



Nebraska Workforce Development Board Meeting

September 19, 2025, 9:00a – 12:00p

Nebraska Educational Telecommunications Center

1800 North 33rd Street, Lincoln, NE 68503

<https://dol.nebraska.gov/ReemploymentServices/Training/WIOA/NWDB>

Agenda

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| 1. Call to order | Bradley Schroeder |
| 2. Roll call | Kelly Flanagan |
| 3. Notice of publication | Kelly Flanagan |
| 4. Approval of June 13, 2025 meeting minutes ¹ | Bradley Schroeder |
| 5. Old business | Bradley Schroeder |
| a. Board effectiveness update: Board member interests survey | |
| 6. New business | |
| a. Commissioner of Labor | Katie Thurber |
| i. Rescission of USDOL Training and Employment Guidance Letter No. 10-23 | |
| ii. Manufacturing Modernization and Workforce Development Pilot Investment Act | |
| 1. Heart Ministry | |
| 2. Lincoln Literacy | |
| b. SCC Sandhills Global Technology Center | Caleb Herwick |
| 7. Additional old business | Bradley Schroeder |
| a. Modification of Board bylaws ¹ | |
| 8. Public comment | Bradley Schroeder |
| 9. Adjournment ¹ | Bradley Schroeder |

¹ Requires a motion and roll call vote

Nebraska Workforce Development Board

Meeting Minutes

June 13, 2025

Nebraska Educational Telecommunications Center

1800 North 33rd Street, Lincoln, NE 68503

<https://dol.nebraska.gov/ReemploymentServices/Training/WIOA/NWDB>

Agenda item 1. Call to Order

Acting Chair Bradley Schoeder (hereafter referred to as Brad) called to order the meeting of the Nebraska Workforce Development Board (hereafter referred to as the Board) on June 13, 2025 at approximately 9am at the Nebraska Educational Telecommunications Center, 1800 North 33rd Street, Lincoln, Nebraska 68503.

Agenda item 2. Roll Call

Brad asked Kelly Flanagan to call role for purposes of establishing a quorum of the Board. Kelly called roll and advised Brad that quorum was established (19 of 28 Board Members attending).

Governor-appointed members *attending*

1. Jim Bulkley
2. Gary Dixon, Jr.
3. Joanna Estrada
4. Michael Geary
5. Jim Hansen
6. Kyle Nixon
7. Sherla Post
8. Terri Ridder
9. Sara Riffel
10. Bradley Schroeder, Acting Chair
11. Jennifer Sedlacek
12. Bryan Slone
13. Keisha Thomas
14. Kevin Wetuski
15. Courtney Wittstruck
16. Mark Wright

Ex officio members *attending*

1. Lindy Foley
2. Tate Lauer
3. Katie Thurber

Ex officio members *absent*

1. KC Belitz
2. Steve Corsi
3. Governor Jim Pillen
4. Senator Merv Riepe

Governor-appointed members *absent*

1. Elizabeth Babcock
2. Susan Martin
3. Don Nordell
4. Paul Turman
5. Lisa Wilson

Also in attendance were the following members of the Nebraska Department of Labor (NDOL) Board support team.

1. Erick Carrillo, Interim Director, Division of Reemployment Services
2. Kelly Flanagan, Administrator, Division of Reemployment Services
3. Jacob Winters, Attorney II, Office of the General Counsel
4. Joseph Tisko, Program Analyst, Division of Reemployment Services

Agenda item 3. Notice of Publication

Kelly Flanagan announced that public meeting notices were published, in accordance with the [Nebraska Open Meetings Act](#), in the Beatrice Daily Sun, Columbus Telegram, Grand Island Independent, Hastings Tribune, Kearney Hub, Lincoln Journal Star, Norfolk Daily News, North Platte Telegraph, Omaha World-Herald, and Scottsbluff Star-Herald. Kelly announced that public meeting notice was also published on the [State of Nebraska Public Meeting Calendar](#).

Agenda item 4. Approval of Minutes

Brad called the next order of business, which was the approval of the draft meeting minutes from the March 14, 2025 meeting of the Board. The draft minutes from the March meeting were emailed to Board Members on June 11, 2025. The meeting minutes were included in Board Member packets as Handout 1.

Brad opened the floor to Board Members for comment on the draft minutes. Board Members did not comment on the draft minutes. Brad opened the floor for public comment on the draft minutes. Public comments were not provided.

Michael Geary motioned to approve the March minutes, as provided and Sherla Post seconded the motion. Members of the Board voted on the motion by roll call vote. The motion carried unanimously.

Agenda item 5. Old Business

a. Modification of Board bylaws

Brad provided a brief update on modification of Board bylaws relating to the Board's decision to discontinue its subcommittees, stating that the Nebraska Department of Labor Legal Division is evaluating proposed revisions to the bylaws.

b. Board effectiveness updates

(1) Board Member interest survey

Brad advised the Board that the Board Member interest survey was sent to all Board Members on June 2, 2025, reminding Board Members to complete the survey if they hadn't done so already.

Kyle Nixon asked if the survey link could be resent to Board Members. Kelly Flanagan resent the survey link to all Board Members after the meeting.

(2) Board Member training

Brad informed the Board that the Board's administrative support team is developing a training plan for Board Member training, a portion of which is dependent on responses to the Board Member interest survey.

(3) Board Member portal

Brad let the Board know that the Board's administrative support team is still investigating options for establishing a portal for Board Members only where they may obtain information about Board roles and responsibilities and other relevant and current information relating to the purposes of the Board, including workforce system performance.

Agenda item 6. New Business

a. Commissioner of Labor – Conversation about the Board

Board Member Katie Thurber, Commissioner of the Nebraska Department of Labor, provided updates to the Board concerning Federal and State matters that are relevant to the Board's role and purpose.

- Federal: The President's budget plan will result in significant changes to WIOA.
 - Several programs are slated for consolidation into one block program, changes that must go through the Federal budget process.
 - Some programs are nominated to be cut, others are nominated to be combined under Make America Skilled Again Grant Consolidation Act.
 - The "Make America Skilled Again Grant Consolidation Act" is a proposed initiative within the Trump administration's budget, aiming to consolidate several existing workforce development programs into a single "Make America Skilled Again" (MASA) grant for states. This consolidation is part of a broader effort to streamline workforce funding and give states more flexibility in how they allocate resources.
 - Regardless of the budget, the Administration and Federal legislators are looking at WIOA reauthorization again; legislators do not want to change much from what was proposed in December under the proposed "Stronger Workforce for America Act".
- State: LB 265, "Manufacturing Modernization and Workforce Development Pilot Investment Act"
 - LB 265 consolidates funds and creates a unified approach to workforce development in Nebraska and will do so in partnership with the Board
 - The Board will be tasked with developing proposals for grants from the consolidated funds.
 - The Governor is calling on the Board to be idea generators. Further information is coming in the next few months.
 - Going forward we will be implementing changes to Board meetings to allow time for idea generation and may need to bring something like subcommittees back as part of this new bill.

Katie reminded the Board that during the March meeting of the Board she advised the Board that a call to action would be coming and it has come through LB 265. Katie stated that now is the time to answer this call and the Board must make this work and drive action through full, active, and enthusiastic engagement if the Board is to be successful.

Board Member Michael Geary asked about the general timeline concerning the Federal budget. Katie indicated that the budget should be passed by September; however, if that does not happen a continuing resolution is most likely. Katie also indicated that the house is considering taking up WIOA reauthorization again in the next couple weeks but doesn't know how long that will take or how quickly that will go through.

b. 6 Regions, One Nebraska

Roberta Pinkerton with the Nebraska Department of Economic Development presented to the Board on the "[6 Regions, One Nebraska](#)" initiative mentioned during the March Board meeting. Roberta's presentation was provided as Handout 2 in meeting packets.

Board Member Bryan Slone, President of the Nebraska Chamber of Commerce, commented that when the blueprint of the process was first launched, approximately 6,000 people responded and 100s would show up. Now 1,000s of people show up. Nebraska has to deal with the fact that Federal money is not going to increase, and we don't have enough State money to fix housing. Bryan posed a question to the Board: How do we make our solutions reach the next generation? He went on to say that Nebraska needs to leverage Federal/State/local knowledge, as well as the State money we have, and that the solutions for one Nebraska region are different from solutions for another region.

c. Nebraska Statewide Workforce & Educational Reporting System (NSWERS)

Matt Hastings, Executive Director of the Nebraska Statewide Workforce and Educational Reporting System (NSWERS).¹ Matt's presentation is provided as Handout 3 in meeting packets. NSWERS, is a state-of-the-art data system that promotes a strong economy, good jobs, growing business, and thriving communities. NSWERS is unique, the only resource in the state that integrates education and workforce data over time, from preschool to grade 12, through college, and into work, creating a holistic view of the learning and earning journey.

- Michael Geary asked about how Nebraska's talent retention rate compares to other states.
 - Matt didn't have an answer for Michael but did say that most states don't have this type of data.
 - Generally, NSWERS data suggests that people who leave Nebraska typically don't come back.
 - When breaking down data by highest education received retention rates drop as levels of education increase.
 - Two main factors in retention are social ties and economic ties. Nebraska has a hard time keeping people who are not from Nebraska, while people who are from Nebraska tend to remain in Nebraska.
- Board Member Jim Hansen asked if Nebraska colleges take residency into account when considering applicants for enrollment. Jim also asked if Nebraska colleges should be prioritizing Nebraska applications over out-of-state applicants.
 - Matt responded by pointing out that out-of-state students are often working and generate \$1 billion per year in wages in the State of Nebraska.
 - Matt also mentioned the "estimated earnings needed" graph relating to talent retention (slide 20 of Handout 2). Matt stated that NSWERS considers data in that graph as data that paints a picture of how invested individuals are in Nebraska's economy, rather than attaining specific levels of earnings.

d. Alignment Workgroup update

Dylan Wren, Chair of the Board's Alignment Workgroup provided a short update on Alignment Workgroup activities. Dylan indicated that the Workgroup will be focusing on "common intake". The term Common intake refers to a streamlined process where jobseekers and workers can access various workforce development services through a single point of entry, often at an American Job Center (also known as a one-stop center), rather than having to navigate separate intake procedures for each program. This unified approach aims to improve efficiency, reduce duplication of effort, and enhance the customer experience.

e. Career Pathways Workgroup update

Tim Faunce, Chair of the Board's Alignment Workgroup provided a brief update for the Board on the activities of the its Career Pathways Workgroup. Tim provided an overview of the Workgroup's four phase plan as presented on page 60 of [Nebraska's Combined State Plan](#).

f. Lincoln AJC tour

Dylan Wren (Administrator, Greater Lincoln Workforce Development Area) presented to the Board on the recent tour of the Greater Lincoln American Job Center by Board Members, which occurred on June 2, 2025. Dylan posed a question to the Board for future consideration: *How can Nebraska's one-stop centers further support Nebraska's jobseekers and workers?*

g. Omaha AJC tour

Erin Porterfield (Executive Director, Greater Omaha Workforce Development Area) presented to the Board on the recent tour of the Greater Omaha American Job Center by Board Members, which occurred on June 9, 2025.

Board Member Joanna Estrada commented that she attended the tour and remarked on the volume of individuals served through Greater Omaha's American Job Center. Board Member Jennifer Sedlacek also commented that she attended the tour, stating she was impressed with the facility and noted the vast number of individuals served by the Greater Omaha American Job Center and the wide range of available services.

¹ [Neb. Rev. Stat. §§ 48-3701 – 48-3704](#)

Agenda item 7. Member Updates

Brad asked Members of the Board for updates on their respective industries or organizations and local workforce development area activities for the Members who also serve on local workforce development boards. Members of the Board provided updates as requested.

Agenda item 8. Next meeting date, time, and location

Brad reminded the Members of the Board that the next meeting of the Board is scheduled for September 12, 2025 from 9a to 12p and will be held at the Nebraska Educational Telecommunications Center, 1800 North 33rd Street, Lincoln, Nebraska 68503. If the date, time or location of the meeting changes, Brad advised Board Members that they will be notified by email.

Agenda item 9. Public comment

Brad opened the floor for public comment. One public comment was received.

Brady Rhodes, Collaborative Coordinator, United Way of South Central Nebraska, encouraged outreach to businesses. Brady also mentioned that collaboratives are going to be the key to finding solutions, indicating Nebraska has to find ways to accelerate legal assistance for workers.

Agenda item 10. Adjournment

Brad asked for a motion to adjourn the meeting of the Board. Courtney Wittstruck motioned that the meeting be adjourned. Joanna Estrada seconded the motion. Members of the Board voted on the motion by roll call vote. The motion carried unanimously. The meeting adjourned at approximately 11:40am.



Board Effectiveness Update
Board Member Interests Survey Responses

1. What topics would you like to see included on future NWDB meeting agendas? (Check all that apply.)

Answer Choices	% interest in topic	# interested in topic
1. Legislative Updates impacting Workforce	93.33	14
2. Driving workforce innovation through collaboration	73.33	11
3. Board responsibilities and roles	66.67	10
4. Labor Market Information Presentations	66.67	10
5. Expanding apprenticeships and career pathways in key industry sectors	66.67	10
6. Promoting public and private collaborations, including promotion of industry sector partnerships	60.00	9
7. Local Workforce Development Board Updates	53.33	8
8. Building future-focused education and training opportunities	53.33	8
9. Incorporating technology into workforce development	53.33	8
10. Career Pathways Workgroup Updates	46.67	7
11. Strategic Priorities Reviews and Discussions	46.67	7
12. Supporting Nebraska entrepreneurship and small business development	46.67	7
13. State Plan Reviews and Discussions	33.33	5
14. Partner Agency and Community Organization Presentations	26.67	4
15. System Alignment Workgroup Updates	20.00	3
16. WIOA Policy Updates/Approvals	20.00	3
17. Performance data for one-stop partner programs	20.00	3
18. NDOL Reemployment Services Updates	13.33	2
19. Rapid Response updates on recent layoffs and responses	13.33	2
20. Purpose and geographic structure of statewide one-stop delivery system	6.67	1
21. Required and additional one-stop partner programs participating in one-stop delivery system	6.67	1

2. Please provide additional recommendations for Board meeting topics. (Responses summarized)

Topic category	Summary of recommended topic
Training	<ul style="list-style-type: none"> Understanding the difficulty of matching training recipients with employers. Seems we spend taxpayer money on social services and training people; a lot of companies just want good people and will train them.
Recruiting	Best practices for recruiting, retraining, and upskilling untapped talent (justice-involved, Veterans, rural populations)
Individuals with barriers to employment	Models for upward economic mobility and support for marginalized populations
Technology	The State should explore, start experiments, and fund transitions that help incorporate the disruptive technology—the intersection of AI, automation, robotics, and the application to every existing industry in the state.
Workforce challenges	<ul style="list-style-type: none"> Hear from industry professionals about current workforce challenges and how we can work together to solve these issues. Employer case studies: How Nebraska Businesses are adapting to automation and labor shortages.
WIOA structure	Roles and responsibilities of WIOA core partners (Titles I - IV), including performance accountability and compliance.
Combined State Plan for Nebraska's Workforce System	Review of concrete ways the State Plan is being implemented and how the workforce system is making an impact in the six regions identified by the Governor.
Data	<ul style="list-style-type: none"> The Board should be data driven. Have a data-based presentation each meeting to provide deeper insights into workforce issues and trends. Review of Data systems that influence workforce decision making. Topics should align with the six regions identified by the Governor.
Success stories	Bring in individuals in person to share their success stories with the Board to explain their pathways, obstacles, etc.
Education	New initiatives or strategies being developed by K12 and higher education to respond to workforce demands. Public-private partnerships that support youth employment or high school-to-career transitions.

3. Describe how you think the Board can take advantage of the diversity of the membership of the Board to help Nebraska businesses, including ways to mitigate the effects of disruptive technology.

Responses
Making other businesses in the state aware of what the Board discusses and the programs available in the state can help.
I think when we have speakers it is mostly about informing the Board, which is fine, but is there a call to action that the Board can discuss during the meeting? I think the diversity of the Board can be taken advantage of more and in further discussions.
<p>The Board's diversity, in terms of geography, industry, sector, and lived experience, can serve as a key strength in identifying emerging workforce needs and equity gaps. Members bring unique perspectives from education, government, non-profits, and private industry, which enables us to co-create workforce solutions that are not one-size-fits-all.</p> <ol style="list-style-type: none"> 1. Convene roundtables where members share how automation or AI is impacting their sectors 2. Use Board diversity to pilot sector-specific digital skills programs 3. Ensure rural and underrepresented communities are considered in tech investment strategies 4. Cross-sector mentorship programs to help employers and workers transition together
Encourage the Board to embrace disruptive technology and help to adopt it so that our companies can compete. Without it, the productivity gains missed will have negative impacts on competition/survival. This will require re-education for workers but also incentives for companies to speed transitions of technology (i.e., deductions against profit). Our retraining and safety net systems may need to be revised as well to avoid being overwhelmed by displacements. Encourage a visit to the Bay Area or Chicago to look at some of their technology incubators/hubs and how they are used to help existing industries and entrepreneurs. Note: Some Nebraska companies already use them.
Collaboration is key; what affects one industry certainly affects others. Work together to help Nebraska businesses face these challenges.
Focus on how workforce partner services can help Nebraska businesses. They often talk about needing employees. Partners are training, educating, and providing supportive services to these future employees.
I think you need to pose a question or a problem and let the Board discuss it, brainstorm it, or even comment if their own business has a solution for that particular problem so that other businesses can learn and leverage their solutions. The Board has a great amount of knowledge and experience.
Not sure I agree with the question. The economy is changing at a rapid pace with lots of disruptive elements, the question is to understand Nebraska's fundamentals that move the needle even when the platforms are changing including the skill sets and workforce that will be required to keep us competitive.
Having clear sense of priorities for the Board will make a significant difference and will help us discover ways to better leverage the diversity and expertise of the membership.

Board Effectiveness Update: Board Member Interests Survey Responses

4. Describe how you think the Board can take advantage of information shared by Board members during “Member Updates” portions of Board meetings.

Responses
We learn things when agencies or government partners share what they're doing. It can help make some connections among employers.
I am not sure...I do think there is value in the member updates but I think we should keep them very high level and they could also have an "ask". Some people get very into the weeds...I have enough "weeds" in my own job/company. Ha.
<ol style="list-style-type: none"> 1. Summarize key trends or themes from updates and include them in meeting follow-ups 2. Track updates in a shared repository (e.g., workforce success stories, policy concerns, employer needs) 3. Use the updates to inform future agenda topics or subcommittee action plans 4. Identify opportunities for cross-member collaboration or peer learning
Keep providing opportunities for others to share and even host a meeting if they choose.
With the diverse membership of the Board, members can get ideas or solutions from one sector of our industry and apply it to other sectors.
Have short member updates, on a voluntary basis, included in the packet instead of spending time with oral updates during the meeting.
I think Member updates should only been done if they have something new they would like to share. They can raise their hand if they would like to share. I do not think it is effective to hear the same things over and over. Our company has the same demand for skilled craft labor and IT. If we want to discuss economic impacts such as tariffs or disruptive technology, pose it as a group question of how it is impacting their business and let members respond at will.
Rather than every board member providing an update at every meeting, invite a few board members to share at each meeting and ask them for the linkage of what they plan to share back to either the State Plan or Gov. Pillen's priorities. Engage the board in a discussion about how we can help the member organization or business or an ask of the board from the member organization so it's an active discussion, rather than report-out only.
We need to have action that can be taken as a follow-up to the updates. In part, that's a responsibility of each of us to share relevant updates that can lead to action.
Hopefully, that section of the meeting helps to build natural forms of collaborative efforts.
Not everyone's story or update applies to everyone else. But when there is the unique experience or story instead of just a simple update have the Board member expound on the particulars of his or hers success. Give more than just an “update”.
It may be helpful to have board members provide updates connected to specific prompts like "What impact does this have on our workforce" or "Where might we collaborate or scale this". Also, we could structure as "member impact highlights" where a board members attempts to give a deeper dive on how a past update turned into a successful initiative or partnership.
Under the current format, this portion of the agenda allows members to network and connect outside of the meeting, based on an update shared; however, being able to connect updates to a set of priorities would help the board focus updates and information.

5. What other ideas do you have to increase the effectiveness of the Nebraska Workforce Development Board?

Responses
None that I can think of offhand but I do think we don't get a lot of "calls to action" that we could maybe help with? Maybe not all the time but again, I think it is mostly info download.
1. Develop a quarterly digest summarizing Board work and opportunities for input from non-members 2. Offer onboarding for new members to understand WIOA structure, funding, and roles 3. Highlight measurable outcomes tied to Board initiatives to maintain focus and accountability 4. Incorporate more youth and worker voice in planning processes
Create an orientation for new members on the board so they understand what Nebraska Workforce Development Board is and the expectations of a board member. Where do they get answers. Explain the various federal/state programs WIOA, for example. Provide a listing of acronyms...what it stands for and brief description and board members responsibility, if any.
Have some expertise brought in to discuss the economics and the emerging technology that will impact business and our state and then facilitate a true SWAT analysis to help lay out game plan for the different groups within the state.
We must be a top resource for Nebraska businesses.
Ensuring the board members understand the purposes of the Workforce Innovation and Opportunity Act outlined in Section 2 of the Act.
On the agenda, if there are any topics you would like the board to discuss or brainstorm such as ways to mitigate the effects of disruptive technology, let them know so they can prepare and even bring material. There are some questions and issues I might reach out to another department at my company for information that could be useful to others.
Should be action-oriented. How does DOL need Board to engage in order to achieve their goals?
From a strategic standpoint, a clear mission, goal, and definition of what success looks like for Nebraska workforce development.
Continue to push the Board members to share their story. The success and the failures. Let's remember we many times learn as much from failure and we do from success.
I appreciate the efforts to identify and align priorities. There is also quite a bit of work outlined in the WIOA state plan that could be highlighted.

6. Do you have any additional information you would like to share?

Responses
Nebraska's workforce system is well-positioned to lead the country in inclusive innovation. Incorporating "6 regions, One Nebraska" and Commissioner Thurber's directive, the Board has an opportunity to use its diversity and cross-sector expertise to make intentional investments in people, especially those traditionally excluded from economic opportunity. Let's stay focused on scalable solutions that center equity, employer alignment, and long-term economic mobility.
<ol style="list-style-type: none"> 1) Continue to hear issues regarding affordable housing and very high property taxes—must address to help with recruiting and retention of talent. 2) The state could also be an early adopter of the emerging technology to RADICALLY change how it provides services and the costs of services. Some Nations have already started this direction with tremendous results in lowering cost structure while increasing and improving quality of services (i.e., Singapore)

Project Summaries

Manufacturing Pilot

The Manufacturing Modernization and Workforce Development Pilot Investment Act was established by Nebraska LB265 to provide one-time grants to eligible manufacturing operations for new or existing capital investments that increase productivity and integrate smart technologies into Nebraska-based facilities. The Department of Labor may award up to \$250,000 in total grant funding. Each approved applicant may receive a grant equal to their private matching financial support, up to a maximum of \$50,000.

To receive a grant, an applicant must:

- Be a manufacturer of goods located in Nebraska.
- Have a NAICS code between 31 and 33.
- Be in operation for at least 3 years prior to the application date.
- Derive at least 51% of gross revenue from the sale of manufactured goods.
- Employ a minimum of 3 full-time employees.
- Provide private matching financial support equal to the amount of the grant requested.
- Apply between October 1, 2025, and November 1, 2026 via Monday.com

NWDB Grant Proposals

LB 265 created the Workforce Development Program Cash Fund which can be used for workforce development grants. The Nebraska Workforce Development Board shall submit grant proposals to the Commissioner of Labor for the commissioner's approval. They may submit up to 18 per year and must include a description of the grant, desired outcomes, and method for measuring success. The Commissioner may approve, reject, or modify the proposals.

- Grant applications will be submitted via Monday.com
- At the March NWDB meeting the Board will vote on which grant applications to submit to the Commissioner for her consideration.
- Updates will be provided to the board at each board meeting and via email as needed between board meetings.
- The Commissioner can also approve up to 3 grant proposals without prior approval of the Board.

LEGISLATIVE BILL 265

Approved by the Governor June 4, 2025

Introduced by Sorrentino, 39.

A BILL FOR AN ACT relating to law; to amend sections 48-602, 48-648, 48-649.01, 48-657, 48-3405, 81-407, 81-1201.21, and 84-612, Reissue Revised Statutes of Nebraska, and sections 48-622.01, 48-622.02, 48-626, and 48-649.03, Revised Statutes Cumulative Supplement, 2024; to adopt the Manufacturing Modernization and Workforce Development Pilot Investment Act; to eliminate certain funds and change certain references to funds; to change provisions relating to the state unemployment insurance tax rate and the Workforce Development Program Cash Fund; to state legislative intent relating to certain benefits under the Employment Security Law; to provide for transfers from the Cash Reserve Fund and the Workforce Development Program Cash Fund; to eliminate the Nebraska Worker Training Board and certain fund transfers; to harmonize provisions; to provide an operative date; to repeal the original sections; to outright repeal section 48-622.03, Reissue Revised Statutes of Nebraska, and sections 22, 32, and 100, Legislative Bill 264, One Hundred Ninth Legislature, First Session, 2025; and to declare an emergency.

Be it enacted by the people of the State of Nebraska,

Section 1. Sections 1 to 7 of this act shall be known and may be cited as the Manufacturing Modernization and Workforce Development Pilot Investment Act.

Sec. 2. The purpose of the Manufacturing Modernization and Workforce Development Pilot Investment Act is to:

(1) Provide one-time grants to eligible manufacturing operations for new and existing capital investments that will increase or lead to the adoption and integration of smart technologies and increased productivity; and

(2) Provide a positive economic impact in the State of Nebraska.

Sec. 3. For purposes of the Manufacturing Modernization and Workforce Development Pilot Investment Act:

(1) Department means the Department of Labor;

(2) Eligible manufacturing operation means a manufacturer of goods at a facility located in this state that:

(a) Has a North American Industry Classification System number within the manufacturing sector range of 31 to 33;

(b) Has been an established business for a minimum of three years prior to the date of application for the grant;

(c) Derives a minimum of fifty-one percent of the manufacturer's gross revenue from the sale of manufactured goods;

(d) Employs a minimum of three full-time employees; and

(e) Demonstrates the ability to provide private matching financial support for the manufacturer's manufacturing modernization investment project on a one-to-one basis;

(3) Manufacturing modernization investment project means a project that is intended to lead to the adoption and integration of smart technologies into existing manufacturing operations located in the state by mitigating the risk to the manufacturer of significant technology investments. Manufacturing modernization investment project includes, but is not limited to, an investment in the following that are intended to assist a manufacturer in increasing the manufacturer's productivity, efficiency, and competitiveness:

(a) Job training; and

(b) Specialized hardware, software, or other equipment; and

(4) Private matching financial support means any financial support derived from a source other than a direct appropriation from the State of Nebraska or its political subdivisions.

Sec. 4. (1) Beginning October 1, 2025, through November 1, 2026, an eligible manufacturing operation may apply to the department for a grant. The application shall include, but not be limited to, the following information:

(a) A description of the manufacturing modernization investment project;

(b) The estimated cost of the manufacturing modernization investment project; and

(c) Documentation on the amount of private matching financial support available for the manufacturing modernization investment project that has been received or will be received by the eligible manufacturing operation. Such amount shall be at least equal to the amount of any grant received under the Manufacturing Modernization and Workforce Development Pilot Investment Act. The documentation provided under this subdivision does not need to identify any provider of private matching financial support.

(2) The department shall consider applications in the order in which they are received. If an applicant is an eligible manufacturing operation and otherwise qualifies for a grant, the department shall, subject to subsection (3) of this section, approve the application and notify the applicant of the approval.

(3) The department may approve applications within the limits of available funding under the Manufacturing Modernization and Workforce Development Pilot

Investment Act. The amount of any grant approved shall be equal to the amount of money supplied by the eligible manufacturing operation from providers of private matching financial support, as documented under subdivision (1)(c) of this section, except that no grant shall be for more than fifty thousand dollars.

Sec. 5. (1) The department shall not approve an application for a manufacturing modernization investment project that was commenced prior to the date of the application.

(2) Any eligible manufacturing operation that no longer meets the requirements of subdivision (2) of section 3 of this act shall repay any grant funds received under the Manufacturing Modernization and Workforce Development Pilot Investment Act.

Sec. 6. The department may award up to two hundred fifty thousand dollars in grants from the Workforce Development Program Cash Fund for purposes of carrying out the Manufacturing Modernization and Workforce Development Pilot Investment Act.

Sec. 7. The department may adopt and promulgate rules and regulations to carry out the Manufacturing Modernization and Workforce Development Pilot Investment Act.

Sec. 8. Section 48-602, Reissue Revised Statutes of Nebraska, is amended to read:

48-602 For purposes of the Employment Security Law, unless the context otherwise requires:

(1) Agricultural labor means services performed:

(a) On a farm, in the employ of any employer, in connection with cultivating the soil or in connection with raising or harvesting any agricultural or horticultural commodity, including the raising, shearing, feeding, caring for, training, and management of livestock, bees, poultry, fur-bearing animals, and wildlife;

(b) In the employ of the owner, tenant, or other operator of a farm, in connection with the operation, management, conservation, improvement, or maintenance of such farm and its tools and equipment or in salvaging timber or clearing land of brush and other debris left by a windstorm, if the major part of such service is performed on a farm;

(c) In connection with the production or harvesting of any commodity in connection with the operation or maintenance of ditches, canals, reservoirs, or waterways, not owned or operated for profit, used exclusively for supplying and storing water for farming purposes;

(d)(i) In the employ of the operator of a farm in handling, planting, drying, packing, packaging, processing, freezing, grading, storing, or delivering to storage or to market or to a carrier for transportation to market, in its unmanufactured state, any agricultural or horticultural commodity, but only if such operator produced more than one-half of the commodity with respect to which such service is performed, or (ii) in the employ of a group of operators of farms, or a cooperative organization of which such operators are members, in the performance of service described in subdivision (1)(d)(i) of this section, but only if such operators produced more than one-half of the commodity with respect to which such service is performed. Subdivisions (1)(d)(i) and (ii) of this section shall not be deemed to be applicable with respect to service performed in connection with commercial canning or commercial freezing or in connection with any agricultural or horticultural commodity after its delivery to a terminal market for distribution for consumption; or

(e) On a farm operated for profit if such service is not in the course of the employer's trade or business;

(2) Base period means the first four of the last five completed calendar quarters immediately preceding the first day of an individual's benefit year, except that if the individual is not monetarily eligible for unemployment benefits as determined pursuant to section 48-627.01 based upon wages paid during the first four of the five most recently completed calendar quarters, the department shall make a redetermination of monetary eligibility based upon an alternative base period which consists of the last four completed calendar quarters immediately preceding the first day of the claimant's benefit year;

(3) Benefits means the money payments payable to an individual with respect to his or her unemployment;

(4) Benefit year, with respect to any individual, means the one-year period beginning with the first day of the first week with respect to which the individual first files a valid claim for benefits, and thereafter the one-year period beginning with the first day of the first week with respect to which the individual next files a valid claim for benefits after the termination of his or her last preceding benefit year. Any claim for benefits made in accordance with section 48-629 shall be deemed to be a valid claim for the purpose of this subdivision if the individual has been paid the wages for insured work required under section 48-627.01. For the purposes of this subdivision a week with respect to which an individual files a valid claim shall be deemed to be in, within, or during that benefit year which includes the greater part of such week;

(5) Calendar quarter means the period of three consecutive calendar months ending on March 31, June 30, September 30, or December 31, or the equivalent thereof as the Commissioner of Labor may by rule and regulation prescribe;

(6) Client means any individual, partnership, limited liability company, corporation, or other legally recognized entity that contracts with a professional employer organization to obtain professional employer services

(b) A lien for unpaid combined taxes filed or recorded pursuant to subdivision (a) of this subsection shall lapse at the earlier of its expiration date or the fifth anniversary of the filing or recording date, unless the commissioner files a notice of continuation in the place of the original filing or recording and with the appropriate filing officer in the manner provided for in the Uniform State Tax Lien Registration and Enforcement Act before such lien lapses. A notice of continuation shall include all of the information required by the act, the date of the filing or recording of the original lien, and a statement that the original lien is to be continued for ten years. Thereafter, such lien shall be enforced and notices of continuation filed in accordance with the act.

(c) On and after May 1, 1999, if any employer defaults in any payment of combined tax or interest, the commissioner may file a lien against such employer in accordance with the Uniform State Tax Lien Registration and Enforcement Act. Such liens shall set forth the amount of combined tax and interest in default and shall be continued and enforced as provided in the Uniform State Tax Lien Registration and Enforcement Act.

(2) It shall be the duty of the State of Nebraska, or any department or agency thereof, county boards, the contracting board of all cities, villages, and school districts, all public boards empowered by law to enter into a contract by public bidding for the erecting and finishing or the repairing of any public building, bridge, highway, or other public structure or improvement, and any officer or officers so empowered by law to enter into such contract to provide in such contract that the person, persons, firm, or corporation to whom the contract is awarded will pay to the Unemployment Compensation Fund of the State of Nebraska and the Workforce Development Program Cash State Unemployment Insurance Trust Fund unemployment combined tax and interest due under the Employment Security Law on wages paid to individuals employed in the performance of such contract.

(3) No contract referred to in subsection (2) of this section shall be entered into by the State of Nebraska, a department or agency thereof, an officer or officers, or a board referred to in such subsection unless the contract contains the proviso mentioned in such subsection.

(4) Before final payment may be made on the final three percent of any such contract awarded on or after June 1, 1957, the State of Nebraska, department or agency thereof, officer or officers, or board awarding the contract must have received from the contractor a written clearance from the commissioner certifying that all payments then due of combined tax or interest which may have arisen under such contract have been made by the contractor or his or her subcontractor to the Unemployment Compensation Fund.

(5) The final three percent of any such contract referred to in subsection (4) of this section may be paid if the contractor has supplied a bond with a satisfactory surety company guaranteeing full payment to the Unemployment Compensation Fund and the Workforce Development Program Cash State Unemployment Insurance Trust Fund of all combined tax and interest due under the Employment Security Law.

Sec. 16. Section 48-3405, Reissue Revised Statutes of Nebraska, is amended to read:

48-3405 (1) ~~The Sector Partnership Program Fund is created. The fund terminates on July 1, 2025, and the State Treasurer shall transfer any money in the fund on such date to the Workforce Development Program Cash Fund. shall be administered by the Department of Labor. The fund shall be used to pursue sector partnership activities, including, but not limited to, labor availability and skills gap studies by the Department of Labor and the Department of Economic Development pursuant to the Sector Partnership Program Act. The fund may also be used for administrative costs of the Department of Labor and the Department of Economic Development associated with sector partnership activities.~~

~~(2) The fund shall consist of such money as is: (a) Transferred to the fund from the Job Training Cash Fund and the Nebraska Training and Support Cash Fund; (b) otherwise appropriated to the fund by the Legislature; (c) donated as gifts, bequests, or other contributions to the fund from public or private entities; and (d) made available by any department or agency of the United States if so directed by such department or agency. Any money in the fund available for investment shall be invested by the state investment officer pursuant to the Nebraska Capital Expansion Act and the Nebraska State Funds Investment Act.~~

Sec. 17. Section 81-407, Reissue Revised Statutes of Nebraska, is amended to read:

81-407 (1) The Workforce Development Program Cash Fund is hereby created. The fund shall consist of transfers authorized by the Legislature.

(2) The Department of Labor shall administer the fund to provide workforce development grants. The fund may be used:

- (a) To provide workforce development grants;
- (b) To pay the costs of administering the workforce development grant program;
- (c) To pay the costs of establishing, assessing, collecting, and maintaining state unemployment insurance tax liability and payments;
- (d) To pay unemployment benefits if determined necessary by the Commissioner of Labor;
- (e) To provide labor availability, skills gap, and workforce development studies and reports by the Department of Labor; and
- (f) For purposes of the Manufacturing Modernization and Workforce

Development Pilot Investment Act.

(3) Any money in the fund available for investment shall be invested by the state investment officer pursuant to the Nebraska Capital Expansion Act and the Nebraska State Funds Investment Act.

(4)(a) As part of the workforce development grant program described in subdivision (2)(a) of this section, the Nebraska Workforce Development Board shall submit grant proposals to the Commissioner of Labor for the commissioner's consideration. The board's proposals shall be submitted by April 30 of each year and shall set forth strategies and initiatives designed to develop the workforce in the state. Each such proposal shall:

(i) Include a description of the purpose of the proposed grant and the desired outcome; and

(ii) Include a method of measuring success for the proposed grant.

(b) The board may submit up to eighteen grant proposals per calendar year.

(c) The commissioner may approve, reject, or modify any grant proposal submitted by the board. In the case of a rejection or modification of any grant proposal, the commissioner shall provide written notice of the decision to the board and include the rationale for the rejection or modification.

(d) The commissioner shall have the discretion to approve up to three grant proposals per calendar year without the prior approval of the board. If the total of the three proposals exceeds twenty-five percent of the unobligated beginning annual balance of the Workforce Development Program Cash Fund, the commissioner shall submit a report detailing the proposals to the board and to the chairperson of the Appropriations Committee of the Legislature within ninety days after approving such proposals.

(e) For purposes of this subsection, Nebraska Workforce Development Board means the state workforce development board authorized by the federal Workforce Innovation and Opportunity Act and established in Nebraska.

Sec. 18. Section 81-1201.21, Reissue Revised Statutes of Nebraska, is amended to read:

81-1201.21 (1) There is hereby created the Job Training Cash Fund. The fund shall be under the direction of the Department of Economic Development. Money may be transferred to the fund pursuant to subdivision (1)(b)(iii) of section 48-621 and from the Cash Reserve Fund at the direction of the Legislature. The department shall establish a subaccount for all money transferred from the Cash Reserve Fund to the Job Training Cash Fund on or after July 1, 2005.

(2) The money in the Job Training Cash Fund or the subaccount established in subsection (1) of this section shall be used (a) to provide reimbursements for job training activities, including employee assessment, preemployment training, on-the-job training, training equipment costs, and other reasonable costs related to helping industry and business locate or expand in Nebraska, (b) to provide upgrade skills training of the existing labor force necessary to adapt to new technology or the introduction of new product lines, or (c) as provided in section 79-2308, ~~or (d) as provided in section 48-3405.~~ The department shall give a preference to job training activities carried out in whole or in part within an enterprise zone designated pursuant to the Enterprise Zone Act or an opportunity zone designated pursuant to the federal Tax Cuts and Jobs Act, Public Law 115-97.

(3) The department shall establish a subaccount within the fund to provide training grants for training employees and potential employees of businesses that (a) employ twenty-five or fewer employees on the application date, (b) employ, or train for potential employment, residents of rural areas of Nebraska, or (c) are located in or employ, or train for potential employment, residents of high-poverty areas as defined in section 81-1203. The department shall calculate the amount of prior year investment income earnings accruing to the fund and allocate such amount to the subaccount for training grants under this subsection. The subaccount shall also be used as provided in the Teleworker Job Creation Act. The department shall give a preference to training grants for businesses located in whole or in part within an enterprise zone designated pursuant to the Enterprise Zone Act.

(4) On April 5, 2018, any funds that were dedicated to carrying out sections 81-1210.01 to 81-1210.03 but were not yet expended shall be transferred to the Intern Nebraska Cash Fund.

(5) Transfers may be made from the Job Training Cash Fund to the General Fund at the direction of the Legislature. Any money in the Job Training Cash Fund available for investment shall be invested by the state investment officer pursuant to the Nebraska Capital Expansion Act and the Nebraska State Funds Investment Act.

Sec. 19. Section 84-612, Reissue Revised Statutes of Nebraska, is amended to read:

84-612 (1) There is hereby created within the state treasury a fund known as the Cash Reserve Fund which shall be under the direction of the State Treasurer. The fund shall only be used pursuant to this section.

(2) The State Treasurer shall transfer funds from the Cash Reserve Fund to the General Fund upon certification by the Director of Administrative Services that the current cash balance in the General Fund is inadequate to meet current obligations. Such certification shall include the dollar amount to be transferred. Any transfers made pursuant to this subsection shall be reversed upon notification by the Director of Administrative Services that sufficient funds are available.

(3) In addition to receiving transfers from other funds, the Cash Reserve Fund shall receive federal funds received by the State of Nebraska for



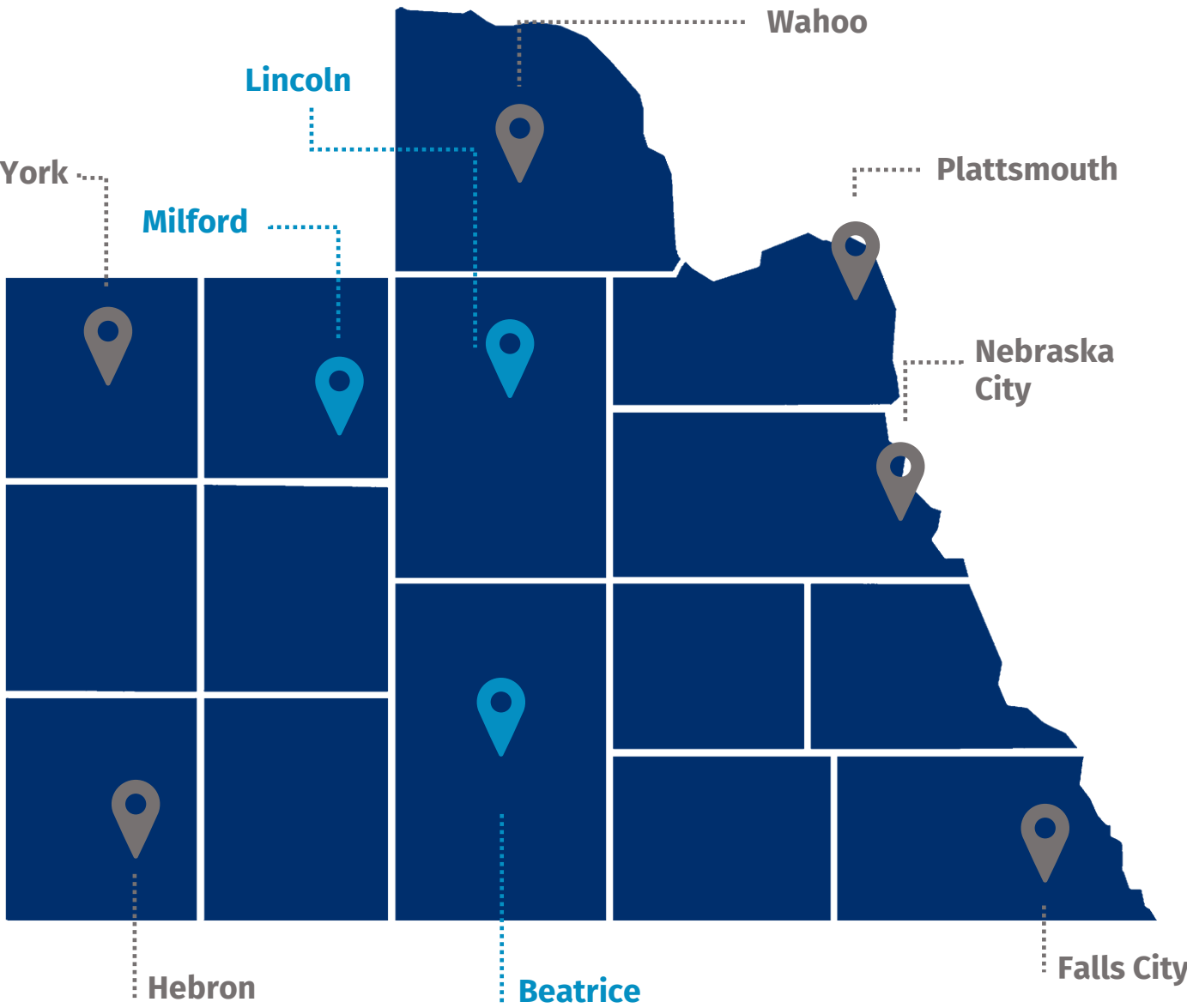
Creating a Skilled Workforce and Strengthening Communities Throughout Southeast Nebraska



SCC's Mission

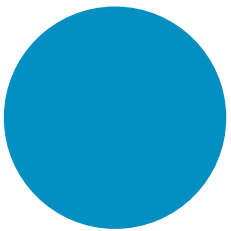
The mission of Southeast Community College is to **empower and transform** the **diverse learners and communities** of southeast Nebraska through accessible lifelong educational opportunities. The College provides **dynamic and responsive pathways** to career and technical, academic transfer, and continuing education programs that contribute to **personal, community, and workforce development.**





Our Service Area

Serving the communities in southeast Nebraska's 15 counties



3
Campuses



6
Learning Centers



502k
Population

Who we Serve

15k

Students

Credit

Students seeking dual credit, academic transfer, and career/technical programs

10k

Students

Non-Credit

Students upskilling, receiving customized training, and exploring hobbies and personal interests.

21.9

Years

Avg. Age



Career/technical programs

SCC offers **80** career/technical programs in:

- Agriculture
- Business
- Criminal Justice
- Computer Technology
- Construction
- Culinary
- Electronics
- Health Science
- Manufacturing
- Transportation

The programs are Associate Degrees, Diplomas, and Certificates that take 1 to 4 semesters to complete

A modern building with a facade of red, white, and black panels, set against a blue sky with white clouds. The building has a prominent red section on the left and a white section in the middle, with a black section on the right. A large white semi-transparent box is overlaid on the building, containing the text '96%' and 'employed graduates are working in their field of study'.

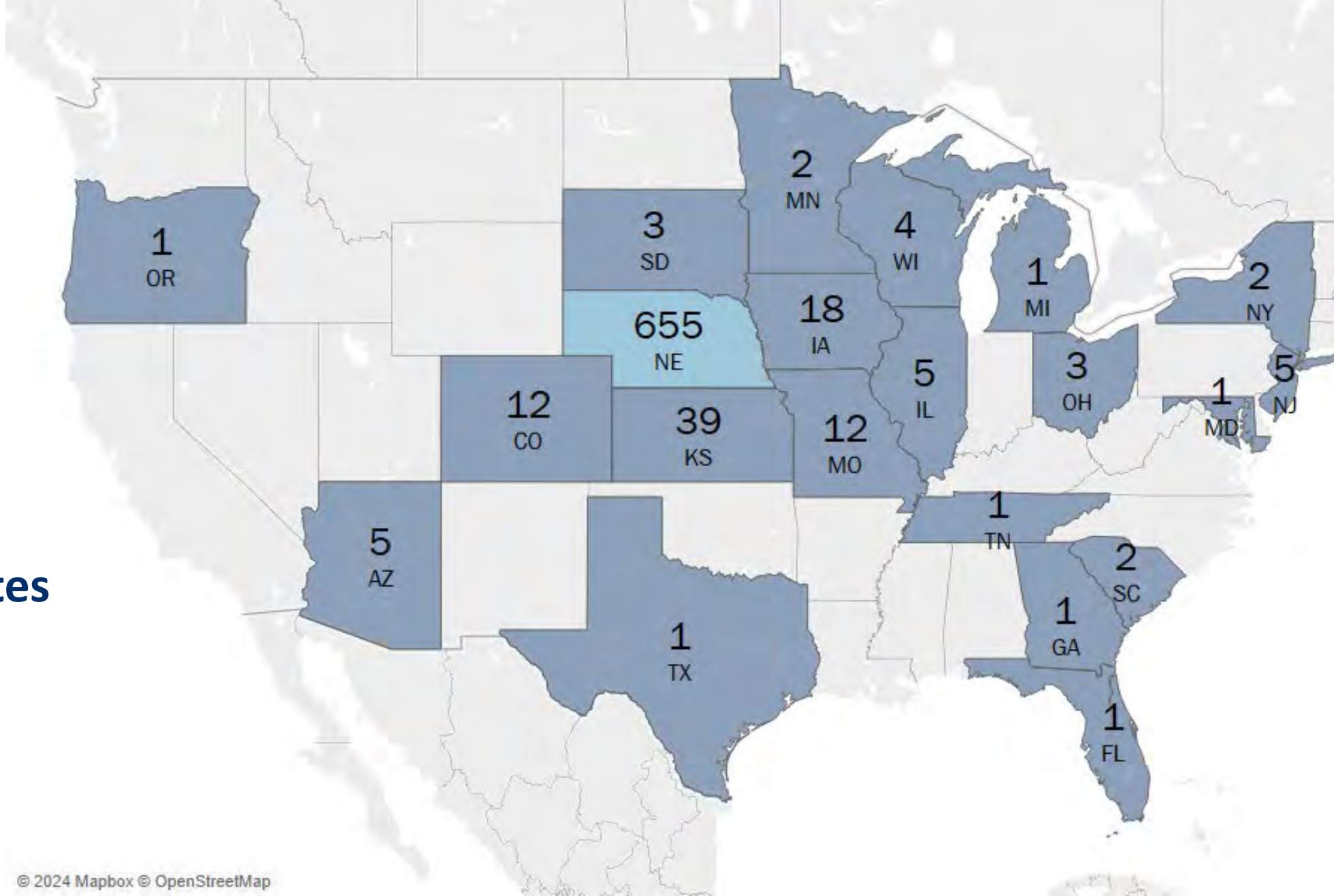
96%

employed graduates are working in
their field of study

85%

Employed Graduates

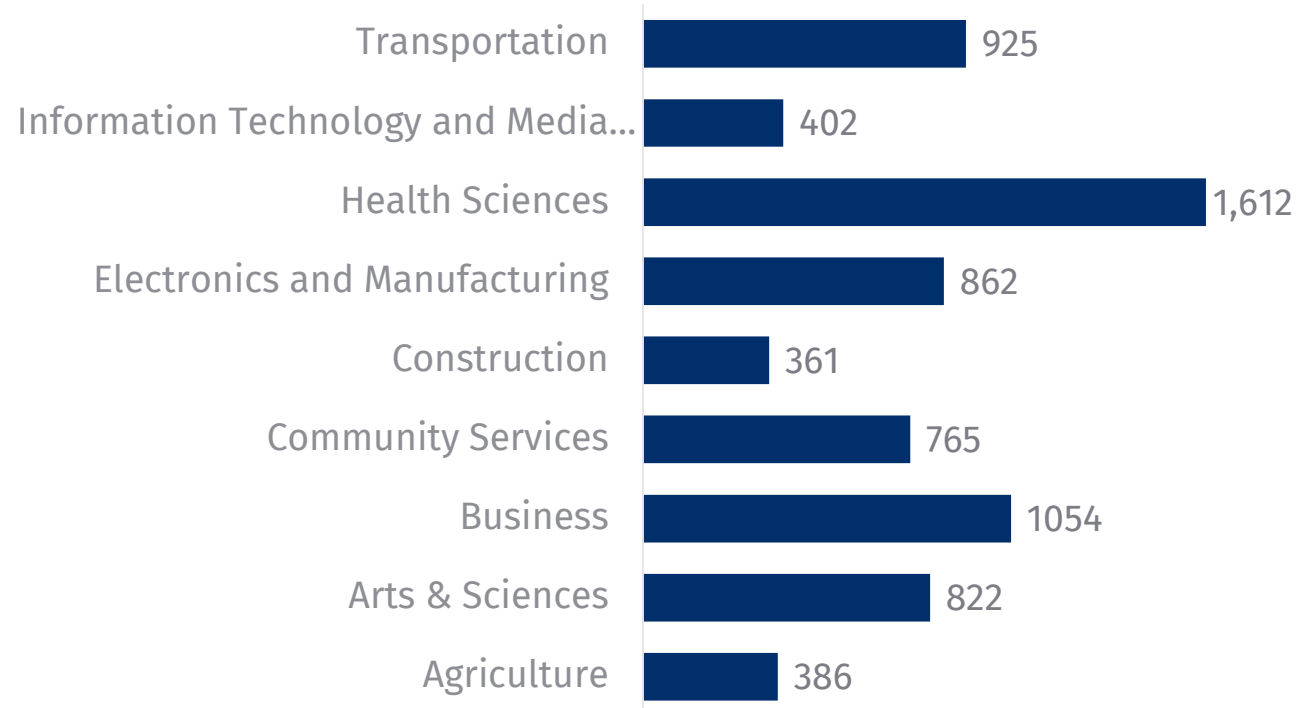
85% are working in Nebraska



© 2024 Mapbox © OpenStreetMap



We produce more than **7,000** career/technical grads every 5 years



Economic development and Expansion of SCC facilities and student pipeline

2015-2024 Strategic Achievements

A decade of transformation in facilities, technology and student pipeline to expand capacity to produce a skilled workforce.



Sandhills Global Technology Center in Lincoln



... Expanding capacity to produce skilled workforce in information technology, cybersecurity, data science, biotechnology, and electronics

2024 Key Stats

Total Certificates awarded	11
Total Diplomas awarded	6
Total Associates awarded	101
Number of graduates employed in their field of study	44
Total graduates continuing their education	31
Total number of graduates by family	115

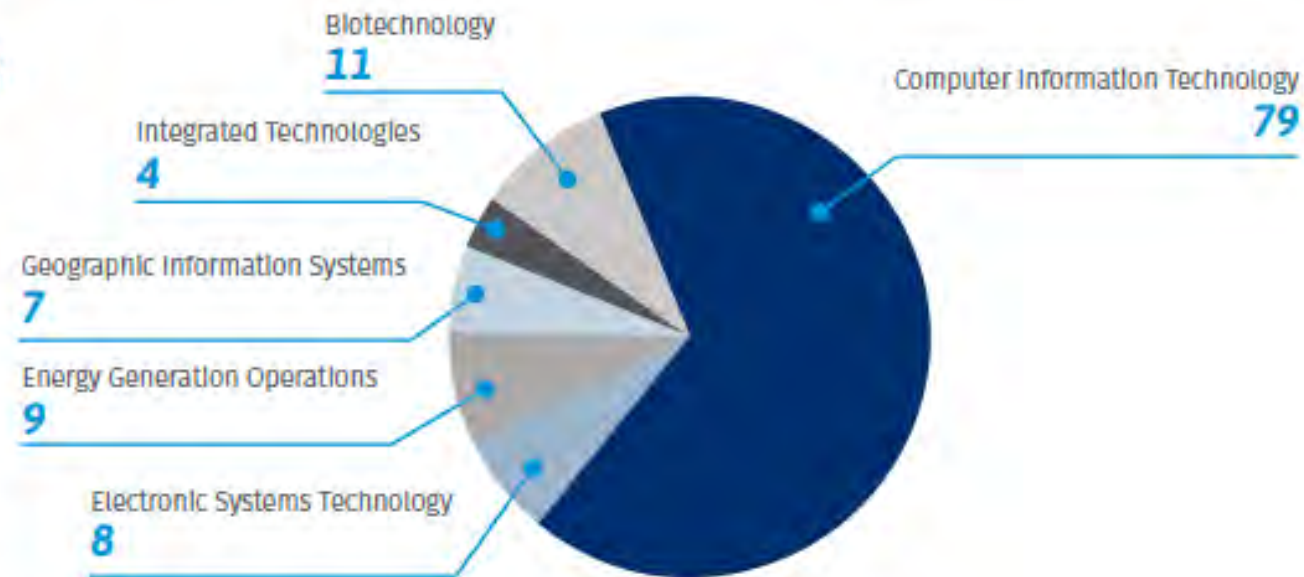
Percent employed
in Nebraska

96%

Science & Technology Programs

SCC's Science & Technology programs position our graduates to succeed in an innovation-driven industry, addressing critical skills gaps in high-demand STEM fields. Through cutting-edge laboratories, industry-standard equipment and partnerships with regional technology employers, our graduates possess the knowledge and practical skills employers desire. Strong connections with local tech companies, research institutions and manufacturing facilities provide internship opportunities and direct employment pathways.

Awards




Salary Distribution (and Median)



... Expansion of Capacity to Produce a Skilled Workforce in the Health Sciences



Health Sciences Building in Lincoln

A photograph of a modern, multi-level office building interior. The space features glass railings on the upper levels, wooden paneling on the walls, and a central atrium with large windows. The lighting is warm and modern, with recessed lights in the ceiling and railings. The overall design is clean and professional.

... Utilizing data to respond to local and statewide needs. . .

... Directly Addressing Transportation Workforce Needs

Crete Carrier Diesel Technology
& Welding Center in Milford



... National leader in welding technology



**Welding Technology Center in
Lincoln**

Future Construction Technology Center in Milford



Future Agriculture Career Center in Beatrice



... Responding to the needs of the College's rural communities

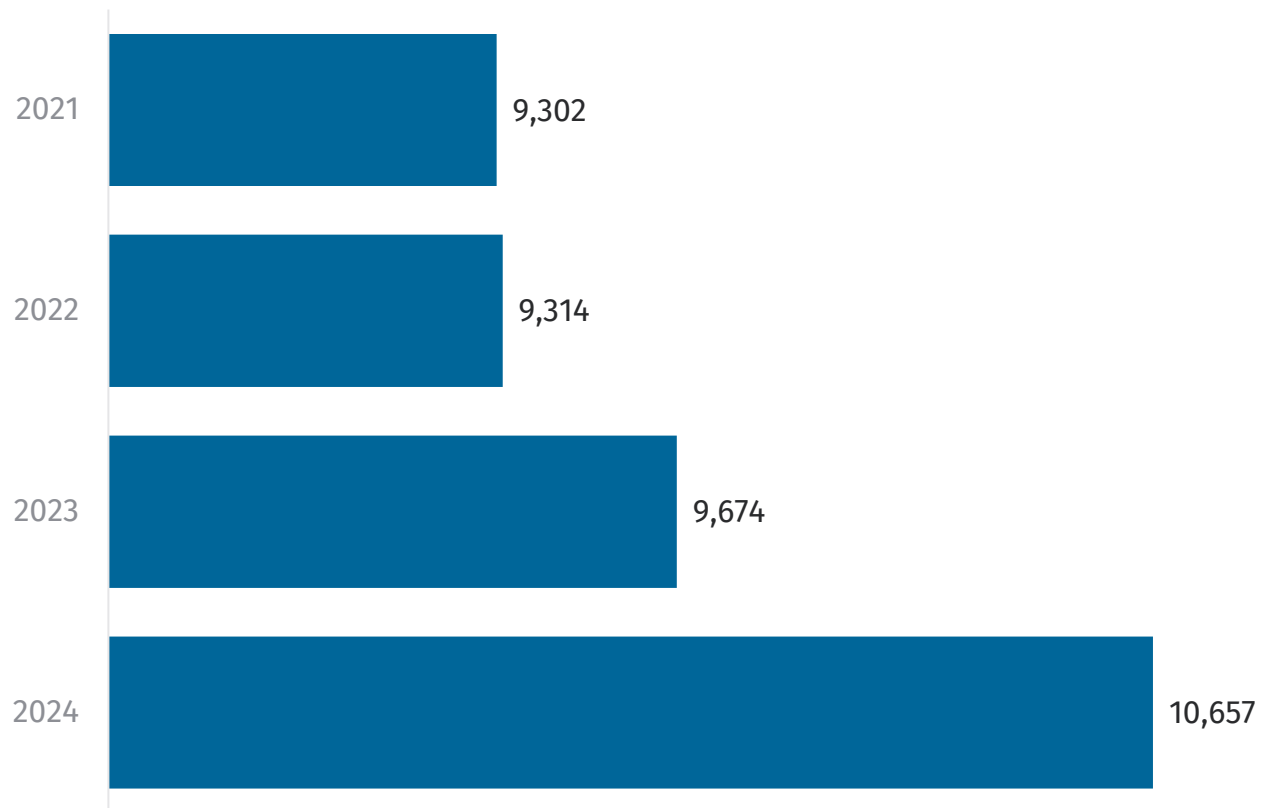


Enrollment trends

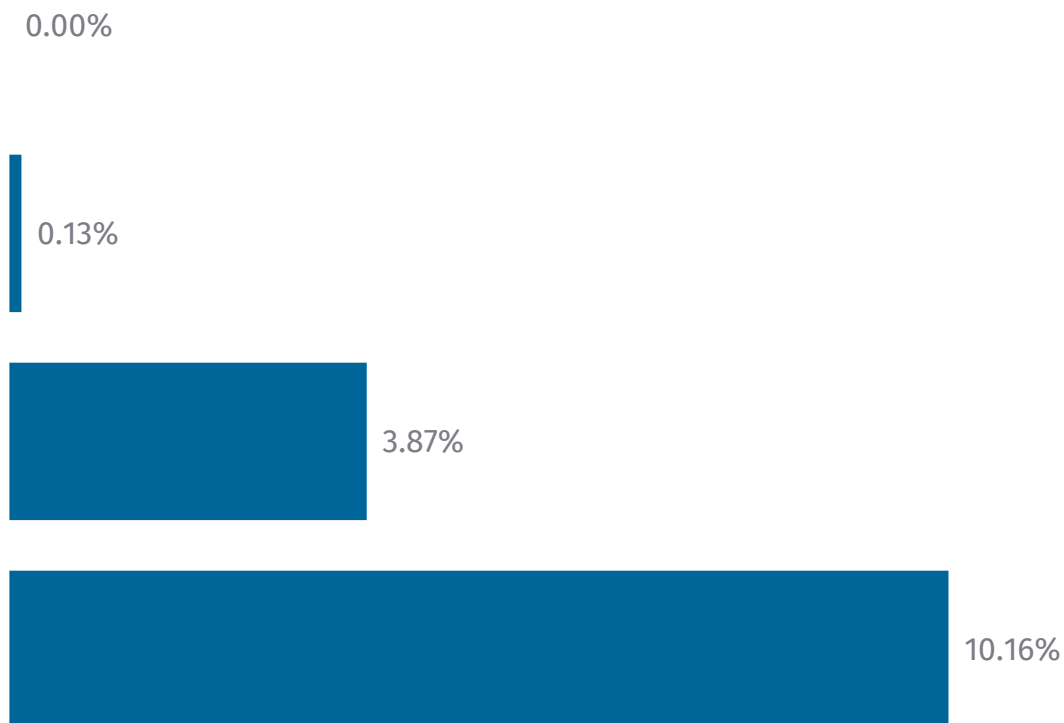
Fall Enrollment

10% increase from Fall 2023

Headcount



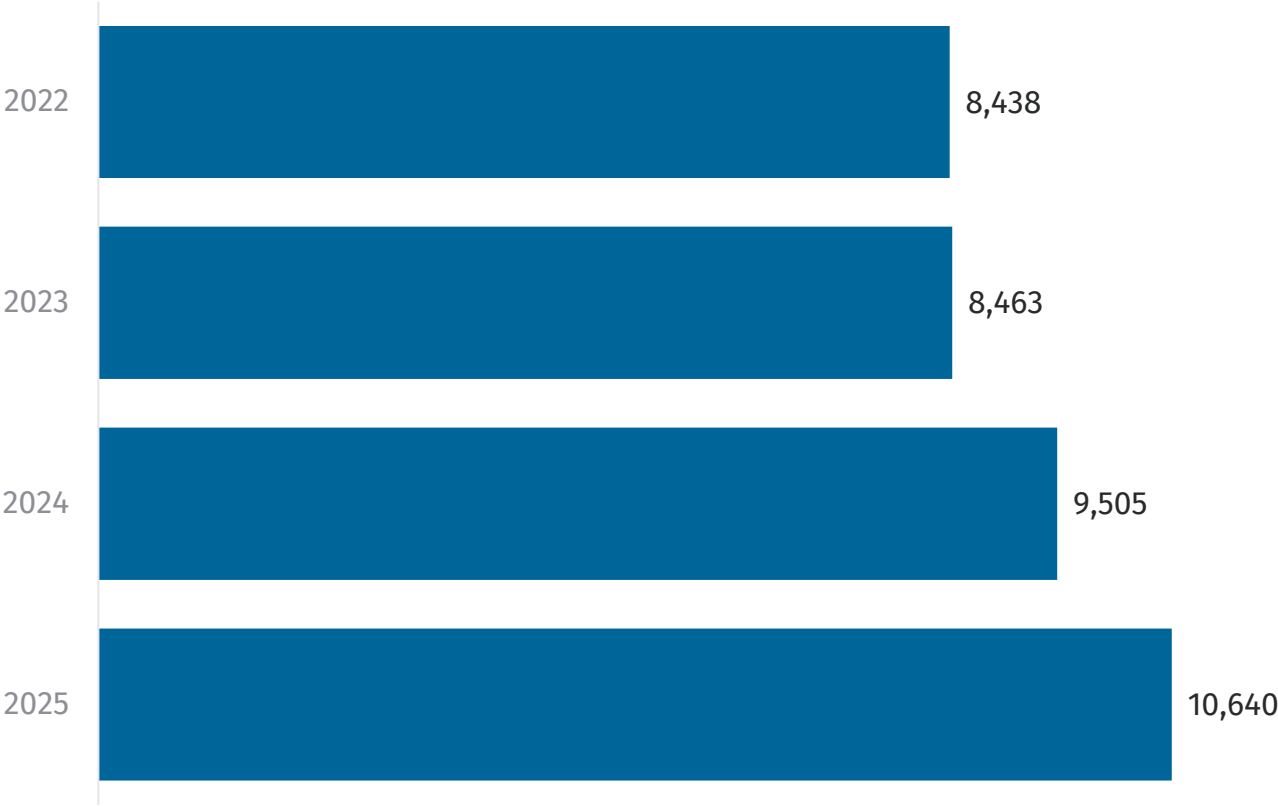
Year-to-year percent change



Spring Enrollment

12% increase from Spring 2024

Headcount



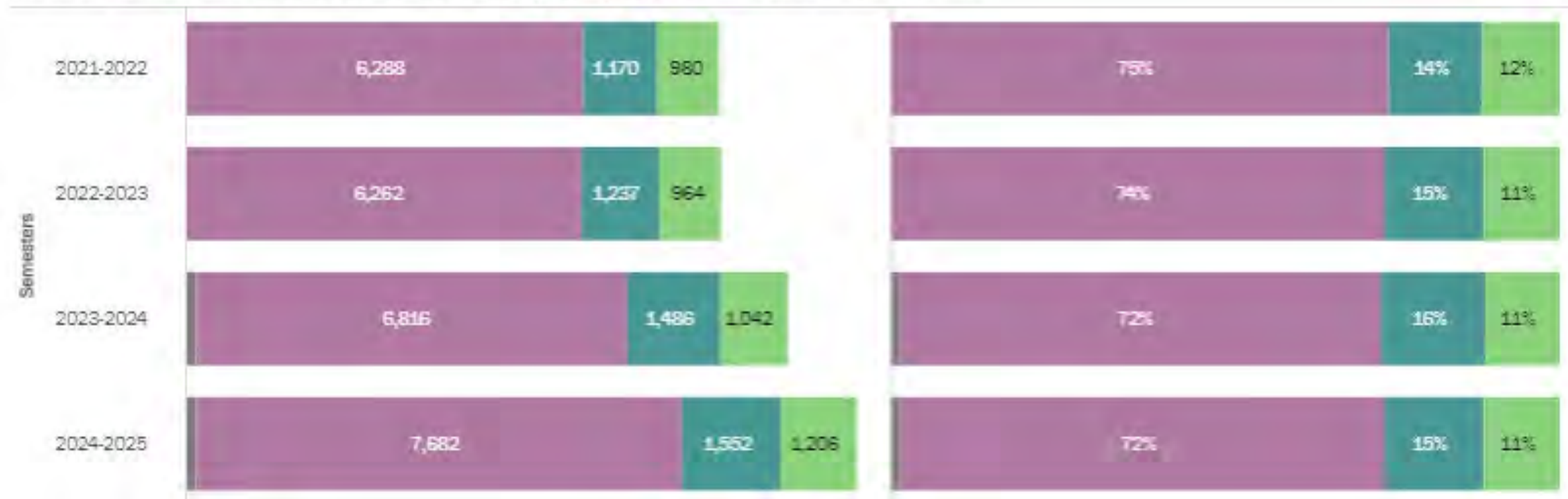
Year-to-year percent change



Enrollment by Campus

Percent Increase from 2024: Lincoln (13%), Milford (4%), Beatrice (16%)

Trend of Number and Distribution of Students by Campus | All campuses | Spring terms



Additional Initiatives to Support Workforce Development

SCC's strategic and integrated planning led to many transformative accomplishments

- Established six Learning Centers throughout rural service area
- Development of new academic credentials
- Completion of new and renovated facilities
- Launch of new Prison Education Program
- Launch of enrollment management process
- Transition to funding model
- New articulation/transfer agreements with 4-year university and college partners
- Expansion of student pipeline through dual-credit and career academy enrollment growth
- Increased staffing levels in key areas
- Developed Exploratory CTE Camps

Office of work-based learning

In partnership with the city of Lincoln and its other communities, SCC has developed a new work-based learning initiative

SCC created a new department to focus on asymmetrical and responsive training including **customized training, apprenticeships/internships, credit for prior learning, micro-credentials**

The new initiative represents an extension of its credential programs and seeks to **strengthen existing companies and to attract and retain new companies in manufacturing, IT, health sciences, agriculture, and other industries**

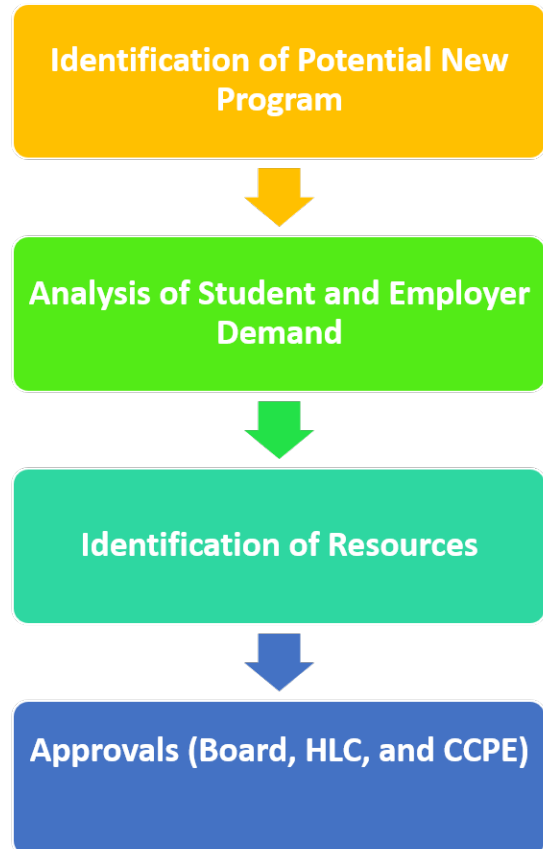


Program Development

New SCC programs include:

- Data Science
- Agricultural Teacher Education
- Precision Ag Certificate
- Utility Lineworker
- Dental Hygiene
- Microsoft Office Specialist

Program Development Process





Bylaws

ARTICLE I. NAME AND PURPOSE

Section 1.1 Name

The name of this organization shall be the Nebraska Workforce Development Board and referred to hereafter as the State Board.

Section 1.2 Office of the State Board

The office of the State Board shall be located at the office of the Nebraska Workforce Innovation and Opportunity Act Liaison, currently the Commissioner of Labor, Nebraska Department of Labor, 550 South 16th Street, Lincoln, Nebraska 68508.

Section 1.3 Purpose

The purpose of the State Board shall be to carry out such functions as shall be authorized under Sec. 101(d) of the Workforce Innovation and Opportunity Act of 2014 (hereafter, WIOA), as may be amended from time to time and to carry out such functions as shall be authorized under Neb. Rev. Stat. § 81-407 to assist in establishing strategies and initiatives designed to develop Nebraska's workforce through the use of a workforce development grant program.

Section 1.4 Compliance

The Nebraska Workforce Development Board shall operate in compliance with all applicable federal and state laws, regulations and guidance as may be amended from time to time.

ARTICLE II. MEMBERSHIP

Section 2.1 Appointment

- (a) The Governor may seek nominations from Nebraska business organizations, business trade associations, and labor federations, as needed, prior to appointment of individuals to the State Board.
- (b) The Governor shall make all appointments to the State Board, which shall conform to the requirements of WIOA Sec. 101(b), 20 CFR § 679.110, and other applicable federal and state laws, regulations and guidance.
- (c) The Speaker of the Nebraska Unicameral Legislature ("Legislature") shall appoint one (1) member of the Legislature to the State Board.
- (d) Individuals serving on the State Board who subsequently retire or no longer hold the position that conferred them eligibility for appointment as a State Board member, may not continue to serve on the State Board as a representative of the applicable category described in 20 CFR § 679.110.

Section 2.2 Term of Appointments

- (a) All Governor-appointed members serve at the pleasure of the Governor and shall be appointed for a term no longer than four years.

- (b) Notwithstanding Subsection (a) of this Section, Governor-appointed members may, at the discretion of the Governor, be appointed for any length of term necessary to ensure only a portion of State Board membership expires in a given year.
- (c) All Governor-appointed members shall be eligible for reappointment for an unlimited number of consecutive or non-consecutive terms.

Section 2.3 Participation

To ensure State Board members participate in convening Nebraska's workforce development system stakeholders, broker relationships with a diverse range of employers, leverage support for workforce development activities, and participate in the submission of workforce development grants for the Commissioner of Labor's consideration, members of the State Board may be appointed to one or more additional committees or similarly designated groups of the State Board in accordance with these Bylaws.

Section 2.4 Removal

- (a) The Governor may remove any State Board member appointed by the Governor at any time for any reason.
- (b) The Speaker of the Nebraska Legislature may remove the member of the Legislature appointed to the State Board at any time for any reason.
- (c) The State Board may ask the Governor to remove any Governor-appointed member of the State Board:
 - (i) by recommendation of any officer, of the State Board; or
 - (ii) by a majority vote of the full membership of the State Board pursuant to a motion to request removal for good cause as recorded in the minutes of the relevant meeting of the State Board.
- (d) "Good cause" for the request for removal of a Governor-appointed member may include, but is not limited to, a State Board member's unexcused absence from fifty (50) percent or more of the State Board meetings held in any twelve (12) month period.

Section 2.5 Resignation

- (a) When a member appointed by the Governor deems it necessary to resign from the State Board, such member shall tender resignation to the Governor in writing, with a copy tendered to the Chair of the State Board (hereafter, the Chair) and the Commissioner of Labor.
- (b) When a member appointed by the Speaker of the Legislature deems it necessary to resign from the State Board, such member shall tender resignation in writing to the presiding Speaker of the Legislature, with a copy tendered to the Chair and to the Commissioner of Labor.
- (c) When an individual appointed by the Chair to serve as a chair or member of a committee, subcommittee, special committee, ad hoc committee, task force, or similarly designated group of the State Board deems it necessary to resign, such individual shall tender his or her resignation to the Chair in writing.
- (d) All such resignations tendered in accordance with Sec. 2.5 of these Bylaws shall be deemed effective, as applicable, upon the acceptance of the:
 - (i) Governor for Governor-appointed members;
 - (ii) Speaker of the Legislature for appointments made by the Speaker; or
 - (iii) Chair for Chair-appointed members of committees, subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups of the State Board.
- (e) In the event that the Chair resigns, the Vice-Chair of the State Board (hereafter, the Vice-Chair), shall serve as acting Chair until a new Chair is appointed by the Governor.

Section 2.6 Vacancy

- (a) In the event of a vacancy of a Governor-appointed member of the State Board, the Chair or another designated individual shall promptly notify the Governor of the vacancy in writing. The Governor shall appoint another individual to serve on the State Board in accordance with Sec. 2.1 of these Bylaws.
- (b) In the event of a vacancy of the member appointed by the Speaker of the Legislature the Speaker of the Legislature shall appoint another individual to serve on the State Board in accordance with Sec. 2.1 of these Bylaws.
- (c) In the event of a vacancy of a chair of a committee, subcommittee, special committee, ad hoc committee, task force, or similarly designated group of the State Board pursuant to Sec. 2.5(c) of these Bylaws, the Chair shall appoint another member of the State Board to serve as chair of such committee, subcommittee, special committee, ad hoc committee, task force, or similarly designated group of the State Board in accordance with Sec. 6.4 of these Bylaws.

Section 2.7 Compensation

Members of the State Board shall not receive compensation for their services but may be reimbursed for actual and necessary expenses directly related to the discharge of the State Board's affairs.

ARTICLE III. CHAIR AND VICE-CHAIR

Section 3.1 Chair

- (a) The Governor shall appoint the Chair, who must be a representative from business and industry, from among the appointed members of the State Board. The Chair serves at the pleasure of the Governor.
- (b) The Chair shall preside at all meetings of the State Board and appoint chairs and members of all State Board subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups deemed necessary or desirable unless otherwise specifically provided for within these Bylaws.
- (c) The Chair shall represent the State Board and has the authority to speak on its behalf before the Governor, the Legislature, and at all public meetings and functions. The Chair shall have the authority to and shall perform such other duties and functions as may be required by the State Board, these Bylaws, and all applicable state and Federal laws, statutes, regulations, and rules.

Section 3.2 Vice-Chair

The Governor shall appoint the Vice-Chair. The Vice-Chair, who must be a representative from business and industry, from among the appointed members of the State Board. The Vice-Chair serves at the pleasure of the Governor. At the request of, or in the absence of, the Chair, the Vice-Chair shall perform the duties of the Chair and perform other duties assigned by the Chair. The Vice-Chair shall have the authority to and shall perform such other duties and functions as may be required by the State Board, these Bylaws, and all applicable state and Federal laws, statutes, regulations, and rules.

Section 3.3 Acting Chair

In the event of a planned absence from a meeting of the State Board by the Chair and Vice-Chair, the Chair shall designate an alternate member of the State Board to serve as the Acting Chair. The Acting Chair shall preside as Chair of the State Board only at such meeting. In the event the Chair and Vice-Chair are absent from a meeting, a member of the Executive Committee as described in Sec. 6.1 of these Bylaws shall serve as Acting Chair only at such meeting.

Section 3.4 Vacancies

Vacancies in the offices of Chair or Vice-Chair shall be filled only by the Governor's appointment.

ARTICLE IV. MEETING PROCEDURES, VOTING RIGHTS, AND QUORUM

Section 4.1 Meeting Time and Place

The State Board shall hold meetings at least annually, with the number of meetings, dates, times, and places to be determined by the State Board as needed. Additional meetings may be held at the call of the Governor, the Chair, the Executive Committee, or at the request of the Commissioner of Labor. Meetings may be rescheduled at the call of the Governor, the Chair, the Executive Committee or at the request of the Commissioner of Labor.

Section 4.2 Meeting Notice

- (a) Written notice of a State Board meeting shall be sent to State Board members prior to the meeting along with a copy of the proposed minutes of the previous meeting. All such notices shall specify the date, time, location, and proposed agenda for the meeting.
- (b) A member of the State Board who is unable to attend a scheduled meeting of the State Board shall give notice of the planned absence at least twenty-four (24) hours before such meeting. The notice shall be provided to the Chair or to such individual as the Chair may designate.
- (c) In the event a State Board member is unable to attend a meeting of the State Board, such member may assign a designee to attend the meeting on such member's behalf in accordance with this section of the Bylaws and the following requirements of 20 CFR § 679.110(d)(4).
 - (i) If the designee is a representative of business, the designee must have optimum policymaking or hiring authority.
 - (ii) All other designees must have demonstrated experience and expertise and optimum policymaking authority.
- (d) If a State Board member assigns a designee to attend a State Board meeting on such member's behalf, the State Board member shall, to the extent possible, give notice of the planned designee's attendance at least twenty-four (24) hours before the meeting to the Chair or to such individual as the Chair may designate.

Section 4.3 Annual Meeting

- (a) The annual meeting of the State Board will be held in March each year, subject to Sec. 4.1 of these Bylaws.
- (b) The agenda of the annual meeting of the State Board shall include review of workforce development grant proposals as described in Sec. 7.1 of these Bylaws, review of the WIOA annual performance report narrative pursuant to Neb. Rev. Stat. § 48-3304, and any additional business that may be conducted by the State Board.

Section 4.4 Public Meetings

All meetings of the State Board and the Executive Committee established in accordance with Article VI of these Bylaws shall be conducted in accordance with WIOA Sec. 101(g), 20 CFR § 679.140, and the Nebraska Open Meetings Act.

Section 4.5 Conduct of Meetings

- (a) Non-members of the State Board shall be permitted to comment on any agenda item(s) when public comment is solicited by the presiding officer of the meeting of the State Board, which shall occur at least once prior to the time that any formal action is taken on such item. Non-members of the State Board may also submit written comments on any agenda item(s); and such comments shall be made a part of the permanent record of the applicable meeting. At the discretion of the presiding officer of State Board meetings, unless otherwise prescribed by rules adopted by majority vote of the State Board, may limit the amount of time for discussion on any particular agenda item, and such limit shall be announced at the time that the agenda item is brought up for discussion.
- (b) Each voting member of the State Board present shall be allowed to cast one (1) vote on each agenda item presented to the State Board for vote.
- (c) The rules contained in the current edition of Robert's Rules of Order shall govern the conduct of the State Board's meetings unless such rules:
 - (i) are inconsistent with these Bylaws or any applicable state or Federal laws, statutes, regulations, or rules; or
 - (ii) are waived by a majority vote of the voting members of the State Board.
- (d) Use of technology for any meeting of the State Board or the Executive Committee must meet requirements Neb. Rev. Stat. § 84-1411 of the Nebraska Open Meetings Act.

Section 4.6 Quorum

- (a) A majority of voting members shall constitute a quorum, except as otherwise provided by law.
- (b) Members of the State Board who are absent from a meeting of the State Board shall not be considered for purposes of determining quorum.
- (c) Designees of State Board members, as provided for under Secs. 4.2(c) and 4.2(d) of these Bylaws, shall be considered for purposes of determining quorum.

Section 4.7 Manner of Voting

- (a) Except as specified in Subsection (b) of this Section, voting on all questions before the State Board that have been duly moved and seconded shall be by roll-call vote. No question before the State Board shall be deemed to have passed unless it has received a majority vote of the quorum present.
- (b) The following motions shall be adopted if approved by a majority of voting members present, by means of voice vote:
 - (i) A motion to adjourn.
 - (ii) A motion to approve minutes of a prior State Board meeting.
- (c) Proxy voting is permitted by members of the State Board through a designee provided for under Secs. 4.2(c) and 4.2(d) of these Bylaws.

ARTICLE V. CONFLICT OF INTEREST

- (a) A State Board member shall not vote on a matter under consideration by the State Board regarding the provision of services by such member (or by an entity that such member represents) or that would provide a direct financial benefit to such member or the immediate family of such member

or engage in any other activity determined by the Governor to constitute a conflict of interest as specified in the State Plan.

- (b) All State Board members, as applicable, shall comply with the provisions of Neb. Rev. Stat. §§ 49-1499 through 49-14,103.03.
- (c) No State Board member may receive anything of value resulting from a benefit conferred by the State Board upon any person, business, or organization.
- (d) Each State Board member must disclose, with specificity, the nature and extent of any financial interest in, or affiliation with, any person, business, or organization that is seeking anything of value from the State Board prior to consideration by the State Board of the request from such person, business, or organization. In the event any such request comes before the State Board for consideration, a disclosure period will be provided to the State Board members.
- (e) When a potential conflict of interest exists, the affected State Board member must prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and if the State Board member will not abstain from voting, deliberating, or taking other action on the matter, the statement shall state why, despite the potential conflict, the State Board member intends to vote or otherwise participate. Any such State Board member must deliver a copy of the statement to the Chair who shall cause the statement to be filed as a matter of public record.

ARTICLE VI. COMMITTEES AND SUBCOMMITTEES

Section 6.1 Executive Committee

- (a) There shall be an Executive Committee consisting of members appointed by the Governor.
- (b) The Governor may designate members of the Executive Committee at any time after the execution of these Bylaws. A majority of Executive Committee members must represent business. Executive Committee membership must include:
 - (i) the Chair;
 - (ii) the Vice-Chair;
 - (iii) two (2) representatives from the business category;
 - (iv) one (1) representative of a labor organization from the workforce category;
 - (v) one (1) representative of an organization serving youth from the workforce category; and
 - (vi) the Commissioner of the Nebraska Department of Labor.
- (c) The Chair shall serve as chair of the Executive Committee.
- (d) The Executive Committee shall have the authority to act on behalf of the State Board on issues that require action between scheduled State Board meetings and may exercise such other powers and perform such other duties or functions as may be authorized by a majority vote of the State Board. The Executive Committee, as a public body, is subject to Nebraska's Open Meetings Act.
- (e) The provisions of Secs. 4.4 through 4.7 of these Bylaws apply to the conduct of all Executive Committee meetings.

Section 6.2 Other Committees

- (a) The Chair shall appoint the members of all other committees, subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups from the general membership of the State Board.
- (b) Individuals who are not members of the State Board may be appointed by the Chair to committees, special committees, ad hoc committees, task forces, or similarly designated groups.

Section 6.3 Committee Voting Rights

- (a) Only State Board members appointed to serve on a committee, subcommittee, special committee,

ad hoc committee, task force, or similarly designated group pursuant shall have voting rights on the committee, subcommittee, special committee, ad hoc committee, task force, or similarly designated group to which the State Board members are appointed.

- (b) All actions or recommendations by committees, subcommittee, special committees, ad hoc committees, task forces, or similarly designated groups created pursuant to Secs. 6.2, 6.3, and 6.4 of these Bylaws shall be by a majority vote of the quorum present.

Section 6.4 Committee Meetings

- (a) Committees, subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups created pursuant to Article VI of these Bylaws shall meet on an as-needed basis, subject to the call of the Chair or the chair of the committee, subcommittee, special committee, ad hoc committee, task force, or similarly designated group.
- (b) Except with regard to the Executive Committee described in Sec. 6.1 of these Bylaws, committees, subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups created under these Bylaws, pursuant to Neb. Rev. Stat. § 84-1409(1) of the Nebraska Open Meetings Act:
 - (i) may take no formal action;
 - (ii) have no policymaking authority; and
 - (iii) shall not be considered public bodies for the purposes of the Nebraska Open Meetings Act.
- (c) The use of technology, such as phone and web-based meetings, for meetings of the State Board's committees, subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups is permitted subject to the requirements described in Sec. 4.5(e) of these Bylaws.

ARTICLE VII. Workforce Development Grant Proposals

Section 7.1 Purpose

The State Board shall have the responsibility to review, select, and submit workforce development grant proposals to the Commissioner of Labor on an annual basis, in accordance with the State Board's strategic planning goals and statutory duties.

Section 7.2 Solicitation of Proposals

The State Board may solicit grant proposals ideas from its members and non-members, including but not limited to local workforce development area boards and local area navigators, educational institutions, community organizations, business and labor union representatives, and other relevant stakeholders.

Section 7.3 Submission Deadline

All grant proposals intended for consideration must be submitted to the State Board no later than February 1st of each year. Proposals submitted after this deadline shall not be considered for that calendar year review process unless otherwise approved by a majority vote of the Executive Committee.

Section 7.4 Review and Selection Process

At its annual meeting, the State Board shall review and select up to eighteen (18) grant proposals for submission to the Commissioner of Labor. Each submitted proposal must include a description of the purpose of the proposed grant and the desired outcome and must also include a method of measuring success for the proposed grant. The State Board shall take into consideration the following when reviewing all submitted proposals:

- (a) alignment with state workforce development priorities, strategies and initiatives designed to develop Nebraska's workforce;
- (b) feasibility of implementation; and
- (c) whether the submitted proposals, in totality, provide representation to all of Nebraska's local workforce development areas.

Section 7.5 Submission to the Commissioner of Labor

Following the annual meeting, the selected proposals shall be compiled and formally submitted by the State Board to the Commissioner of Labor for his or her consideration. The Commissioner of Labor may approve, reject, or modify any grant proposal submitted by the State Board. If the Commissioner rejects or modifies any grant proposal submitted by the board, the Commissioner must provide written notice of the decision to the Chair of the State Board and include rationale for the rejection or modification.

Section 7.6 Recordkeeping

The State Board shall maintain records of all proposals submitted, reviewed, and selected during the selection process.

ARTICLE VIII. AMENDMENT OF BYLAWS

Section 8.1 Amendments

These Bylaws may be amended or repealed by a vote of two-thirds (2/3) of the State Board members present at any regular or special meeting of the State Board.

Section 8.2 Written Notice

Written notice of proposed changes to these Bylaws shall be sent to State Board members at least ten (10) days in advance of the meeting at which they are to be acted upon by the State Board. Such notice shall include both the proposed change and the section that it supersedes.

ARTICLE VIX. SUSPENSION OF BYLAWS

The State Board may, by a vote of two-thirds (2/3) of the State Board members present, suspend all or any part of these Bylaws when to do so would not be in conflict with any applicable state or Federal laws, statutes, regulations, or rules.

ARTICLE X. EFFECTIVE DATE OF BYLAWS

These Bylaws shall become effective immediately upon approval of two-thirds (2/3) of the State Board members present at the meeting of the State Board.

Notice of these Bylaws was sent to the members of the State Board on <date>. These Bylaws of the State Board were adopted by a vote of _____ (___) in favor, _____ (___) in opposition, and _____ (___) abstaining, the same constituting more than two-thirds (2/3) of those members of the State Board present on <date> at the regular meeting of the State Board.

<name>, Chair, Nebraska Workforce Development Board

Date

Nebraska Workforce Development Board

Bylaws

ARTICLE I. NAME AND PURPOSE

Section 1.1 ~~Name~~**AME**

The name of this organization shall be the Nebraska Workforce Development Board and referred to hereafter as the State Board.

Section 1.2 ~~Office~~**FFICE Ooff TheHE StateTATE BoardOARD**

The ~~principal~~ office of the State Board shall be located at the office of the Nebraska Workforce Innovation and Opportunity Act Liaison, currently the Commissioner of Labor, Nebraska Department of Labor, 550 South 16th Street, Lincoln, Nebraska 68508.

Section 1.3 ~~Purpose~~**URPOSE**

The purpose of the State Board shall be to carry out such functions as shall be authorized under Sec. 101(d) of the Workforce Innovation and Opportunity Act of 2014 (hereafter, WIOA), as may be amended from time to time and to carry out such functions as shall be authorized under Neb. Rev. Stat. § 81-407 to assist in establishing strategies and initiatives designed to develop Nebraska's workforce through the use of a workforce development grant program.-

Section 1.4 ~~Compliance~~

The Nebraska Workforce Development Board shall operate in compliance with all applicable federal and state laws, regulations and guidance as may be amended from time to time.

ARTICLE II. MEMBERSHIP

~~Section 2.1~~ **COMPOSITION OF THE STATE BOARD**

~~In accordance with WIOA Sec. 101(b)(1), the State Board shall consist of individuals from the following representation categories:~~

- ~~(a) the Governor;~~
- ~~(b) one (1) member from the Nebraska Unicameral Legislature (hereafter, the Legislature), appointed by the appropriate presiding officer(s) of the Legislature;~~
- ~~(c) members appointed by the Governor, of which:~~
 - ~~(i) a majority shall be representatives of businesses in Nebraska as described in WIOA Sec. 101(b)(1)(C)(i), who:~~
 - ~~(I) are owners of businesses, chief executives, operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority, and who, in addition, may be members of a local workforce development board, as the term is described in WIOA Sec. 107;~~

- ~~(II) represent businesses that provide employment opportunities that include high-quality, work-relevant training and development in in-demand industry sectors or occupations in Nebraska; and~~
- ~~(III) are appointed from among individuals nominated by Nebraska business organizations and business trade associations in accordance with Sec. 2.6 of these Bylaws;~~
- ~~(ii) not less than twenty (20) percent shall be representatives of the workforce within Nebraska as described in WIOA Sec. 101(b)(1)(C)(ii), who:~~
 - ~~(I) shall include representatives of labor organizations, who have been nominated by state-level labor federations;~~
 - ~~(II) shall include a representative, who shall be a member of a labor organization or a training director from a joint labor-management apprenticeship program;~~
 - ~~(III) may include representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment, training, and education needs of individuals with barriers to employment, including organizations that serve Veterans or that provide or support competitive, integrated employment for individuals with disabilities; and~~
 - ~~(IV) may include representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, and education needs of youth eligible for services under WIOA Sec. 129(a)(1), including representatives of organizations that serve out-of-school youth as the term is defined in WIOA Sec. 129(a)(1)(B); and~~
- ~~(iii) the balance:~~
 - ~~(I) shall include representatives of government, as described in WIOA Sec. 101(b)(1)(C)(iii)(I), who are:~~
 - ~~(1) lead state-level officials from agencies with primary responsibility for the core WIOA programs; and~~
 - ~~(2) chief elected officials (collectively representing both cities and counties, where appropriate); and~~
 - ~~(II) may include such other representatives and officials as the Governor may designate as described in WIOA Sec. 101(b)(1)(C)(iii)(II), such as:~~
 - ~~(1) the state-level officials from agencies that are required one-stop partners, as the term is defined in WIOA Sec. 121(b)(1), not otherwise specified in Sec. 2.1(c)(iii)(I)(1) of these Bylaws (including additional one-stop partners, as the term is defined in WIOA Sec. 121(b)(2), whose programs are covered by Nebraska's WIOA state plan, if any);~~

- ~~(2) state level officials from agencies responsible for economic development or juvenile justice programs in Nebraska;~~
- ~~(3) individuals who represent a Native American tribe or tribal organization; and~~
- ~~(4) state level officials from agencies responsible for education programs in Nebraska, including chief executive officers of community colleges and other institutions of higher education.~~

~~Section 2.2 — DIVERSE AND DISTINCT REPRESENTATION~~

~~The members of the State Board shall represent diverse geographic areas of Nebraska, including urban, rural, and suburban areas, as required under WIOA Sec. 101(b)(2).~~

~~Section 2.3 — NO REPRESENTATION OF MULTIPLE CATEGORIES~~

~~No person shall serve as a State Board member representing more than one (1) of the categories described in Sec. 2.1(e)(i) — (iii) of these Bylaws.~~

~~Section 2.4 — EX OFFICIO MEMBERSHIP~~

~~In addition to, and not in derogation of any other authority, title, duty, or privilege of membership as set forth in these Bylaws, the following State Board members are additionally classified as ex-officio members:~~

- ~~(a) the Governor;~~
- ~~(b) Commissioner of the Nebraska Department of Labor, representing the youth, adult, and dislocated worker programs authorized under Title I of WIOA and the Wagner-Peyser Employment Service authorized under the Wagner-Peyser Act, as amended by Title III of WIOA;~~
- ~~(c) Director of Adult Education, representing the Adult Education and Family Literacy Act program authorized under Title II of WIOA;~~
- ~~(d) Director of the Nebraska Vocational Rehabilitation (VR) Program, representing the state vocational rehabilitation program authorized under the Rehabilitation Act of 1973, as amended by Title IV of WIOA;~~
- ~~(e) Chief Executive Officer of the Nebraska Department of Health and Human Services; and~~
- ~~(f) Director of the Nebraska Department of Economic Development.~~

~~Section 2.5 — VOTING MEMBERSHIP~~

~~All members of the State Board shall be voting members, subject to the limitations of Sec. 4.6(b) of these Bylaws.~~

Section 2.16 ~~Appointment~~**POINTMENT**

- ~~(a) Individuals representing businesses shall be appointed from among individuals nominated by Nebraska business organizations and business trade associations as described in Sec. 2.1(c)(i)(III) of these Bylaws.~~
- ~~(b) Individuals representing labor organizations shall be appointed from among individuals who have been nominated by state level labor federations in Nebraska as described in Sec. 2.1(c)(ii)(I) of these Bylaws.~~
- ~~(c)(a)~~ The Governor ~~may~~**shall** seek nominations from Nebraska business organizations, business trade associations, and labor federations, as needed, prior to appointment of individuals to the State Board.
- ~~(d)(b)~~ ~~Except as provided in Sees. 2.4 and 2.6(e) of these Bylaws, t~~The Governor shall make all appointments to the State Board, which shall conform to the requirements of WIOA Sec. 101(b), 20 CFR § 679.110 and other applicable federal and state laws, regulations and guidance.
- ~~(e)(c)~~ The ~~Speaker presiding officer(s)~~ of the Nebraska Unicameral Legislature (“Legislature”) shall appoint ~~the one (1)~~ member of the Legislature to the State Board ~~in accordance with Sec. 2.1(b) of these Bylaws.~~
- ~~(f)(d)~~ Individuals serving on the State Board who subsequently retire, or no longer hold the position that conferred them eligibility for appointment as a State Board member, may not continue to serve on the State Board as a representative of the applicable category described in 20 CFR § 679.110~~Sec. 2.1 of these Bylaws.~~

Section 2.27 ~~Term~~**TERM of OF Appointments**~~POINTMENTS~~

- ~~(a)~~ All Governor-appointed members ~~shall~~ serve at the pleasure of the Governor and shall be appointed for a term no longer than four years.
- ~~(b)~~ Notwithstanding Subsection (a) of this Section, Governor-appointed members may, at the discretion of the Governor, be appointed for any length of term necessary to ensure only a portion of State Board membership expires in a given year.
- ~~(c)~~ All Governor-appointed members shall be eligible for reappointment for an unlimited number of consecutive or non-consecutive terms.
- ~~(b) There are no term limitations on appointments of State Board members.~~

Section 2.38 ~~Participation~~**ARTICIPATION**

To ensure State Board members ~~actively~~ participate in convening Nebraska’s workforce development system stakeholders, ~~and brokering~~ relationships with a diverse range of employers, ~~and leveraging~~ support for workforce development activities, and participate in the submission of workforce development grants for the Commissioner of Labor’s consideration, ~~all~~ members of the State Board ~~may~~**shall** be appointed to ~~at least one (1) or more additional~~ committees, ~~subcommittee, special committee, ad hoc committee, task force,~~ or similarly designated groups of the State Board, in accordance with ~~Sees. 5.2 and 5.3 of these Bylaws.~~

Section 2.49 ~~Removal~~**REMOVAL**

(a) The Governor may remove any State Board member appointed by the Governor at any time for any reason.

~~(b)~~ The ~~presiding officer(s)~~ Speaker of the Nebraska Legislature may remove the member of the Legislature appointed to the State Board ~~any State Board member appointed by the presiding officer(s)~~ at any time for any reason.

~~(e)~~ (b) The State Board may ask the Governor to remove any Governor-appointed non-ex-officio member of the State Board:

(i) by recommendation of ~~any committee, subcommittee, any~~ officer, ~~or member~~ of the State Board; or

(ii) by a majority vote of the full membership of the State Board, pursuant to a motion to request removal for good cause as recorded in the minutes of the relevant meeting of the State Board.

~~taken in accordance with Secs. 4.5 and 4.6 of these Bylaws; or~~

~~(ii)~~ ~~for good cause, as stated in the motion to request removal and recorded in the minutes of the relevant meeting of the State Board.~~

~~(d)~~ (c) "Good cause" for the request for removal of a Governor-appointed non-ex-officio member may include, but is not limited to, a State Board member's unexcused absence from fifty (50) percent or more of the State Board meetings held in any twelve (12) month period.

Section 2.510 Resignation ~~ESIGNATION~~

(a) When a member appointed by the Governor deems it necessary to resign from the State Board, such member shall tender resignation to the Governor in writing, with a copy tendered to the Chair of the State Board (hereafter, the Chair) and the Commissioner of Labor.

(b) When a member appointed by the ~~presiding officer(s)~~ Speaker of the Legislature deems it necessary to resign from the State Board, such member shall tender resignation in writing to the ~~presiding officer~~ Speaker of the Legislature, with a copy tendered to the Chair and to the Commissioner of Labor.

(c) When an individual appointed by the Chair to serve as a chair or member of a committee, subcommittee, special committee, ad hoc committee, task force, or similarly designated group of the State Board deems it necessary to resign, such individual shall tender his or her resignation to the Chair in writing.

(d) All such resignations tendered in accordance with Sec. 2.5.10 of these Bylaws shall be deemed effective, as applicable, upon the acceptance of the;

(i) Governor for Governor-appointed members;

(ii) ~~Speaker~~ ~~Presiding officer(s)~~ of the Legislature for appointments made by the ~~presiding officer(s)~~ Speaker; or

(iii) Chair for Chair-appointed members of committees, subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups of the State Board.

- (e) In the event that the Chair resigns, the Vice-Chair of the State Board (hereafter, the Vice-Chair), shall serve as acting Chair until a new Chair is appointed by the Governor.

Section 2.6.11 ~~Vacancy~~ ACANCY

- (a) In the event of a vacancy ~~pursuant to Secs. 2.9, 2.10(a), 2.10(b), and 2.10(e) of these Bylaws, the Governor or the presiding officer(s) of the Legislature, as the case may be, shall appoint another individual of a Governor-appointed member of the State Board, the Chair or another designated individual shall promptly notify the Governor of the vacancy in writing. The Governor shall appoint another individual~~ to serve on the State Board in accordance with Sec. 2.16 of these Bylaws.
- ~~(b) In the event of a vacancy of the member appointed by the Speaker of the Legislature the Speaker of the Legislature shall appoint another individual to serve on the State Board in accordance with Sec. 2.1 of these Bylaws.~~
- ~~(b)(c)~~ (c) In the event of a vacancy of a chair of a committee, subcommittee, special committee, ad hoc committee, task force, or similarly designated group of the State Board pursuant to Sec. 2.510(c) of these Bylaws, the Chair shall appoint another member of the State Board to serve as chair of such committee, subcommittee, special committee, ad hoc committee, task force, or similarly designated group of the State Board in accordance with Sec. 6.45.2 of these Bylaws.

Section 2.712 ~~Compensation~~ OMPENSATION

Members of the State Board shall not receive compensation for their services but may be reimbursed for actual and necessary expenses directly related to the discharge of the State Board's affairs.

ARTICLE III. CHAIR AND VICE-CHAIR

Section 3.1 ~~Chair~~ HAIR

- (a) The Governor shall appoint the Chair, who must be a representative from business and industry, from among the appointed members of the State Board. The Chair serves at the pleasure of the Governor.
- (b) The Chair shall preside at all meetings of the State Board and appoint chairs and members of all State Board subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups deemed necessary or desirable unless otherwise specifically provided for within these Bylaws.
- (c) The Chair shall represent the State Board and has the authority to speak on its behalf before the Governor, the Legislature, and at all public meetings and functions. The Chair shall have the authority to and shall perform such other duties and functions as may be required by the State Board, these Bylaws, and all applicable state and Federal laws, statutes, regulations, and rules.

Section 3.2 ~~ViceICE-Chair~~ HAIR

The Governor shall appoint the Vice-Chair. The Vice-Chair, who must be a representative from business and industry, from among the appointed members of the State Board. The Vice-Chair serves at the pleasure of the Governor. At the request of, or in the absence of, the Chair, the Vice-Chair shall perform the duties of the Chair and perform other duties assigned by the Chair. The Vice-Chair shall have the authority to and shall perform such other duties and functions as may be required by the State Board, these Bylaws, and all applicable state and Federal laws, statutes, regulations, and rules.

Section 3.3 ~~Acting Chair~~CTING CHAIR

In the event of a planned absence from a meeting of the State Board by the Chair and Vice-Chair, the Chair shall designate an alternate member of the State Board to serve as the Acting Chair. The Acting Chair shall preside as Chair of the State Board only at such meeting. In the event the Chair and Vice-Chair are absent from a meeting, a member of the Executive Committee as described in Sec. 6.1 of these Bylaws shall serve as Acting Chair only at such meeting.

Section 3.4 ~~Vacancies~~ACANCIES

Vacancies in the offices of Chair or Vice-Chair shall be filled only by the Governor's appointment.

ARTICLE IV. MEETING PROCEDURES, VOTING RIGHTS, AND QUORUM

Section 4.1 ~~Meeting~~EETING TimeIME andAND PlaceLACE

The State Board shall hold meetings at least annually, with the number of meetings, dates, times, and places to be determined by the State Board as needed. Additional meetings may be held at the call of the Governor, the Chair, ~~or~~ the Executive Committee, or at the request of the Commissioner of Labor. Meetings may be rescheduled at the call of the Governor, the Chair, the Executive Committee or at the request of the Commissioner of Labor.

Section 4.2 ~~Meeting~~EETING NoticeOTICE

- (a) ~~Notice of all meetings of the State Board that require public notice shall be provided to the public in compliance with the Nebraska Open Meetings Act (Neb. Rev. Stat. §§ 84-1407 through 84-1414 (2014, Cum. Supp. 2018)) (hereafter, the Nebraska Open Meetings Act).~~ Written notice of ~~each such a~~ State Board meeting shall be sent to State Board members prior to the meeting along with a copy of the proposed minutes of the previous meeting. All such notices shall specify the date, time, location, and proposed agenda for the meeting.
- (b) A member of the State Board who is unable to attend a scheduled meeting of the State Board shall give notice of the planned absence at least twenty-four (24) hours before such meeting. The notice shall be provided to the Chair or to such individual as the Chair may designate.
- (c) In the event ~~that~~ a State Board member is unable to attend a meeting of the State Board, such member, ~~subject to the requirements of Sec. 4.2(b) of these Bylaws,~~ may assign a designee to attend the meeting on such member's behalf, in accordance with this section of the subject to Sec. 4.6(b) of these Bylaws and the following requirements of 20 CFR § 679.110(d)(4):
 - (i) If the designee is a representative of business, the designee must have optimum policymaking or hiring authority.
 - (ii) All other designees must have demonstrated experience and expertise and optimum policymaking authority.

(d) If a State Board member assigns a designee to attend a State Board meeting on such member's behalf, the State Board member shall, to the extent possible, give notice of the planned designee's attendance at least twenty-four (24) hours before the meeting to the Chair or to such individual as the Chair may designate.

Section 4.3 ~~Annual~~ ANNUAL Meeting ~~ETING~~

(a) On an annual basis, the State Board will review the WIOA annual performance report narrative, as submitted to the Secretary of the U.S. Department of Labor. The annual meeting of the State Board will be held in March each year, subject to Sec. 4.1 of these Bylaws.

(b) The agenda of the annual meeting of the State Board shall include review of workforce development grant proposals as described in Sec. 7.1 of these Bylaws, review of the WIOA annual performance report narrative pursuant to Neb. Rev. Stat. § 48-3304, and any additional business that may be conducted by the State Board.
~~any additional business to be conducted.~~

Section 4.4 ~~Public~~ PUBLIC Meetings ~~ETINGS~~

All meetings of the State Board and the Executive Committee established in accordance with Article VI of these Bylaws shall be conducted in accordance with WIOA Sec. 101(g), 20 CFR § 679.140, and the Nebraska Open Meetings Act.

Section 4.5 ~~Conduct~~ CONDUCT ~~oOff~~ Meetings ~~ETINGS~~

~~(a) Unless the State Board directs otherwise by a majority vote, the order of business for regular State Board meetings shall be:~~

- ~~(i) call to order;~~
- ~~(ii) roll call;~~
- ~~(iii) documentation of compliance with notice requirements;~~
- ~~(iv) approval of minutes;~~
- ~~(v) old business;~~
- ~~(vi) new business;~~
- ~~(vii) date, time and place of the next State Board meeting; and~~
- ~~(viii) adjournment.~~

~~(b)~~(a) Non-members of the State Board shall be permitted to comment on any agenda item(s) when public comment is solicited by the presiding officer of the meeting of the State Board, which shall occur at least once prior to the time that any formal action is taken on such item. Non-members of the State Board may also submit written comments on any agenda item(s);

and such comments shall be made a part of the permanent record of the applicable meeting. ~~The presiding officer~~ At the discretion of the presiding officer of State Board meetings, unless otherwise prescribed by rules adopted by majority vote of the State Board, ~~in the presiding officer's discretion~~, may limit the amount of time for discussion on any particular agenda item, and such limit shall be announced at the time that the agenda item is brought up for discussion.

~~(e)(b)~~ Each voting member of the State Board present shall be allowed to cast one (1) vote on each agenda item presented to the State Board for vote.

~~(d)(c)~~ The rules contained in the current edition of Robert's Rules of Order, ~~Newly Revised~~, shall govern the conduct of the State Board's meetings unless such rules:

- (i) are inconsistent with these Bylaws or any applicable state or Federal laws, statutes, regulations, or rules; or
- (ii) are waived by a majority vote of the voting members of the State Board.

~~(e)(d)~~ Use of technology for any meeting of the State Board or the Executive Committee must meet requirements Neb. Rev. Stat. §See 84-1411 of the Nebraska Open Meetings Act.

Section 4.67 QuorumUORUM

(a) A majority of Governor appointed voting members shall constitute a quorum, except as otherwise provided by law.

(b) Members of the State Board who are absent from a meeting of the State Board shall not be considered for purposes of determining quorum.

(c) Designees of State Board members, as provided for under Secs. 4.2(c) and 4.2(d) of these Bylaws, shall be considered for purposes of determining quorum.

~~Non members of the State Board may not be seated at the State Board as a representative of an absent member of the State Board, except as permitted under Sec. 4.2(c) of these Bylaws; nor shall any such representative, including any designee provided for under Sec. 4.2(c) of these Bylaws, be counted for purposes of determining a quorum.~~

Section 4.76 MannerANNER Off VotingOTING

(a) Except as specified in Subsection (b) of this Section ,vVoting on all questions before the State Board that have been duly moved and seconded shall be by roll-call vote. No question before the State Board shall be deemed to have passed unless it has received a majority vote of the quorum present.

(b) The following motions shall be adopted if approved by a majority of voting members present, by means of voice vote:

(i) A motion to adjourn.

~~(i)~~(ii) A motion to approve minutes of a prior State Board meeting.

~~(a)(c)~~ Proxy voting is ~~not~~ permitted by members of the State Board through ~~any~~ designee provided for under Secs. 4.2(c) and 4.2(d) of these Bylaws ~~or by any other means~~.

Section 4.7 QUORUM

~~A majority of Governor-appointed voting members shall constitute a quorum, except as otherwise provided by law. Non-members of the State Board may not be seated at the State Board as a representative of an absent member of the State Board, except as permitted under Sec. 4.2(c) of these Bylaws; nor shall any such representative, including any designee provided for under Sec. 4.2(c) of these Bylaws, be counted for purposes of determining a quorum.~~

ARTICLE V. CONFLICT OF INTEREST

Section 4.8 — CONFLICT OF INTEREST

(a) A State Board member shall not vote on a matter under consideration by the State Board regarding the provision of services by such member (or by an entity that such member represents) or that would provide a direct financial benefit to such member or the immediate family of such member or engage in any other activity determined by the Governor to constitute a conflict of interest as specified in the State Plan.

~~(a)(b)~~ All State Board members, as applicable, shall comply with the provisions of Neb. Rev. Stat. §§ 49-1499 ~~through~~ 49-14,103.03.

~~(b)(c)~~ No State Board member may receive anything of value resulting from a benefit conferred by the State Board upon any person, business, or organization.

~~(c)(d)~~ Each State Board member must disclose, with specificity, the nature and extent of any financial interest in, or affiliation with, any person, business, or organization that is seeking anything of value from the State Board prior to consideration by the State Board of the request from such person, business, or organization. In the event any such request comes before the State Board for consideration, a disclosure period will be provided to the State Board members.

~~(d)(e)~~ When a potential conflict of interest exists, the affected State Board member must prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and if the State Board member will not abstain from voting, deliberating, or taking other action on the matter, the statement shall state why, despite the potential conflict, the State Board member intends to vote or otherwise participate. Any such State Board member must deliver a copy of the statement to the Chair who shall cause the statement to be filed as a matter of public record.

~~(e) No State Board member shall vote on a matter in which such member has a direct or indirect personal or pecuniary interest not common to other members of the State Board. The effected member of the State Board may abstain from voting, deliberating, or taking other action on the matter for which the potential conflict exists. The minutes of the meeting shall record compliance with this requirement. The effected State Board member may briefly state such member's position regarding the subject or may answer questions of other State Board members, as the effected State Board member's knowledge may be of assistance.~~

~~(f) All State Board members shall comply with WIOA Sec. 101(f), which states:~~

~~(f) CONFLICT OF INTEREST. — A member of a State board may not —~~

~~(1) vote on a matter under consideration by the State board —~~

~~(A) regarding the provision of services by such member (or by an entity that such member represents); or~~

~~(B) that would provide direct financial benefit to such member or the immediate family of such member; or~~

~~(2) engage in any other activity determined by the Governor to constitute a conflict of interest as specified in the State plan.~~

ARTICLE VI. COMMITTEES AND SUBCOMMITTEES

Section 6.18 EXECUTIVE COMMITTEE

(a) There shall be an Executive Committee consisting of members appointed by the Governor.

(b) The Governor may designate members of the Executive Committee at any time after the execution of these Bylaws. A majority of Executive Committee members must represent business. Executive Committee membership must include:

(1) the Chair;

(2) the Vice Chair;

(3) two (2) representatives from the business category;

(4) one (1) representative of a labor organization from the workforce category;

(5) one (1) representative of an organization serving youth from the workforce category; and

(6) the Commissioner of the Nebraska Department of Labor.

(c) The Chair shall serve as chair of the Executive Committee.

(d) in accordance with Sec. 5.3 of these Bylaws. The Executive Committee shall have the authority to act on behalf of the State Board on issues that require action between scheduled State Board meetings, and may exercise such other powers and perform such other duties or functions as may be authorized by a majority vote of the State Board. The Executive Committee, as a public body, is subject to Nebraska's Open Meetings Act.

(e) The provisions of Secs. 4.4 through 4.7 of these Bylaws apply to the conduct of all Executive Committee meetings.

Section 5.1 — CREATION OF COMMITTEES

~~(a) There shall be one (1) Executive Committee and two (2) subcommittees of the State Board:~~

~~(i) Policy and Oversight Subcommittee; and~~

~~(ii) Strategy and Innovation Subcommittee.~~

~~(b) The Governor or the Chair may create special committees, ad hoc committees, task forces, or similarly designated groups, as either deems necessary or desirable.~~

Section 5.2 — APPOINTMENT OF CHAIR

~~(a) The Chair shall serve as chair of the Executive Committee. The chairs of all other committees, subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups~~

~~shall be State Board members and shall be appointed by the Chair.~~

Section 5.3 — APPOINTMENT OF MEMBERS

- ~~(a) The Governor may designate members of the Executive Committee at any time after the execution of these Bylaws. A majority of Executive Committee members must represent business. Said members must include:~~
- ~~(i) the Chair;~~
 - ~~(ii) the Vice Chair;~~
 - ~~(iii) two (2) representatives from the business category;~~
 - ~~(iv) one (1) representative of a labor organization from the workforce category;~~
 - ~~(v) one (1) representative of an organization serving youth from the workforce category; and~~
 - ~~(vi) the Commissioner of the Nebraska Department of Labor.~~
- ~~(b) The Chair shall appoint the members of all other committees, subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups from the general membership of the State Board.~~
- ~~(c) Individuals who are not members of the State Board may be appointed by the Chair to committees, subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups created pursuant to Sec. 5.1(b) of these Bylaws.~~

Section 6.2 Other Committees

- (a) The Chair shall appoint the members of all other committees, subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups from the general membership of the State Board.
- (b) Individuals who are not members of the State Board may be appointed by the Chair to committees, special committees, ad hoc committees, task forces, or similarly designated groups.

Section 6.35.4 Committee Voting Rights

- (a) Only State Board members appointed to serve on a committee, subcommittee, special committee, ad hoc committee, task force, or similarly designated group pursuant to ~~to Sec. 5.1(b)~~ shall have voting rights on the committee, subcommittee, special committee, ad hoc committee, task force, or similarly designated group to which the State Board members are appointed.
- (b) All actions or recommendations by committees, subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups created pursuant to Secs. 6.2, 6.3, and 6.4 ~~Sec. 5.1(b)~~ of these Bylaws shall be by a majority vote of the quorum present.

Section 5.5 — COMMITTEE MEMBERSHIP

~~State Board members may serve on more than one (1) committee, subcommittee, special committee, ad hoc~~

~~committee, task force, or similarly designed group that currently exists or that may be created by the Governor or the Chair, as provided in Sec. 5.1(b) of these Bylaws.~~

Section ~~6.45.6~~ Committee ~~OMMITTEE~~ Meetings ~~EETINGS~~

(a) Committees, subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups created pursuant to ~~Article Six~~Sec. 5.1(b) of these Bylaws shall meet on an as-needed basis, subject to the call of the Chair or the chair of the committee, subcommittee, special committee, ad hoc committee, task force, or similarly designated group.

~~(b) When required by the Nebraska Open Meetings Act, notice of meetings of the State Board's committees, subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups shall be in accordance with the Nebraska Open Meetings Act. Written notice of each such meeting shall be sent to the members of such committees, subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups prior to the meeting, along with a copy of the proposed minutes of the previous meeting. The notice shall specify the date, time, location, and proposed agenda for the meeting.~~

~~(e)(b)~~ Pursuant to Sec. 84-1409(1) of the Nebraska Open Meetings Act, Except with regard to the Executive Committee described in Sec. 6.1 as stated in Sec. 5.8 of these Bylaws, committees, subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups created under these Bylaws, pursuant to Neb. Rev. Stat. § 84-1409(1) of the Nebraska Open Meetings Act; including the Policy and Oversight Subcommittee and Strategy and Innovation Subcommittee:

- (i) may take no formal action;
- (ii) have no policymaking authority; and
- (iii) shall not be considered public bodies for the purposes of the Nebraska Open Meetings Act.

~~(d)(c)~~ The use of technology, such as phone and web-based meetings, for meetings of the State Board's committees, subcommittees, special committees, ad hoc committees, task forces, or similarly designated groups is permitted subject to the requirements described in Sec. 4.5(e) of these Bylaws~~under 20 CFR § 679.110(d)(5), subject to the requirements described in Sec. 4.5(e) of these Bylaws.~~

Section ~~5.7~~ CONDUCT OF MEETINGS

~~The provisions of Secs. 4.4—4.8 of these Bylaws apply to the conduct of all Executive Committee meetings.~~

Section ~~5.8~~ EXECUTIVE COMMITTEE

~~There shall be an Executive Committee consisting of members appointed by the Governor in accordance with Sec. 5.3 of these Bylaws. The Executive Committee shall have the authority to act on behalf of the State Board on issues that require action between scheduled State Board meetings, and may exercise such other powers and perform such other duties or functions as may be authorized by a majority vote of the State Board. The Executive Committee, as a public body, is subject to Nebraska's Open Meetings Act.~~

~~Section 5.9 — POLICY AND OVERSIGHT SUBCOMMITTEE~~

~~There shall be a Policy and Oversight Subcommittee consisting of members appointed by the Chair in accordance with Sec. 5.3 of these Bylaws. The Chair shall appoint the chair of this subcommittee, pursuant to Sec. 5.2 of these Bylaws, from among the members of the State Board appointed to the subcommittee. The Policy and Oversight Subcommittee shall be a subcommittee of the State Board. This subcommittee shall be assigned duties and responsibilities associated with policy development and oversight regarding the workforce development and one-stop delivery system, including development of Nebraska's WIOA state plan, review of the WIOA annual performance report narrative, WIOA Title I funding allocation formulas, and other duties as assigned by the Chair. The Policy and Oversight Subcommittee, as a subcommittee of the State Board, is not subject to the Nebraska Open Meetings Act, as it does not hold hearings, make policy, or take formal action on behalf of the State Board.~~

~~Section 5.10 — STRATEGY AND INNOVATION SUBCOMMITTEE~~

~~There shall be a Strategy and Innovation Subcommittee consisting of members appointed by the Chair in accordance with Sec. 5.3 of these Bylaws. The Chair shall appoint the chair of this subcommittee, pursuant to Sec. 5.2 of these Bylaws, from among the members of the State Board appointed to the subcommittee. The Strategy and Innovation Subcommittee shall be a subcommittee of the State Board. This subcommittee shall be assigned duties and responsibilities associated with strategy and innovation regarding employer engagement, industry sector and public sector partnerships, career pathways, connecting workforce efforts, workforce-related grants, system-related grants, technology solutions, data priorities, continuous improvement, and other duties as assigned by the Chair. The Strategy and Innovation Subcommittee, as a subcommittee of the State Board, is not subject to the Nebraska Open Meetings Act, as it does not hold hearings, make policy, or take formal action on behalf of the State Board.~~

ARTICLE VII. Workforce Development Grant Proposals

Section 7.1 Purpose

The State Board shall have the responsibility to review, select, and submit workforce development grant proposals to the Commissioner of Labor on an annual basis, in accordance with the State Board's strategic planning goals and statutory duties.

Section 7.2 Solicitation of Proposals

The State Board may solicit grant proposals ideas from its members and non-members, including but not limited to local workforce development area boards and local area navigators, educational institutions, community organizations, business and labor union representatives, and other relevant stakeholders.

Section 7.3 Submission Deadline

All grant proposals intended for consideration must be submitted to the State Board no later than February 1st of each year. Proposals submitted after this deadline shall not be considered for that calendar year review process unless otherwise approved by a majority vote of the Executive Committee.

Section 7.4 Review and Selection Process

At its annual meeting, the State Board shall review and select up to eighteen (18) grant proposals for submission to the Commissioner of Labor. Each submitted proposal must include a description of the purpose of the proposed grant and the desired outcome and must also include a method of measuring success for the proposed grant. The State Board shall take into consideration the following when reviewing all submitted proposals:

- (a) Alignment with state workforce development priorities, strategies and initiatives designed to develop Nebraska's workforce.
- (b) Feasibility of implementation.
- (c) Whether the submitted proposals, in totality, provide representation to all of Nebraska's local workforce development areas.

Section 7.5 Submission to the Commissioner of Labor

Following the annual meeting, the selected proposals shall be compiled and formally submitted by the State Board to the Commissioner of Labor for his or her consideration. The Commissioner of Labor may approve, reject, or modify any grant proposal submitted by the State Board. If the Commissioner rejects or modifies any grant proposal submitted by the board, the Commissioner must provide written notice of the decision to the Chair of the State Board and include rationale for the rejection or modification.

Section 7.6 Recordkeeping

The State Board shall maintain records of all proposals submitted, reviewed, and selected during the selection process.

ARTICLE VIII. AMENDMENT OF BYLAWS

Section 86.1 ~~AMENDMENTS~~Amendments

These Bylaws may be amended or repealed by a vote of two-thirds (2/3) of the State Board members present at any regular or special meeting of the State Board.

Section 86.2 ~~Written~~OTTEN NoticeOTICE

Written notice of proposed changes to these Bylaws shall be sent to State Board members at least ten (10) days in advance of the meeting at which they are to be acted upon by the State Board. Such notice shall include both the proposed change and the section that it supersedes.

ARTICLE VIXI. SUSPENSION OF BYLAWS

Section 7.1——SUSPENSION OF BYLAWS

The State Board may, by a vote of two-thirds (2/3) of the State Board members present, suspend all or any part of these Bylaws when to do so would not be in conflict with any applicable state or Federal laws, statutes, regulations, or rules.

ARTICLE ~~XVIII~~. EFFECTIVE DATE OF BYLAWS

~~Section 8.1~~ — EFFECTIVE DATE

These Bylaws shall become effective immediately upon approval of two-thirds (2/3) of the State Board members present at the meeting of the State Board.

Notice of these Bylaws was sent to the members of the State Board on ~~August 28, 2020~~<date>. These Bylaws of the State Board were adopted by a vote of _____ (___) in favor, _____ (___) in opposition, and _____ (___) abstaining, the same constituting more than two-thirds (2/3) of those members of the State Board present on ~~September 10, 2020~~<date> at the regular meeting of the State Board.

~~Mark Moravec~~<name>, Chair, Nebraska Workforce Development Board

Date