workforce grants
- Earned revenue through tech bench services
- Employer partnerships and cost-sharing agreements If successful, OICH will explore replicating the model in additional high-need neighborhoods across the region.

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**Equity & Inclusion Commitment:** This program is designed to reduce systemic barriers for underrepresented individuals in the workforce, particularly BIPOC, women, parents, and veterans. Supports such as childcare, flexible schedules, and culturally responsive outreach aim to ensure inclusive participation and equitable outcomes.

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**Partner Role Matrix (Appendix):**

Partner	Role & Responsibilities
OICH	Lead strategy, coordination, partnership management, fundraising, and tech bench ops
Learning Community	Co-lead program access, provide space, outreach, and participant support
Ignite Nebraska & Gener8tor	Deliver technical training aligned with local industry needs
Financial Hope Collaborative	Provide financial literacy education and long-term coaching
Block 27 Consulting	Operate tech bench and project-based apprenticeship experiences
Employers	Host projects, hire graduates, provide job feedback and labor market insight
Marketing Partners	Amplify impact stories and events (Omaha Star, SPN, Chamber, Aksarben)

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**Outputs:**

- Increased number of participants placed in jobs post-training.

- Increased number of individuals completing technical training programs.
  - Participants gain financial knowledge and adopt improved financial behaviors.
  - Increased participation in work-based learning and apprenticeships.
  - More businesses engaged in training and hiring program graduates.
  - Projects completed for local businesses by tech bench participants.
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**Outcomes: Short-Term:**

- Participants acquire in-demand skills aligned with industry needs.
- Increased financial confidence and literacy among participants.
- Strengthened employer connections to a pipeline of skilled workers.

**Mid-Term:**

- Higher employment rates and increased wages for participants.
- Improved financial behaviors, including increased savings and reduced debt.
- Greater stability for families, including more time for parents to engage with their children.

**Long-Term:**

- A sustainable, integrated workforce development ecosystem that supports economic mobility.
- Stronger local businesses benefiting from a highly skilled workforce.
- Increased financial stability and generational wealth-building for families in Omaha.

By implementing this multi-faceted approach, OICH, the Learning Community, and their partners will bridge the workforce skills gap, build financial resilience, and create a thriving community where individuals can achieve economic success and stability.