

GIPS BOE Regular Meeting
Thursday, October 14, 2021 5:30 PM
Kneale Administration Building - Board Room

1. CALL TO ORDER
Speaker(s): Board President
2. ROLL CALL
Speaker(s): Mrs. Simmons
3. MISSION STATEMENT
4. CONSENT AGENDA
Speaker(s): Board President
 - 4.1. Minutes from the previous month's meeting
 - 4.2. Claims as submitted
 - 4.3. Grant Report Update
Speaker(s): Jennifer Worthington
 - 4.4. Bid Proposals as submitted
 - 4.5. Staff Adjustments as submitted
 - 4.6. Treasurer's Report as submitted
 - 4.7. Policy
 - 4.7.1. 2111 BOARD OPERATING PRINCIPLES Final Read
 - 4.7.2. 2210 BOARD ORGANIZATIONAL MEETING Final Read
 - 4.7.3. 2216 BOARD OF EDUCATION STUDENT MEMBER Final Read
 - 4.7.4. 2220 BOARD OFFICERS Final Read
 - 4.7.5. 4312 INTERNAL CONTROLS FOR FEDERAL AND STATE AWARDS Final Read
 - 4.7.6. 4480 CONTRACTS, AGREEMENTS, AND MEMORANDUM OF UNDERSTANDING Final Read
 - 4.7.7. 7705 SPECIAL EDUCATION POLICIES Final Read
 - 4.7.8. 8320 COMPULSORY ATTENDANCE AGES Final Read
 - 4.7.9. 9420 DISTRIBUTION OF ADVERTISING AND PROMOTIONAL Final Read
 - 4.7.10. 1310 NONDISCRIMINATION First Read
 - 4.7.11. 6215 BULLYING AND HARASSMENT (Staff) First Read
 - 4.7.12. 6411 EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION First Read
 - 4.7.13. 8455 BULLYING AND HARASSMENT (Students) First Read
 - 4.8. Approval of Agenda as submitted
5. SPECIAL RECOGNITION
 - 5.1. Project Search
Speaker(s): Michella Honas, Instructor/Coordinator of Project Search
 - 5.2. National Principals Month
Speaker(s): Dr. Toni Palmer and Mrs. Hinkle
 - 5.3. Mary Poppins - GISH Musical
Speaker(s): Dr. Lee

6. CAMPUS HIGHLIGHTS

6.1. Community Connections, Summer Spectacular State Fair

Speaker(s): Principal Maureen Oman, Teachers; Kevin Butters, Elizabeth Butters and Lincoln Elementary Students

Goals: Obj 1.6 Coordinating student-based services with partners, especially within new community schools. Every Grand Island student will have meaningful, personal connections to support their own well-being and develop their confidence, resiliency, and adaptability. , Obj 3.3 Encourage and utilize ELO's in the community.

6.2. Impact of FEV Tutoring

Speaker(s): Principal John Hauser and Teacher Hannah Luber

Goals: Obj 1.2 Every student has access to learning models that meet their unique needs. , Obj 2.2 Every student has access to rigorous, relevant coursework.

6.3. Board of Education Presentation - Attendance, Enrollment, and Engagement: Where are we now compared with Fall 2020?

Speaker(s): Dr. Jonathan Doll

Goals: Obj 1.2 Every student has access to learning models that meet their unique needs. , Obj 3.1 Every student is provided a personalized environment for learning., Obj 4.2 Every student is on-track to meet the promise of the GIPS graduate profile.

7. REQUESTS TO ADDRESS THE BOARD

Speaker(s): Board President

8. RECESS

Speaker(s): Board President

9. RECONVENE FROM RECESS

Speaker(s): Board President

10. INFORMATION ITEMS

10.1. Grand Island Education Association

Speaker(s): Michelle Carter

10.2. 2021 2022 Calendar Revisions

Speaker(s): Dr. Dexter

10.3. Voluntary Early Retirement Incentive Program (VERIP)

Speaker(s): Ken Schroeder

10.4. Addendum to the 2021-22 Master Agreement Between the Grand Island Education Association and the Grand Island Public Schools Board of Education

Speaker(s): Dr. Ken Schroeder

10.5. Pay Increase for Substitute Nutrition Services Personnel

Speaker(s): Kris Spellman & Ken Schroeder

10.6. ESSER III Funds Update

Speaker(s): Dr. Schroeder/Dr. Dexter

10.7. Construction Update

- Speaker(s):** Mr. Petsch
- 10.8. Student Representative Report
Speaker(s): Ms. Isabela Prado Gomez
- 10.9. Superintendent Report
Speaker(s): Dr. Grover
11. ACTION ITEMS
- 11.1. Calendar Revisions
Speaker(s): Dr. Dexter
- 11.2. Addendum to the 2021-22 Master Agreement Between the Grand Island Education Association and the Grand Island Public Schools Board of Education
Speaker(s): Dr. Ken Schroeder
- 11.3. Memo of Understanding Between YWCA and GIPS
Speaker(s): Dr. Dexter
- 11.4. ESSER III Funds Update
Speaker(s): Dr. Schroeder/Dr. Dexter
12. COMMITTEE REPORTS
- 12.1. Finance and Facilities Committee
Speaker(s): Mr. Brown
- 12.2. Leading for Learning Committee
Speaker(s): Ms. Erika Wolfe
- 12.3. Personnel Committee
Speaker(s): Terry Brown
- 12.4. Policy Committee
Speaker(s): Ms. Wolfe
- 12.5. Public Relations and Partnership Development Committee
Speaker(s): Dave Hulinsky
- 12.6. Grand Island Public Schools Foundation Report
Speaker(s): Mrs. Jurgens
- 12.7. Governance Committee
Speaker(s): Mrs. Albers
- 12.8. GNSA / Legislative Committee
Speaker(s): Mrs. Albers and Mrs. Hinkle
- 12.9. NASB Monthly Update
Speaker(s): Board President
13. EXECUTIVE SESSION FOR THE PURPOSE OF NEGOTIATIONS BECAUSE IT IS IN THE BEST INTEREST OF THE PUBLIC TO DISCUSS THIS MATTER IN CLOSED SESSION
14. RECONVENE FROM EXECUTIVE SESSION
15. APPROVAL OF ANY ACTION DEEMED NECESSARY AS A RESULT OF EXECUTIVE SESSION
16. NOTIFICATION OF UPCOMING BOARD MEETINGS
17. ADJOURNMENT

*** Proof of Publication ***

State of Nebraska)
County of Hall) SS.

NOTICE OF REGULAR
BOARD MEETING
HALL COUNTY
SCHOOL DISTRICT 2
GRAND ISLAND,
NEBRASKA

Notice is hereby given that a meeting of the Board of Education of Hall County School District 2, A.K.A. Grand Island Public Schools, Grand Island, Nebraska, will be held on Thursday, October 14, 2021 at 5:30 P.M., at the Kneale Administration Building, 123 S Webb Road, Grand Island, Nebraska, where the meeting will be open to the public. An agenda for such a meeting, kept continuously current, is available for inspection at the Office of the Superintendent.

Dr. Robin R. Dexter,
Board Secretary
5 ZNEZ

GRAND ISLAND PUBLIC SCHOOL/Classified

123 S WEBB RD PO BOX 4904
GRAND ISLAND, NE 68802

ORDER NUMBER 1017589

Cassidy Harey, being first duly sworn on oath, says that he/she is employed by The GRAND ISLAND INDEPENDENT, a newspaper printed and published in Grand Island, in Hall County, Nebraska, and of general circulation in Hall County, Nebraska, and as such has charge of the records and files of the GRAND ISLAND INDEPENDENT, and affiant knows of his/her own personal knowledge that said newspaper has a bonafide circulation of more than 500 copies of each issue, has been published at Grand Island, Nebraska, for more than 52 weeks successively prior to the first publication of the annexed printed notice, and is a legal newspaper under the statutes of the State of Nebraska; that the annexed printed notice was published on the dates listed below.

Section: Class Legals
Category: 0099 LEGALS
PUBLISHED ON: 10/05/2021

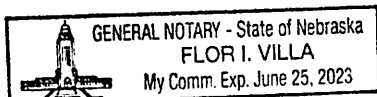
TOTAL AD COST: 16.73
FILED ON: 10/5/2021

Subscribed in my presence and sworn to before me this 5th day
of October, 2021

My commission expires June 25, 2023

Flor I. Villa
Notary Public

RECEIVED OCT 08



Regular Meeting of the Grand Island Board of Education

The regular meeting of the Board of Education of Grand Island in the County of Hall in the State of Nebraska was convened and called to order by President Bonnie Hinkle in open and public session on Thursday, September 9, 2021 at 5:30 PM at the Kneale Administration Building - Board Room, 123 S Webb Road, Grand Island, NE 68802, the usual meeting place of said Board. Notice of the meeting was given in advance thereof by publication in the Grand Island Independent, the School District's designated method of giving notice. Notice of the meeting was also given in advance to all members of the Board of Education. All proceedings hereafter shown were recorded while the convened meeting was open to the attendance of the public.

ROLL CALL:

Attendance Taken at 5:31 PM.

Lisa Albers: Present
Carlos Barcenas: Present
Dan Brosz: Present
Terry Brown: Absent
Joshua Hawley: Present
Bonnie Hinkle: Present
Dave Hulinsky: Present
Lindsey Jurgens: Present
Erika Wolfe: Present

AGENDA

1. CALL TO ORDER

The meeting was called to order at 5:30 pm

2. ROLL CALL

Mr. Brown gave prior notice of absence and absence is excused.

3. MISSION STATEMENT

The Mission Statement was read by Mr. Hawley.

4. CONSENT AGENDA

4.1. Minutes from the previous month's meeting

4.2. Claims as submitted

4.3. Staff Adjustments as submitted

4.4. Treasurer's Report as submitted

4.5. Policy

4.5.1. 2111 BOARD OPERATING PRINCIPLES First Read

4.5.2. 2210 BOARD ORGANIZATIONAL MEETING First Read

4.5.3. 2216 BOARD OF EDUCATION STUDENT MEMBER First Read

4.5.4. 2220 BOARD OFFICERS First Read

4.5.5. 4312 INTERNAL CONTROLS FOR FEDERAL AND STATE AWARDS First Read

4.5.6. 4480 CONTRACTS, AGREEMENTS, AND MEMORANDUM OF UNDERSTANDING First Read

4.5.7. 7705 SPECIAL EDUCATION POLICIES First Read

4.5.8. 8320 COMPULSORY ATTENDANCE AGES First Read

4.5.9. 9420 DISTRIBUTION OF ADVERTISING AND PROMOTIONAL First Read

4.5.10. 2230 BOARD COMMITTEES Final Read

4.5.11. Purchasing Guidelines FY22/21 First and Final Read

4.6. Surplus Property Listing

4.7. Change Orders as Documented

4.8. Approval of Agenda as submitted

Approve the agenda as submitted. Passed with a motion by Lisa Albers and a second by Carlos Barcenas.

Lisa Albers: Yea, Carlos Barcenas: Yea, Dan Brosz: Yea, Joshua Hawley: Yea, Bonnie Hinkle: Yea, Dave Hulinsky: Yea, Lindsey Jurgens: Yea, Erika Wolfe: Yea

5. SPECIAL RECOGNITION

5.1. Oath of Office- Board of Education Student Representative, Isabela Prado Gomez

Dr. Dexter and Mr. Jeff Gilbertson introduced the new student representative, Isabela Prado Gomez. Dr. Dexter completed the oath of affirmation with the student representative.

5.2. Advanced Placement Recognition

Mr. Gilbertson and Ms. Crowe recognized students who scored a 4 or 5 on one or more AP exams taken during the spring of 2020. Mr. Gilbertson and Ms. Crowe also honored students who earned an AP Scholar Award in 2021. These awards take into account tests taken not only this past school year, but in years past.

6. EXTENDED REQUEST TO ADDRESS THE BOARD OF EDUCATION

Motion to approve 30 minutes to the regularly scheduled requests to address the board and to allow those who wanted to speak at the 08/12/2021 meeting to speak now. Passed with a motion by Lisa Albers and a second by Carlos Barcenas. Lisa Albers: Yea, Carlos Barcenas: Yea, Dan Brosz: Yea, Joshua Hawley: Yea, Bonnie Hinkle: Yea, Dave Hulinsky: Yea, Lindsey Jurgens: Yea, Erika Wolfe: Yea

Speakers included: Kelli Lepler, Jason Pagel, Nathan Miller, Katherine Mauldin, and Eva Dawson.

7. REQUESTS TO ADDRESS THE BOARD OF EDUCATION

Speakers included: Henry Dawson, Michelle Schmel, Tara Eastman, and Caroline Epp

8. RECESS

Approve the recess of requests to address the board of education and transition into the information portion of the current agenda. Passed with a motion by Lisa Albers and a second by

Carlos Barcenas. Lisa Albers: Yea, Carlos Barcenas: Yea, Dan Brosz: Yea, Joshua Hawley: Yea, Bonnie Hinkle: Yea, Dave Hulinsky: Yea, Lindsey Jurgens: Yea, Erika Wolfe: Yea
Motion to reconvene Passed with a motion by Lisa Albers and a second by Dave Hulinsky.
Lisa Albers: Yea, Carlos Barcenas: Yea, Dan Brosz: Yea, Joshua Hawley: Yea, Bonnie Hinkle: Yea, Dave Hulinsky: Yea, Lindsey Jurgens: Yea, Erika Wolfe: Yea

9. INFORMATION ITEMS

9.1. 2021 2022 Safe Return to School Resolution

Dr. Dexter addressed the board of education to discuss the 2021 2022 Safe Return to School Resolution. In order for the District to effectively and timely respond to the ever changing COVID-19 situation, the Board hereby desires to delegate certain authority and decision-making responsibility to the Superintendent or Superintendent's designee so that the Superintendent or Superintendent's designee may continue to plan for and ultimately implement without delay a safe-return to school in-person instruction during the 2021-2022 school year.

9.2. Voluntary Early Retirement Incentive Program (VERIP)

The VERIP allows for up to 15 eligible staff to take advantage of this opportunity. Careful consideration has been given within the policy to not create staffing shortages in high demand areas. The maximum payout for a qualifying employee is \$35,000. If all 15 applications are filled and processed, it would result in a district cost of \$525,000. This cost would be paid out of the school district's Employee Benefit Fund, which has a more than adequate balance to cover this cost. The last time a VERIP was conducted in the district, approximately \$25,000 in cost savings was realized by the school district for each employee who participated in the VERIP. If all 15 applications are filled and processed, the ESTIMATED total staff costs savings would be \$375,000 per year.

9.3. Construction Update

Mr. Petsch presented the construction update. OLC Open House is scheduled for September 26, 2021, at 2:00 pm.

9.4. Student Representative Report

Isabela Prado Gomez presented the Student Representative Report to the Board of Education.

9.5. Superintendent Report

Dr. Grover presented the superintendent report and Mr. Gearhart gave a COVID19 update.

10. ACTION ITEMS

10.1. 2021 2022 Safe Return to School Resolution

Motion to approve Safe Return to School Resolution #20210909_2 as presented by Dr. Dexter Passed with a motion by Lisa Albers and a second by Carlos Barcenas.

Joshua Hawley: Nay, Lisa Albers: Yea, Carlos Barcenas: Yea, Dan Brosz: Yea, Bonnie Hinkle: Yea, Dave Hulinsky: Yea, Lindsey Jurgens: Yea, Erika Wolfe: Yea

10.2. Proposed Budget Fiscal Year 2021-22

Dr. Schroeder addressed the board to approve the proposed budget for the fiscal year 2021-2022. Approve the proposed fiscal year 2021-22 budget. Passed with a motion by Lisa Albers and a second by Erika Wolfe. Lisa Albers: Yea, Carlos Barcenas: Yea, Dan Brosz: Yea, Joshua Hawley: Yea, Bonnie Hinkle: Yea, Dave Hulinsky: Yea, Lindsey Jurgens: Yea, Erika Wolfe: Yea

10.3. Proposed Tax Levy Fiscal Year 2021-22

Dr. Schroeder addressed the board to approve the proposed fiscal year 2021-2022 tax levy.

Mr. Broz read the tax request resolution. Approve the proposed fiscal year 2021-22 tax levy. Passed with a motion by Dan Brosz and a second by Lisa Albers. Lisa Albers: Yea, Carlos Barcenas: Yea, Dan Brosz: Yea, Joshua Hawley: Yea, Bonnie Hinkle: Yea, Dave Hulinsky: Yea, Lindsey Jurgens: Yea, Erika Wolfe: Yea

11. COMMITTEE REPORTS

11.1. Finance and Facilities Committee

Dr. Brosz gave the Finance and Facilities Committee Report covering the major items discussed and under consideration by said committee. A copy of the minutes from the last meeting are available and on file. The next meeting will be held Tuesday, September 28, 2021, at 7:30 a.m.

11.2. Leading for Learning Committee-No Report

No report. The next meeting will be held Tuesday September 14, 2021 at 4:00 pm.

11.3. Personnel Committee

Dr. Brosz gave the Personnel Committee Report covering the major items discussed and under consideration by said committee. A copy of the minutes from the last meeting are available and on file. The next meeting will be held October 7, 2021 at 8:30 am.

11.4. Policy Committee-No Report

No report. The next meeting will be held September 13, 2021 at 4:30pm.

11.5. Public Relations and Partnership Development Committee

Mrs. Albers gave the Public Relations and Partnership Development Committee Report covering the major items discussed and under consideration by said committee. A copy of the minutes from the last meeting are available and on file. The next meeting will be held October 8, 2021 at 8:00 am.

11.6. Grand Island Public Schools Foundation Report

Lisa Albers reported for the GIPS Foundation.

11.7. Governance Committee

Mrs. Albers reported on the Governance Committee.

11.8. GNSA / Legislative Committee

Mrs. Hinkle and Mrs. Albers provided an update on GNSA and the Legislative Committee.

11.9. NASB Monthly Update

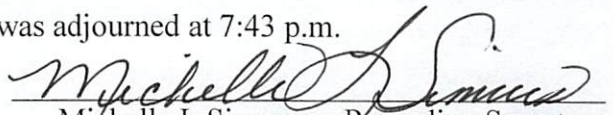
Mrs. Hinkle gave the Nebraska Association of School Boards update.

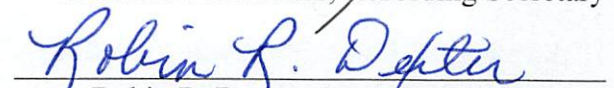
12. NOTIFICATION OF UPCOMING BOARD MEETINGS

Regular Board of Education Meeting Thursday, October 14, 2021 at 5:30 PM

13. ADJOURNMENT

All business having been completed, the meeting was adjourned at 7:43 p.m.


Michelle L. Simmons, Recording Secretary


Robin R. Dexter, Secretary to the Board

Grand Island Public Schools

Claims Listing

October 14, 2021

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
78183	Amazon Cap Services Inc	General Supplies	\$333.54
78184	Brittany Jimenez	Mileage Paid to Staff	\$24.53
78185	Carolyn Arends	Mileage Paid to Staff	\$8.12
78186	Cash-Wa Distributing	Food	\$79,852.57
78187	Chesterman Company	Soda	\$304.72
78188	Culligan of Grand Island	General Supplies	\$74.25
78189	Donald Batenhorst	Mileage Paid to Staff	\$8.01
78190	Greenberg Fruit Company	Produce	\$9,184.24
78191	Helen Batenhorst	Mileage Paid to Staff	\$161.45
78192	Kimberly Clegg	Mileage Paid to Staff	\$20.55
78193	LeAnn Masat	Mileage Paid to Staff	\$15.57
78194	Maria Acuna	Mileage Paid to Staff	\$5.49
78195	Midwest Restaurant Supply LLC	Repairs and Maintenance Services	\$1,599.99
78196	Pan-O-Gold Baking Co	Bread	\$3,499.63
78197	Pepsi-Cola Company	Soda	\$58.26
78198	Suzanne Marie Amerson	Mileage Paid to Staff	\$2.02
78199	Tara Fieldgrove	Mileage Paid to Staff	\$3.36
78200	Teresa Abuwisha	Mileage Paid to Staff	\$4.03
78201	Tracy Shuck	Mileage Paid to Staff	\$31.47
78202	US Foods - Grand Island	Food	\$41,111.75
78203	VendNovation LLC	Technology Software	\$240.00
78204	VVS Inc	Food	\$385.26
78205	Hiland Dairy Foods Company LLC	Milk	\$7,500.32
78206	Amazon Cap Services Inc	General Supplies	\$4,574.98
78207	Arrow Seed & Supply	General Supplies	\$5,900.00
78208	Associated Staffing Inc	Cleaning Services	\$985.40
78209	City of Grand Island	Refuse Disposal	\$29.87
78210	Comstock Corporation	Travel	\$3,310.00
78211	Essential Personnel Inc	Cleaning Services	\$910.79
78212	ESU Coordinating Council	Technical Services	\$330.00
78213	Grand Island Utilities Dept	Electricity	\$50,094.39
78214	Interstate All Battery Center	General Supplies	\$403.20
78215	Island Sprinkler Supply	General Supplies	\$744.38
78216	Senior High School Petty Cash	General Supplies	\$500.00
78217	Symmetry Energy Solutions LLC	Utility Energy Services	\$25,847.90
78218	UniFirst Corporation	Technical Services	\$248.26
78219	UniFirst Corporation	General Supplies	\$158.68
78220	Verizon Wireless	Distance Education and Telecommunications	\$120.03
78221	Wex Bank	Fuel	\$1,072.95
78222	Wex Bank	Fuel	\$450.80
78223	Wex Bank	Fuel	\$3,449.71
78224	Wex Bank	Fuel	\$1,166.88
78225	Hiland Dairy Foods Company LLC	Milk	\$12,121.54
78226	Grand Island Public Schools Nutrition Sv	Employee Benefits	\$2,403.80
78227	Katie Rodenbaugh	Miscellaneous Expenditures	\$114.50
78228	Nebraska Assoc of Curriculum	Dues and Fees	\$15.00
78229	Nebraska Assoc of Curriculum	Employee Training and Development Services	\$65.00
78230	Nebraska Assoc of Curriculum	Employee Training and Development Services	\$65.00

Grand Island Public Schools

Claims Listing

October 14, 2021

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
78231	Cash-Wa Distributing	Food	\$63,253.04
78232	Central District Health Dept	Professional Services	\$103.00
78233	Chesterman Company	Soda	\$257.60
78234	Culligan of Grand Island	General Supplies	\$247.25
78235	Greenberg Fruit Company	Produce	\$3,803.86
78236	Hobart	Professional Services	\$1,031.82
78237	Host Coffee	Food	\$109.52
78238	Mid-Nebraska Disposal Inc	Refuse Disposal	\$329.60
78239	Midwest Restaurant Supply LLC	Professional Services	\$412.50
78240	NAPA Auto Parts of Grand Island	Equipment	\$71.10
78241	Pan-O-Gold Baking Co	Bread	\$1,653.89
78242	Tracy Shuck	General Supplies	\$16.42
78243	US Foods - Grand Island	Food	\$2,984.01
78244	First Bankcard Center/Visa	Dues and Fees	\$395.00
78245	First Bankcard Center/Visa	Dues and Fees	\$445.18
78246	First Bankcard Center/Visa	Miscellaneous Expenditures	\$984.73
78247	First Bankcard Center/Visa	General Supplies	\$132.67
78248	First Bankcard Center/Visa	Dues and Fees	\$1,044.00
78249	First Bankcard Center/Visa	General Supplies	\$1,580.28
78250	First Bankcard Center/Visa	Technology Supplies	\$894.34
78251	First Bankcard Center/Visa	General Supplies	\$156.89
78252	First Bankcard Center/Visa	General Supplies	\$91.39
78253	First Bankcard Center/Visa	Employee Training and Development Services	\$1,499.55
78254	First Bankcard Center/Visa	Travel	\$1,207.02
78255	First Bankcard Center/Visa	General Supplies	\$67.38
78256	First Bankcard Center/Visa	Dues and Fees	\$299.01
78257	First Bankcard Center/Visa	Printing & Binding	\$913.47
78258	First Bankcard Center/Visa	General Supplies	\$1,617.69
78259	First Bankcard Center/Visa	General Supplies	\$758.04
78260	First Bankcard Center/Visa	Employee Training and Development Services	\$169.00
78261	First Bankcard Center/Visa	General Supplies	\$89.20
78262	First Bankcard Center/Visa	Books & Periodicals	\$2,661.52
78263	First Bankcard Center/Visa	Web Based Software	\$35.88
78264	First Bankcard Center/Visa	General Supplies	\$9.00
78265	First Bankcard Center/Visa	Employee Training and Development Services	\$495.00
78266	First Bankcard Center/Visa	Employee Training and Development Services	\$350.00
78267	First Bankcard Center/Visa	Advertising	\$1,199.00
78268	First Bankcard Center/Visa	General Supplies	\$1,025.94
78269	First Bankcard Center/Visa	General Supplies	\$5,324.26
78270	First Bankcard Center/Visa	Distance Education and Telecommunications	\$1,485.00
78271	First Bankcard Center/Visa	General Supplies	\$80.37
78272	First Bankcard Center/Visa	Travel	\$4,684.51
78273	First Bankcard Center/Visa	General Supplies	\$130.00
78274	Tools 4 Reading LLC	General Supplies	\$115.00
78275	Ace Hardware	General Supplies	\$964.66
78276	Amazon Cap Services Inc	General Supplies	\$8,520.22
78277	American Fence Co Western Ne	Technical Services	\$1,630.00
78278	Aramark Uniform Services	Technical Services	\$379.19

Grand Island Public Schools

Claims Listing

October 14, 2021

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
78279	Awards Plus	Technical Services	\$62.00
78280	Barbara Franke	Mileage Paid to Staff	\$9.18
78281	Border States Industries Inc	General Supplies	\$1,316.90
78282	Bosselman Energy Inc	General Supplies	\$17.36
78283	Capital Business Systems Inc	Technical Services	\$604.86
78284	Cline Williams Wright Johnson	Contracted Legal Services	\$5,551.53
78285	Grand Island Independent	Advertising	\$15,261.27
78286	Grand Island Utilities Dept	Electricity	\$68,580.93
78287	Symmetry Energy Solutions LLC	Utility Energy Services	\$331.42
78288	Symmetry Energy Solutions LLC	Utility Energy Services	\$1,938.47
78289	Symmetry Energy Solutions LLC	Utility Energy Services	\$5,219.00
78290	Symmetry Energy Solutions LLC	Utility Energy Services	\$206.72
78291	Symmetry Energy Solutions LLC	Utility Energy Services	\$200.55
78292	Symmetry Energy Solutions LLC	Utility Energy Services	\$70.13
78293	Symmetry Energy Solutions LLC	Utility Energy Services	\$473.75
78294	Symmetry Energy Solutions LLC	Utility Energy Services	\$1,293.61
78295	Symmetry Energy Solutions LLC	Utility Energy Services	\$444.43
78296	Symmetry Energy Solutions LLC	Utility Energy Services	\$33.04
78297	Symmetry Energy Solutions LLC	Utility Energy Services	\$1,452.07
78298	Symmetry Energy Solutions LLC	Utility Energy Services	\$267.54
78299	Symmetry Energy Solutions LLC	Utility Energy Services	\$233.72
78300	Symmetry Energy Solutions LLC	Utility Energy Services	\$488.23
78301	Symmetry Energy Solutions LLC	Utility Energy Services	\$1,534.99
78302	Symmetry Energy Solutions LLC	Utility Energy Services	\$543.26
78303	Symmetry Energy Solutions LLC	Utility Energy Services	\$2,156.90
78304	Hiland Dairy Foods Company LLC	Milk	\$7,727.68
78305	Kim Kontos	Miscellaneous Expenditures	\$115.70
78306	Kris McMullen	General Supplies	\$318.15
78307	Prime Communications Inc	Technology Hardware	\$26,656.85
78308	Swivl	Audio-Visual Materials	\$2,524.00
78309	First Bankcard Center/Visa	General Supplies	\$560.66
78310	First Bankcard Center/Visa	Miscellaneous Expenditures	\$1.75
78311	First Bankcard Center/Visa	General Supplies	\$1,176.76
78312	First Bankcard Center/Visa	General Supplies	\$115.00
78313	First Bankcard Center/Visa	General Supplies	\$148.89
78314	First Bankcard Center/Visa	Web Based Software	\$47.99
78315	First Bankcard Center/Visa	Employee Training and Development Services	\$559.47
78316	First Bankcard Center/Visa	General Supplies	\$1,412.13
78317	HyVee	Food	\$294.14
78318	Peterson Farms Fresh Inc	Produce	\$13,008.66
78319	Almquist Maltzahn Galloway & Luth	Employee Benefits	\$616.50
78320	Amazon Cap Services Inc	Books & Periodicals	\$12,429.38
78321	Aramark Uniform Services	Technical Services	\$182.55
78322	Arrowhead Forensics	General Supplies	\$45.77
78323	Associated Staffing Inc	Cleaning Services	\$1,192.88
78324	Capital Business Systems Inc	Technical Services	\$21,674.27
78325	Essential Personnel Inc	Cleaning Services	\$852.44
78326	Fastenal	General Supplies	\$126.55

Grand Island Public Schools

Claims Listing

October 14, 2021

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
78327	Grand Island Independent	Advertising	\$399.00
78328	Grand Island Utilities Dept	Electricity	\$46,343.49
78329	Holiday Express	Student Transportation	\$1,900.00
78330	IXL Membership Services	Web Based Software	\$198.00
78331	Jeffrey Balz	Mileage Paid to Staff	\$16.80
78332	Thinking Cap Quiz Bowl	Dues and Fees	\$405.00
78333	UniFirst Corporation	Technical Services	\$487.25
78334	Verizon Wireless	Distance Education and Telecommunications	\$721.20
78335	Verizon Wireless	Technology Hardware	\$484.05
78336	Verizon Wireless	Distance Education and Telecommunications	\$361.84
78337	Village Cleaners	Technical Services	\$285.00
78338	Amazon Cap Services Inc	Paper Products or Chemicals	\$373.37
78339	Hiland Dairy Foods Company LLC	Milk	\$5,825.67
78340	First Bankcard Center/Visa	Advertising	\$2,669.58
78341	First Bankcard Center/Visa	Dues and Fees	\$240.00
78342	Alexis M Alvarez	Professional Services	\$100.00
78343	Alyssa Seamann	Professional Services	\$50.00
78344	Andrea Poltack	General Supplies	\$154.31
78345	Andrew Moss	Professional Services	\$105.00
78346	Angel Chaulk	Professional Services	\$100.00
78347	Ann M Schleicher	Professional Services	\$100.00
78348	Antonia Rodriguez	Professional Services	\$100.00
78349	April Sundberg	Professional Services	\$1,411.95
78350	Audrey Reimers	Professional Services	\$25.00
78351	Beth Brandt	Professional Services	\$100.00
78352	Briseida Flamenco	Professional Services	\$100.00
78353	Caroline Voss	Professional Services	\$100.00
78354	Christi Rademacher	General Supplies	\$416.77
78355	Christina Mullins	Professional Services	\$25.00
78356	Deborah Renae Meyer	Professional Services	\$25.00
78357	Deena Starman	Professional Services	\$50.00
78358	Emily Bienvenu	Professional Services	\$155.00
78359	Gina Lou O'Neill	Professional Services	\$100.00
78360	Hannag Karabel	Professional Services	\$100.00
78361	Janalee M Hudiburgh	Professional Services	\$50.00
78362	Jaycee Gentleman	Professional Services	\$25.00
78363	Jordan Gydesen	Professional Services	\$100.00
78364	Kayla Ensz Darrough	Professional Services	\$100.00
78365	Kienna Norgaard	Professional Services	\$105.00
78366	Kylie Yendra	Professional Services	\$100.00
78367	Leisa Gracia	Professional Services	\$25.00
78368	Lori L Eastwood	Professional Services	\$100.00
78369	MaKayla Morris	Professional Services	\$50.00
78370	Maria R Muir	Professional Services	\$100.00
78371	Maribel Strong	Professional Services	\$100.00
78372	Menards	General Supplies	\$3,474.64
78373	Mica Malone	Professional Services	\$100.00
78374	NAPA Auto Parts of Grand Island	General Supplies	\$125.04

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<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
78375	Nikkia Anders	Professional Services	\$105.00
78376	NSLHA	Employee Training and Development Services	\$330.00
78377	Office Depot	General Supplies	\$112.76
78378	Otis Elevator Company	Technical Services	\$1,135.71
78379	Paper Tiger Shredding Inc	Refuse Disposal	\$210.00
78380	Pomp's Tire Service Inc	General Supplies	\$15.90
78381	Protex Central Inc	Technical Services	\$147.00
78382	Quill Corporation	General Supplies	\$3,432.00
78383	R8 Productions LLC	Technical Services	\$200.00
78384	Reams Sprinkler Supply Co	General Supplies	\$71.84
78385	Rentokil North America Inc	Technical Services	\$6,244.00
78386	Robin Richelle Seim	Professional Services	\$50.00
78387	Samantha Lynn Smith	Professional Services	\$155.00
78388	Sandra K Scherbarth	Professional Services	\$50.00
78389	Sarah Ellen Gumb	Professional Services	\$100.00
78390	Sarahi Mendoza Guaderrama	Professional Services	\$50.00
78391	Shanna J Taylor	Professional Services	\$105.00
78392	Shannon Hardenberger	Professional Services	\$100.00
78393	Sherry Wabs	Professional Services	\$25.00
78394	Stacy Klassen	Professional Services	\$100.00
78395	Tiffany Karre	Professional Services	\$50.00
78396	TK Elevator Corporation	Technical Services	\$2,044.32
78397	Wauneta Fletcher	Professional Services	\$155.00
78398	Amazon Cap Services Inc	Books & Periodicals	\$5,454.84
78399	Angela Amack	Lobbyist Fees and Expenses	\$8,825.50
78400	Aramark Uniform Services	Technical Services	\$240.73
78401	Cline Williams Wright Johnson	Contracted Legal Services	\$8,415.06
78402	Cummins Central Power	Technical Services	\$353.36
78403	Different Roads to Learning, Inc	General Supplies	\$2,583.25
78404	Discount School Supply Order Dept	General Supplies	\$230.60
78405	Essential Personnel Inc	Cleaning Services	\$393.07
78406	Grand Island Utilities Dept	Electricity	\$48,501.81
78407	Idea Bank Marketing	Professional Services	\$216.00
78408	UniFirst Corporation	Technical Services	\$76.08
78409	Village Cleaners	Technical Services	\$134.00
78410	Winsupply of Grand Island	General Supplies	\$247.71
78411	First Bankcard Center/Visa	General Supplies	\$1,291.57
78412	Hiland Dairy Foods Company LLC	Milk	\$12,830.05
78413	Hiland Dairy Foods Company LLC	Milk	\$13,379.12
78414	Lrene Jo Braun	Employee Training and Development Services	\$20.00
78415	Menards	General Supplies	\$10,619.85
78416	Northwestern Energy	Utility Energy Services	\$11,874.37
78417	Office Depot	General Supplies	\$2,821.55
78418	Quill Corporation	General Supplies	\$2,693.14
78419	Katie Slattery	General Supplies	\$79.96
78420	Almquist Maltzahn Galloway & Luth	Employee Benefits	\$612.00
78421	Amazon Cap Services Inc	Books & Periodicals	\$14,262.27
78422	American School Counselor Assn	Dues and Fees	\$174.00

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<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
78423	Associated Staffing Inc	Cleaning Services	\$345.80
78424	Bedford, Freeman & Worth Publishing Grou	Books & Periodicals	\$18,499.81
78425	Capital Business Systems Inc	Technical Services	\$302.43
78426	Demco	General Supplies	\$427.02
78427	Grand Island Independent	Advertising	\$11,806.09
78428	Grand Island Independent	Books & Periodicals	\$1,044.99
78429	Grand Island Utilities Dept	Electricity	\$52,642.93
78430	ID Wholesaler	General Supplies	\$237.00
78431	Legacy Outdoor Advertising LLC	Advertising	\$700.00
78432	TK Elevator Corporation	Technical Services	\$1,661.73
78433	Transeo	Web Based Software	\$23,640.00
78434	UniFirst Corporation	General Supplies	\$245.78
78435	Verizon Wireless	Distance Education and Telecommunications	\$120.03
78436	Verizon Wireless	Distance Education and Telecommunications	\$1,788.74
78437	Village Cleaners	Technical Services	\$63.75
78438	Visible Body	Web Based Software	\$2,250.00
78439	Woodwards Disposal Service Inc	Refuse Disposal	\$270.00
78440	Century Link	Distance Education and Telecommunications	\$414.78
78441	Century Link	Technical Services	\$564.34
78442	Century Link	Distance Education and Telecommunications	\$184.99
78443	Century Link	Technical Services	\$276.60
78444	Century Link	Distance Education and Telecommunications	\$79.69
78445	Charter Communications Holdings LLC	Distance Education and Telecommunications	\$59.99
78446	Clearly Communications	Distance Education and Telecommunications	\$2,133.36
78447	Danny Oberg	Rentals	\$3,100.00
78448	DAS State Accounting - Central Finance	Distance Education and Telecommunications	\$259.49
78449	MidAmerica Administrative & Retirement	Miscellaneous Expenditures	\$552.00
78450	MidAmerica Administrative & Retirement	Miscellaneous Expenditures	\$552.00
78451	Midwest Floor Specialist	Technical Services	\$7,665.00
78452	Perry Guthery Haase & Gessford PC	Contracted Legal Services	\$4,305.00
78453	Sams Club Direct	General Supplies	\$744.43
78454	School Mate	General Supplies	\$4,229.75
78455	Steele Law Office	Contracted Legal Services	\$5,957.00
78456	Stuhr Museum Of The Prairie Pioneer	Dues and Fees	\$200.00
78457	The National Career Academy Coalition	Employee Training and Development Services	\$8,000.00
78458	Unite Private Networks LLC	Distance Education and Telecommunications	\$25,786.88
78459	Century Link	Distance Education and Telecommunications	\$79.88
78460	Grand Island Public Schools Nutrition Sv	Employee Benefits	\$3,260.50
78461	Reams Sprinkler Supply Co	Miscellaneous Expenditures	\$5,633.68
78462	Redbird Flight Simulations Inc	Technical Services	\$1,545.16
78463	Sams Club Direct	General Supplies	\$2,134.55
78464	Staples Business Credit	Instructional Materials Warehouse	\$983.76
78465	Unite Private Networks LLC	Distance Education and Telecommunications	\$25,786.88
78466	Graduate Eugene	Miscellaneous Expenditures	\$2,202.24
78467	Interstate All Battery Center	Miscellaneous Expenditures	\$219.45
78468	Mid-Nebraska Disposal Inc	Refuse Disposal	\$5,059.40
78469	Nebraska Library Association	General Supplies	\$248.50
78470	Ace Hardware	General Supplies	\$13.54

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<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
78471	Amazon Cap Services Inc	Nutrition Services Warehouse	\$275.33
78472	Barbara Knuth	Mileage Paid to Staff	\$30.24
78473	Bosselman Energy Inc	General Supplies	\$81.41
78474	Brittany Jimenez	Mileage Paid to Staff	\$16.35
78475	Carolyn Arends	Mileage Paid to Staff	\$34.10
78476	Cash-Wa Distributing	Food	\$114,728.25
78477	Chesterman Company	Soda	\$649.36
78478	Culligan of Grand Island	General Supplies	\$299.00
78479	Dina Goscha	Mileage Paid to Staff	\$59.70
78480	Ecolab Inc	Paper Products or Chemicals	\$2,674.68
78481	EMS Linq Inc	Data-Processing and Coding Services	\$315.20
78482	Evelyn R Seim	Mileage Paid to Staff	\$30.02
78483	Fisher Fixture Company	Equipment	\$3,600.00
78484	Goodwin Tucker	Repairs and Maintenance Services	\$1,655.00
78485	Greenberg Fruit Company	Produce	\$22,110.15
78486	Hanh Thanh Thach	Mileage Paid to Staff	\$16.80
78487	Helen Batenhorst	Mileage Paid to Staff	\$88.48
78488	Hobart	Professional Services	\$391.82
78489	Kevin Harpham	Mileage Paid to Staff	\$36.40
78490	Kimberly Clegg	Mileage Paid to Staff	\$30.86
78491	LeAnn Masat	Mileage Paid to Staff	\$18.93
78492	Lisa Moss	Food	\$23.55
78493	Maria Acuna	Mileage Paid to Staff	\$22.96
78494	Mid-Nebraska Disposal Inc	Refuse Disposal	\$175.00
78495	Midwest Restaurant Supply LLC	General Supplies	\$8,276.84
78496	MJM Marketing	Food	\$3,460.80
78497	NAPA Auto Parts of Grand Island	Repairs and Maintenance Services	\$40.98
78498	Pan-O-Gold Baking Co	Bread	\$5,850.48
78499	Pepsi-Cola Company	Soda	\$70.30
78500	Peterson Farms Fresh Inc	Produce	\$24,239.24
78501	Superior Press	General Supplies	\$225.60
78502	Suzanne Marie Amerson	Mileage Paid to Staff	\$4.03
78503	Teresa Abuwisha	Mileage Paid to Staff	\$15.12
78504	Tracy Shuck	Mileage Paid to Staff	\$13.33
78505	Uline	Equipment	\$676.38
78506	US Foods - Grand Island	Food	\$41,755.00
78507	Village Cleaners	Nutrition Services Warehouse	\$92.16
78508	VVS Inc	Food	\$146.79
78509	Abante Marketing	Miscellaneous Expenditures	\$3,897.33
78510	Abby Stoddard	Mileage Paid to Staff	\$98.56
78511	Ace Hardware	General Supplies	\$1,389.69
78512	ACP Direct	General Supplies	\$3,987.09
78513	Advanced Water Company Inc	Technical Services	\$3,625.00
78514	AKRS Equipment Solutions Inc	General Supplies	\$1,250.70
78515	Alegent Health Education Department	Employee Training and Development Services	\$5.00
78516	Alexander Kemnitz	Mileage Paid to Staff	\$48.72
78517	Alexandra Henry	Mileage Paid to Staff	\$37.18
78518	Alisa Grim	Mileage Paid to Staff	\$42.33

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<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
78519	All Star Auto Glass of Grand Island	Repairs and Maintenance Services	\$39.95
78520	Allison Heiss	Mileage Paid to Staff	\$15.23
78521	Amanda Smith	Mileage Paid to Staff	\$8.40
78522	Ameresco INC	Web Based Software	\$8,250.00
78523	Amplified IT LLC	Web Based Software	\$1,475.00
78524	Amplify Education Inc	Books & Periodicals	\$2,052.00
78525	Amy Richards	General Supplies	\$704.43
78526	Anderson Ford Lincoln Mercury	Repairs and Maintenance Services	\$74.89
78527	Anthony Rippe	Mileage Paid to Staff	\$52.19
78528	Anya Covarrubias	Mileage Paid to Staff	\$56.89
78529	Apple Computer Inc	Technology Supplies	\$14,032.25
78530	Aramark Uniform Services	Technical Services	\$378.75
78531	Arthur Gallagher Risk Management Service	Insurance	\$22,330.00
78532	Ashley Collins	Miscellaneous Expenditures	\$140.00
78533	Ashley Tomjack	Mileage Paid to Staff	\$80.58
78534	Associated Staffing Inc	Cleaning Services	\$354.45
78535	Audriana Kaelin Camacho	Mileage Paid to Staff	\$5.37
78536	Awards Plus	Technical Services	\$659.80
78537	B & H Photo-Video Inc	General Supplies	\$2,378.40
78538	Barbara Franke	Mileage Paid to Staff	\$32.14
78539	Barco Municipal Products Inc	General Supplies	\$2,192.99
78540	Barnes And Noble Bookstore	Books & Periodicals	\$1,013.00
78541	Becker's School Supplies	General Supplies	\$179.76
78542	Becky Gdowski	Mileage Paid to Staff	\$90.04
78543	Benchmark Education Company LLC	Books & Periodicals	\$3,067.65
78544	Best Buy Business Account	General Supplies	\$349.99
78545	Blick Art Materials	General Supplies	\$760.86
78546	Border States Industries Inc	General Supplies	\$1,932.92
78547	Bosselman Energy Inc	General Supplies	\$117.16
78548	Bound To Stay Bound Books	Books & Periodicals	\$457.62
78549	Brackers Good Earth Clays Inc	General Supplies	\$993.95
78550	Breanna Rose	Mileage Paid to Staff	\$60.82
78551	Brenda Anderson	Mileage Paid to Staff	\$45.97
78552	Brittney Bills	Mileage Paid to Staff	\$57.96
78553	Bulk Office Supply	General Supplies	\$580.50
78554	Cannon Moss Brygger & Assoc	Buildings	\$23,816.00
78555	Capstone	Web Based Software	\$3,577.10
78556	Cara Kuhl	Mileage Paid to Staff	\$11.37
78557	Carolina Biological Supply	General Supplies	\$1,279.33
78558	Carrot-Top	General Supplies	\$586.68
78559	Catherine Davis	Mileage Paid to Staff	\$27.55
78560	CDW Government	Technology Supplies	\$521.53
78561	Central Nebraska Bobcat	Technical Services	\$222.85
78562	Cheryl Brax	General Supplies	\$4.44
78563	Chris's Car Wash & Quick Lube	Repairs and Maintenance Services	\$12.80
78564	Christine Kier	General Supplies	\$34.29
78565	Class Intercom LLC	Professional Services	\$2,000.00
78566	Combined Building Specialties Inc	General Supplies	\$1,078.00

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<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
78567	Committee For Children	General Supplies	\$65.00
78568	Communications Supply Corp	General Supplies	\$2,201.83
78569	Connie Voss	Mileage Paid to Staff	\$52.58
78570	Constance L Palu	Mileage Paid to Staff	\$36.96
78571	Construction Rental	Technical Services	\$2,191.77
78572	Control Services Inc	General Supplies	\$1,408.41
78573	Copycat Instant Printing	General Supplies	\$8,929.61
78574	Copycat Instant Printing	General Supplies	\$94.91
78575	Courtney Salmon	Mileage Paid to Staff	\$8.29
78576	Crescent Electric Supply	General Supplies	\$796.02
78577	Culligan of Grand Island	Technical Services	\$180.75
78578	Curriculum Associates	Books & Periodicals	\$57.35
78579	Dan Brosz	Travel	\$53.76
78580	Dan Petsch	Mileage Paid to Staff	\$92.34
78581	Daniel Fullerton	Mileage Paid to Staff	\$70.56
78582	Daniel Phillips	Mileage Paid to Staff	\$61.88
78583	Danielle Buhrman	Mileage Paid to Staff	\$45.08
78584	Danielle Dudo	Web Based Software	\$59.88
78585	Danita M Stanton	Mileage Paid to Staff	\$56.50
78586	Darrell Holley	Mileage Paid to Staff	\$83.44
78587	David White	General Supplies	\$60.96
78588	Dawn Deuel-Rutt	Mileage Paid to Staff	\$68.37
78589	Decker Equipment	General Supplies	\$621.45
78590	Demco	General Supplies	\$6,783.03
78591	Dennis Supply Company	General Supplies	\$677.72
78592	Different Roads to Learning, Inc	General Supplies	\$3,874.88
78593	District Management Group LLC	Web Based Software	\$12,600.00
78594	Donna Wright	General Supplies	\$54.78
78595	DreamBox Learning Inc	Web Based Software	\$9,011.70
78596	Eakes Office Solutions	General Supplies	\$12,101.38
78597	Eberl Plumbing & Drain	General Supplies	\$3,210.96
78598	Edficiency LLC	Web Based Software	\$9,820.00
78599	EdGems Math LLC	Web Based Software	\$1,297.50
78600	Educational Service Unit 10	Dues and Fees	\$1,865.00
78601	Educational Services Unit 2	Professional Education Services	\$216.57
78602	Educational Servie Unit 3	Employee Training and Development Services	\$400.00
78603	Egan Supply Company	Custodial Supply Warehouse	\$9,087.91
78604	Emily McPherson	Mileage Paid to Staff	\$11.08
78605	Engineering Technologies Inc	Buildings	\$30,317.19
78606	Essential Personnel Inc	Cleaning Services	\$378.86
78607	Evan Lee	Mileage Paid to Staff	\$54.32
78608	Everyday Speech LLC	General Supplies	\$399.99
78609	Fastenal	General Supplies	\$35.58
78610	Flinn Scientific	General Supplies	\$2,721.98
78611	Follett School Solutions Inc	Books & Periodicals	\$3,351.98
78612	Gallup Inc	Professional Education Services	\$16,786.00
78613	Generation Genius Inc	Web Based Software	\$250.00
78614	GH Construction LLC	Equipment	\$5,197.50

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<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
78615	Glendy Cervantes	Mileage Paid to Staff	\$5.66
78616	Gottlob Asphalt, LLC	Technical Services	\$985.00
78617	Grainger	General Supplies	\$1,181.14
78618	Grand Adventures Daycare	Professional Services	\$100.00
78619	Grand Island Public Schools Nutrition Sv	General Supplies	\$806.04
78620	Grant Boyer	General Supplies	\$62.68
78621	Great Lakes Sports	General Supplies	\$361.70
78622	Greater Nebraska Schools Assoc	Dues and Fees	\$4,250.00
78623	Greg Morrow	Mileage Paid to Staff	\$36.73
78624	Grones Outdoor Power & Battery	General Supplies	\$161.88
78625	Gumdrop Books	Books & Periodicals	\$1,030.45
78626	Gustave A Larson Company	General Supplies	\$14,673.53
78627	H L Flake Co LTD	General Supplies	\$2,364.05
78628	hand2mind Inc	General Supplies	\$41.01
78629	Heartland Health Center	Professional Services	\$3,208.00
78630	Heath McClellan	Mileage Paid to Staff	\$33.60
78631	Hesselgesser Electric	General Supplies	\$942.77
78632	Holiday Express	Student Transportation	\$2,535.00
78633	Hooker Bros Sand & Gravel Inc	General Supplies	\$322.30
78634	Hotsy Equipment Co	General Supplies	\$251.29
78635	Idea Bank Marketing	Professional Services	\$142.50
78636	Instructure Inc	Technology Software	\$13,244.00
78637	Interstate All Battery Center	General Supplies	\$1,560.58
78638	IPEVO Inc	Audio-Visual Materials	\$1,628.98
78639	IRIS Ltd,. Inc.	Custodial Supply Warehouse	\$2,000.00
78640	Isaac George Aragon	Professional Services	\$75.00
78641	Island Sprinkler Supply	General Supplies	\$676.19
78642	Jacqueline Juarez Meier	Mileage Paid to Staff	\$32.81
78643	Jami Lee Dutcher	Mileage Paid to Staff	\$61.54
78644	Jennifer Betancourt Sanchez	Professional Services	\$75.00
78645	Jennifer Hahn	Mileage Paid to Staff	\$68.82
78646	Jennifer Skrdla	Mileage Paid to Staff	\$23.07
78647	Jennifer Worthington	Mileage Paid to Staff	\$50.40
78648	Jenny Lynn Rother	Mileage Paid to Staff	\$141.45
78649	Jessica Enck	Web Based Software	\$64.45
78650	Jessica Rios-Alvarado	Books & Periodicals	\$15.00
78651	JoAnn Jaros	Mileage Paid to Staff	\$33.88
78652	Johanna Vance	General Supplies	\$10.78
78653	John Jacobs	Professional Services	\$4,000.00
78654	Johnson Hardware	General Supplies	\$207.90
78655	Jon-Eric Sell	Mileage Paid to Staff	\$52.08
78656	Joni Mayfield	Mileage Paid to Staff	\$136.64
78657	Joseph Blake West	Mileage Paid to Staff	\$60.14
78658	JP Boiler Service LLC	General Supplies	\$1,461.00
78659	Judith Grimes	Mileage Paid to Staff	\$7.95
78660	JW Pepper Son Inc	General Supplies	\$426.47
78661	Karisa Dubbs	Mileage Paid to Staff	\$64.40
78662	Karma L Lewandowski	Mileage Paid to Staff	\$145.09

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<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
78663	Karmyn R Barnes	Mileage Paid to Staff	\$6.10
78664	Katherine Nootz	Mileage Paid to Staff	\$92.96
78665	Katheryn Rathe	General Supplies	\$114.38
78666	Kelli Mayhew	Mileage Paid to Staff	\$157.92
78667	Kelly Supply Co	General Supplies	\$1,450.91
78668	Kelsey Rouse	General Supplies	\$86.07
78669	Kendall/Hunt Publishing Co	General Supplies	\$2,476.51
78670	Kenneth DeFrank	Student Transportation Services	\$208.33
78671	Kens Appliance Inc	General Supplies	\$764.10
78672	Kevin Watson	Mileage Paid to Staff	\$16.80
78673	Kidwell Inc	Technical Services	\$1,000.00
78674	Kimberly Foley	Mileage Paid to Staff	\$46.70
78675	Kristin Watson	Mileage Paid to Staff	\$7.28
78676	Kuder Inc	Books & Periodicals	\$600.00
78677	Lakeshore Learning Materials	Furniture and Fixtures	\$19,179.43
78678	Lauren Schumacher	Mileage Paid to Staff	\$24.08
78679	Learning A-Z	Web Based Software	\$354.00
78680	Learning Sciences International LLC	Employee Training and Development Services	\$2,350.00
78681	Legacy Outdoor Advertising LLC	Advertising	\$940.00
78682	Lied Lodge and Conference Center	Travel	\$278.00
78683	Lori Forsythe	Mileage Paid to Staff	\$37.35
78684	Loria Thunker	Mileage Paid to Staff	\$33.94
78685	Love Signs	General Supplies	\$698.26
78686	LUNA Language Services	Professional Services	\$147.50
78687	Lynn Bender	Mileage Paid to Staff	\$36.73
78688	Margaret McManaman	Mileage Paid to Staff	\$56.00
78689	Mark Johnson	Employee Training and Development Services	\$1,000.00
78690	Marks Plumbing Parts	General Supplies	\$1,521.91
78691	Marty Markvicka	Mileage Paid to Staff	\$35.28
78692	Mary Catherine Cairns	Mileage Paid to Staff	\$15.68
78693	Matheson Tri Gas Inc	General Supplies	\$4,450.41
78694	McGraw-Hill School Education	Books & Periodicals	\$25,527.49
78695	Mechanical Sales Inc	General Supplies	\$36,588.57
78696	Meg Trout	Mileage Paid to Staff	\$15.40
78697	Melsen Striping LLC	Technical Services	\$1,790.00
78698	Menards	General Supplies	\$754.80
78699	Meredith Davis	Mileage Paid to Staff	\$128.07
78700	Michelle Dorszynski	Mileage Paid to Staff	\$16.80
78701	Michelle Thorne	General Supplies	\$15.65
78702	Micki Nuss	General Supplies	\$78.36
78703	Mid-West 3D Solutions LLC	General Supplies	\$245.00
78704	Middleton Electric Inc	Equipment	\$4,264.02
78705	Midwest Alarm Services	Technical Services	\$1,247.60
78706	Midwest Special Instruments	Repairs and Maintenance Services	\$925.00
78707	Mohamed Hassan	Technical Services	\$6.00
78708	Morgan Armstrong	General Supplies	\$74.98
78709	Morgan Eihusen	Mileage Paid to Staff	\$35.28
78710	Morley Athletics	Employee Training and Development Services	\$1,003.48

Grand Island Public Schools

Claims Listing

October 14, 2021

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
78711	Multi-Health Systems	General Supplies	\$171.75
78712	N2Y	Web Based Software	\$24,272.98
78713	NAPA Auto Parts of Grand Island	General Supplies	\$183.80
78714	Nathan Dukes	General Supplies	\$67.97
78715	National Association for Gifted Children	Dues and Fees	\$119.00
78716	National Association for Music Education	Dues and Fees	\$135.00
78717	National Energy Control Corp	General Supplies	\$849.30
78718	Nebraska Assoc of Curriculum	Dues and Fees	\$15.00
78719	Nebraska Council of School Administrator	Dues and Fees	\$4,515.00
78720	Nebraska Dept Of Education	Employee Training and Development Services	\$45.00
78721	Nebraska FCCLA Association	Employee Training and Development Services	\$60.00
78722	Nebraska Fire Sprinkler Corp	Technical Services	\$1,141.00
78723	Nebraska State Fire Marshal Agency	Dues and Fees	\$240.00
78724	Nebraska Truck Center Inc	Repairs and Maintenance Services	\$516.54
78725	Networkfleet Inc.	Repairs and Maintenance Services	\$1,957.38
78726	Nicole Brandt	General Supplies	\$57.46
78727	Nicole Marie Ninemire	Mileage Paid to Staff	\$19.60
78728	Nicole O Hara	Mileage Paid to Staff	\$31.30
78729	NSASSP Region IV	Dues and Fees	\$104.40
78730	NSLHA	Dues and Fees	\$130.00
78731	O Neill Transportation & Equipment LLC	Miscellaneous Expenditures	\$2,248.20
78732	One Source	Technical Services	\$3,634.10
78733	ORIGO Education Inc	Employee Training and Development Services	\$3,081.93
78734	Oscar Morales	Mileage Paid to Staff	\$18.92
78735	Otis Elevator Company	Technical Services	\$630.00
78736	Overhead Door Of Grand Island	Technical Services	\$216.23
78737	Pamela Homolka	Mileage Paid to Staff	\$39.37
78738	Panchita Portillo	Mileage Paid to Staff	\$39.36
78739	Paper Tiger Shredding Inc	Refuse Disposal	\$285.00
78740	Paradigm Shift LLP	Professional Education Services	\$43,900.00
78741	Parr Gloria J	General Supplies	\$263.93
78742	Patricia Costello	Professional Services	\$712.50
78743	Pickleball Central	General Supplies	\$539.94
78744	Platte River Whooping Crane	Miscellaneous Expenditures	\$300.00
78745	Platte Valley Communications	General Supplies	\$1,063.35
78746	Policy Studies Associates Inc	Professional Education Services	\$27,499.97
78747	Pomp's Tire Service Inc	General Supplies	\$73.14
78748	PPG Architectural Finishes Inc	General Supplies	\$191.51
78749	Preston James E	Mileage Paid to Staff	\$49.49
78750	Pro-Ed	Books & Periodicals	\$5,667.70
78751	Protex Central Inc	Technical Services	\$211.00
78752	QuaverEd, Inc	Web Based Software	\$2,520.00
78753	Rachel Schiley	Mileage Paid to Staff	\$26.48
78754	Rasmussen Mechanical Services	Technical Services	\$550.00
78755	Really Great Reading Company LLC	General Supplies	\$5,108.10
78756	Reams Sprinkler Supply Co	General Supplies	\$2,471.43
78757	Rebecca Christensen	General Supplies	\$42.76
78758	Rebekah Bazan	Professional Services	\$80.00

Grand Island Public Schools

Claims Listing

October 14, 2021

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
78759	Renee Ekhoﬀ	General Supplies	\$250.75
78760	Rentokil North America Inc	Technical Services	\$2,282.00
78761	Ricky Rouse	General Supplies	\$61.36
78762	Riverside Insights	Web Based Software	\$20,874.72
78763	Riverside Technologies Inc	Technology Supplies	\$1,911.00
78764	Robert Bishop	Mileage Paid to Staff	\$61.54
78765	Rons Music	General Supplies	\$95.85
78766	Rosemary Gomez	Mileage Paid to Staff	\$60.98
78767	Sapp Bros Petroleum Inc	General Supplies	\$2,219.00
78768	Sarah K Henry	Mileage Paid to Staff	\$59.69
78769	Scholastic Book Clubs Inc	Books & Periodicals	\$35.00
78770	Scholastic Inc.	Books & Periodicals	\$5,641.50
78771	School Connect LLC	Books & Periodicals	\$1,118.25
78772	School Health Corporation	Custodial Supply Warehouse	\$6,510.00
78773	School Specialty Inc	General Supplies	\$315.11
78774	Shelby Wallick	Mileage Paid to Staff	\$34.44
78775	Sherril Tolen	Professional Services	\$11.87
78776	Sherwin Williams Company	General Supplies	\$494.74
78777	Shiffler Equipment Sales Inc	Custodial Supply Warehouse	\$423.18
78778	Social Thinking	Books & Periodicals	\$123.87
78779	Stacie Faber	Mileage Paid to Staff	\$45.24
78780	Staples Business Credit	Custodial Supply Warehouse	\$4,967.97
78781	State Glass Inc	General Supplies	\$1,047.25
78782	Stelling Brass & Winds	Professional Services	\$1,522.65
78783	Stephanie N Frankforter	Mileage Paid to Staff	\$58.23
78784	Stetson Building Products Inc	General Supplies	\$155.70
78785	Streck Arik	General Supplies	\$154.44
78786	Striv Inc	Audio-Visual Materials	\$1,323.00
78787	Stuhr Museum Of The Prairie Pioneer	Miscellaneous Expenditures	\$1,500.00
78788	Suyapa Gonzalez	Mileage Paid to Staff	\$211.32
78789	Swank Movie Licensing USA	Audio-Visual Materials	\$472.00
78790	T C Ceilings Inc	General Supplies	\$1,113.60
78791	Tally Creative Inc	Advertising	\$170.00
78792	Tammy Verba	General Supplies	\$79.00
78793	Teachers Curriculum Institute	Books & Periodicals	\$139.00
78794	The Home Depot Pro	Custodial Supply Warehouse	\$40,840.22
78795	The National Career Academy Coalition	Employee Training and Development Services	\$8,000.00
78796	Theresa Beck	Mileage Paid to Staff	\$70.00
78797	Therese Hulme	Mileage Paid to Staff	\$10.30
78798	Titan Machinery Inc	General Supplies	\$1,113.75
78799	TK Elevator Corporation	Technical Services	\$1,661.73
78800	Tom Dinsdale Chevrolet Cadillac	Repairs and Maintenance Services	\$1,096.93
78801	Toni Palmer	Mileage Paid to Staff	\$46.70
78802	Toofast Supply	General Supplies	\$836.27
78803	Tool Barn Rentals Inc	Technical Services	\$735.00
78804	Tooling University LLC	Web Based Software	\$7,070.00
78805	Tools 4 Reading LLC	General Supplies	\$1,025.00
78806	Travas G Wright	Mileage Paid to Staff	\$65.68

Grand Island Public Schools

Claims Listing

October 14, 2021

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
78807	Tri-Cities Group Inc.	Technical Services	\$20,660.21
78808	Ultimate Office	General Supplies	\$62.32
78809	UniFirst Corporation	Technical Services	\$277.78
78810	Virco Inc	Furniture and Fixtures	\$7,921.00
78811	Voyager Sopris Learning Inc	Web Based Software	\$60,194.80
78812	Wendy Louder	General Supplies	\$52.59
78813	West Music Co	General Supplies	\$125.95
78814	Western Psychological Services	General Supplies	\$294.80
78815	Winsupply of Grand Island	General Supplies	\$4,711.64
78816	Woodwards Disposal Service Inc	Refuse Disposal	\$295.00
78817	Yandas Music	General Supplies	\$2,195.24
78818	Young Womens Christian Assoc	Employee Training and Development Services	\$250.00
78819	Zachary Lewis Mayhew	Advertising	\$250.00
78820	Zimmerman Printers and Shirt Shack	General Supplies	\$2,202.50
ACH	Amplify Education Inc	Web Based Software	\$154,400.00
ACH	Central Nebraska Education Agency	Rentals of Land & Buildings	\$44,999.99
ACH	Tri-Cities Group Inc.	Equipment	\$50,234.30
		September Claims	<u>\$2,300,153.16</u>
		September 15, 2021 Payroll	<u>\$8,851,728.48</u>
			<u>\$11,151,881.64</u>

Jennifer Worthington

Chief of Strategic Partnerships and Stakeholder Engagement

**Board of Education Grant Report
October 2021**

Grants Pending

None

Grants Approved

California Casualty Music & Arts Award - \$250

This grant will help support the musical, Mary Poppins

Grants Denied

None



EMPOWER



PERSONALIZE



DESIGN



PARTNER

Students who thrive.

September 18, 2021

Abatement Price Proposal
Grand Island Public Schools
4360 West Capital Abatement
GPAC, Inc



G R E A T P L A I N S A S B E S T O S C O N T R O L , I N C .

September 18, 2021

Grand Island Public Schools

Phone:

E-mail: ABartling@kearneygov.org

RE: 4360 West Capital Abatement

Andy:

Thank you for the proposal request. Following is GPAC's proposal which contains information including; *Scope of Work, Regulatory Requirements, GPAC Contractor Qualifications* as well as other general information. I am planning on providing electric service with a temporary generator set provided by GPAC and the cost is included in this proposal.

The proposal has been prepared with specific consideration of the *abatement of materials as outlined in B2 Environmental NESHAP Inspection dated September 10, 2021.*

GPAC agrees to complete the work as described within the body following for the sum of: Twenty nine thousand two hundred dollars; \$29,200.

Please note that an allowance of \$200 has been included for the State of Nebraska Project Permit fee. Final visual inspection and air monitoring are required by State Statute and this must be accomplished by a licensed party not associated with the abatement contractor.

The proposal may be bound by your signature and returning by e-mail or US Mail.

Sincerely,

Michael Chavanu
Great Plains Asbestos Control, Inc.
GPAC

Proposal Accepted _____
Grand Island Public Schools _____ Date

<i>Scope of Work</i> _____	<i>1</i>
Survey of Quantities and Locations _____	1
Cost Components _____	1
Insurance Coverages _____	1
Notifications _____	1
Air Monitoring and Final Clearance _____	2
Submittals _____	2
License _____	2
Employee Staffing and Supervision _____	2
Proof of Disposal _____	2
Project Surety _____	2
Applicable Regulations _____	2
Nebraska _____	3

Scope of Work

Survey of Quantities and Locations

GPAC will provide for the abatement of asbestos as outlined following:

Material Type	Description	End Use	Classification	Location	Area	Quantity
Flooring	Carpet	Demolition	Non-ACM	Interior	All Areas	9,425 s/ft +/-
Flooring	Tile and Mastic	Demolition	Non-Friable Type I	Interior	All Areas	5,200 s/ft
Flooring	Tile	Demolition	Non-Friable Type I	Interior	All Areas	4,225 s/ft
Mech. System	TSI 2" - 6"	Demolition	RACM	Interior	All Areas	65 mf +/-

- This proposal has been prepared in accordance with the B2 Environmental Asbestos Survey.

Cost Components

GPAC will provide for all costs related to the identified *Scope of Work*.

These costs include: labor, project management, project supervision, materials, equipment, disposal of asbestos, disposal of project related trash and demolition, permit cost, insurance(s), transportation and additional ancillary costs.

- The proposal has been prepared with specific consideration of the *present site conditions*.
- This proposal anticipates that GPAC will provide:
 - Labor
 - Materials, Supplies, PPE
 - Disposal and Transportation

GPAC proposes to complete the above described work for a sum not to exceed:

Twenty nine thousand two hundred dollars; \$29,200.

Insurance Coverages

Concerning *Comprehensive General Liability Insurance*; GPAC has in place coverages outlined as follows:

- Commercial General Liability issued in *Occurrence Form*
- Specific endorsement: *Contractors Pollution Liability*

Each Occurrence	\$1,000,000
Rented Premises	\$100,000
Personal and ADV Injury	\$1,000,000
General Aggregate	\$2,000,000
Products Com. OP	\$2,000,000
Per Claim	\$1,000,000

 - Asbestos Operations
 - Lead Operations
- Umbrella Liability issued in *Occurrence Form*

CGL/CPL/PL/Mold	
Auto and Emp. Liab.	\$10,000,000
- Workers Compensation

Each Accident	\$1,000,000
Disease per Employee	\$1,000,000
Disease Policy Limit	\$1,000,000
- Mold Operations

Per Claim	\$1,000,000
Aggregate	\$2,000,000
- Professional Liability in *Claims Made Form*

Per Claim	\$1,000,000
Aggregate	\$2,000,000

Notifications

At least 10 working days prior to commencement of any asbestos removal/demolition, Great Plains asbestos Control, Inc. will prepare written notification to the following agencies:

State of Nebraska Department of Human Health

State of Nebraska Asbestos Control Department
Attention: Doug Gillespie

The proper notifications will be submitted to the appropriate agencies with the fees being paid by the Contractor. A copy of all written materials will be sent to the Owner.

Air Monitoring and Final Clearance

- Final air monitoring or final visual inspection (independent of GPAC) costs are not included in this proposal, please contact B2 Environmental for these services.
- Final air monitoring or visual inspection is required as per Nebraska Administrative Code Title 178, Chapter 22, Asbestos Projects.
- Final air monitoring and inspection are an integral part of environmental compliance and risk management for both you as the owner and GPAC as the contractor. **Independent** verification is a cornerstone of GPAC's Pollution Liability Insurance Covenants; the absence of independent confirmations of environmental compliance nullifies insurance coverage for third party exposure.

Submittals

Great Plains Asbestos Control, Inc. will submit data on the following data specified below.

Copies of Notifications and Permit
Proof of Contractor's State License
Proof of Employee AHERA Training, Worker and Supervisor Certification(s)
Employee Medical Surveillance Physical Examination
Waste Shipment Record for Proof of Disposal

License

GPAC will submit proof that all employees have been certified in the State in accordance with applicable state regulations prior to the start of the asbestos removal project.

Employee Staffing and Supervision

GPAC will submit proof that all employees have been certified in the State in accordance with applicable State regulations prior to the start of the asbestos removal project.

Proof of Disposal

Upon completion, the Contractor shall submit a written statement to the Owner attesting to the fact that all items containing asbestos have been disposed of in accordance with EPA 40 CFR, Part 61, Subpart M at EPA landfill for asbestos disposal by the EPA regulation agency. The statement shall include the location of disposal site(s) and the quantity of material disposed of at each site.

Project Surety

Will be provided at the Owner's/Contractor's option and expense. The amount for project surety will be 3% of the project total (additional).

Applicable Regulations

Title 29, Code of Federal Regulations, US Department of Labor, Occupational Safety and Health Administration (OSHA) Standards Part 1910.20 Access to Employee

Exposure and Medical Records
Part 1910.95 Occupational Noise Exposure
Part 1910.134 Respiratory Protection
Part 1926.58 Asbestos, Tremolite, Anthophyllite, Actinolite and Chrysotile
Title 40, Code of Federal Regulations, US Environmental Protection Agency (EPA) Standards
Part 61, Subpart A National Emissions Standards for Hazardous Air Pollutants - General Provisions
Part 61, Subpart M National Emissions Standards for Hazardous Air Pollutants - National Emission Standards for Asbestos

Title 49, Code of Federal Regulations, US Department of Transportation (DOT) Standards
Part 172, Subparts B&C Hazardous Materials Tables and Hazardous Materials Communications Regulations Part 173,
Subpart M Shippers - General Requirements for Shipments and Packaging

STATE ORDINANCES

State of Nebraska Administrative Code Title 178, Chapter 22: Asbestos Projects.State Regulatory Requirements

Nebraska

- Nebraska Administrative Code Title 178, Chapter 22: Asbestos Projects
- Nebraska Revised Statutes § 71-6301, et seq. (Asbestos Control Act)
- Nebraska Department of Health and Human Services (DHHS)
- Nebraska Department of Environmental Quality (DEQ)

Entities Subject to the *Nebraska Asbestos Control Act*

- Any private or public business entity as defined in these regulations undertaking an asbestos project in Nebraska;
- Any person working on an asbestos project or in an asbestos occupation in Nebraska; and
- Any person or entity offering a training course to qualify an individual in an asbestos occupation for license or renewal of a license in Nebraska.

An *asbestos project* requiring licensure includes the following activities:

- Determining whether asbestos containing materials (ACM) exist;
- Assessing the condition of any ACM;
- Preparing plans and specifications for an asbestos project;
- Performing the asbestos project; and
- Performing final clearance air sampling or soil sampling at the end of an asbestos project.

Inspections:

- Facilities must be inspected for the presence of ACM prior to any demolition or renovation.
- Suspect ACM must be either analyzed by a lab or assumed to be asbestos and handled accordingly.

Notifications:

- Regardless of whether ACM is present, facility operators or owners are required to provide notification to NDEQ at least 10 working days in advance of any demolition (residential structures may be exempt).
- A fire department conducting a training exercise must submit a fire training demolition notification to NDEQ 10 working days in advance.
- For an emergency renovation, NDEQ must be notified as soon as possible (notification must also include date and hour that the emergency occurred and a detailed description of the unexpected event).
- If the project is located within Lancaster County, notification must also be submitted to the Lincoln Lancaster County Health Department.
- If the project is located within Omaha city limits, notification must also be submitted to the Omaha Air Quality Control Board.

Asbestos Emission Control:

- Asbestos (ACM) must be completely removed prior to demolition or any other activity that would disturb the material.

Waste Disposal:

- Regulated asbestos-containing material (RACM) must be transported by an asbestos trained representative in a marked vehicle and disposed of in a permitted municipal solid waste landfill.

Contact: Nebraska Asbestos Control Program
Regulation & Licensure – Doug Gillespie, Program Manager
Phone: (402) 471-0548

NDEQ (Lincoln office) - (402) 471-2189
NDEQ (North Platte office) – (308) 535-8140
LLCHD (Lancaster County) – (402) 441-8034
OAQC (Omaha city limits) – (402) 444-6015

End of Document

Kneale Administration Building



October 4, 2021

RE: Proposals received for the Sale of 2 Mini-Buses

Budget:
Surplus Vehicles

Proposals Given To:

Holiday Express Bus

Proposals Received:

Buyer	Vehicle	VIN #	Bid Offer
Holiday Express	2004 Chevrolet Mid Bus	1GBJG31U541154260	\$450
Holiday Express	2003 GMC Mid Bus	1GDJG31U331217863	\$350

Recommendation:

It is recommended to accept the bid from Holiday Express for a total of \$800. These buses have been approved as surplus property.

Dan O. Petsch
Director of Buildings & Grounds

Dan O. Petsch
Director of Buildings & Grounds
123 South Webb Road
P.O. Box 4904
Grand Island, NE 68802-4904

Phone: (308) 385-5900 x201101
Fax: (308) 385-5568
Email: dpetsch@gips.org
Web: www.gips.org

GRAND ISLAND PUBLIC SCHOOLS
Grand Island, Nebraska

STAFF ADJUSTMENT

October 14, 2021

Certified New Hires

<u>Name</u>	<u>Assignment/Building</u>	<u>Effective</u>	<u>Degree/ Level</u>	<u>College/ University</u>	<u>Replaces/ Reason</u>
NONE					

New Hire/Extra Standard Assignment

<u>Name</u>	<u>Extra-Standard Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Gary Alexander	Senior Sound System Coordinator/Senior	09/30/21	Approve by Board 2020-2021
Helen Bender	MS Assistant Volleyball/Barr	08/11/21	L. Shepherd
Jacquelyn Dirkschneider	MS Assistant Volleyball/Barr	08/11/21	J. Smith
Barbara Ellis	Instrumental Music Assistant/Band/.50 FTE/ Senior	08/04/21	J. Jacobs
Stephanie Finnegan	MS Assistant Girls Basketball/Barr	08/11/21	A. Boyer
John R. Jacobs	Instrumental Music Assistant/Pep/Jazz Band/ Senior	08/12/21	K. Coslet
Alexander Kemnitz	Instrumental Music Assistant/Band/.50 FTE/ Senior	08/04/21	J. Jacobs
Samantha McCarville	MS Concessions/Barr	08/05/21	A. Clausen
Laura McQuinn	MS Assistant Girls Soccer/Barr	08/11/21	L. Plucknett

New Hire/Extra Standard Assignment (cont.)

<u>Name</u>	<u>Extra-Standard Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Andrew Murillo	MS Head Volleyball/Barr	08/11/21	K. Ward
Hannah Schmidt	MS Assistant Cross Country/Barr	08/11/21	L. Jantz

Classified New Hires

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Starting Date</u>	<u>Replaces/Reason</u>
Katelyn Becker	Special Education Paraprofessional/ISP/Walnut	.94	09/20/21	B. Shaw
Jennifer Betancourt Sanchez	Bilingual Paraeducator/Wasmer	.94	09/22/21	N. Herrero
Cheryl Brax	Attendance Secretary/Newell	.50	09/24/21	H. Glause
Codee Carr	Special Education Paraeducator/West Lawn	.94	09/20/21	L. Gehr
Isaiah Curry	Special Education Paraeducator/Engleman	.94	09/28/21	T. McCarthy
Alexis Dahlke	Paraeducator/Westridge	.94	09/28/21	L. Seelow
Brad Duhachek	Assistant Custodian/Senior	1.0	09/08/21	N. Zelaya
Erika Flores-Galindo	Attendance Secretary/Lincoln	.38	08/26/21	V. Ortega
	Assistant Custodian/Lincoln	.50	08/26/21	D. Jimenez
Darla Gardner	Paraeducator/Wasmer	.50	08/12/21	J. Henderson
Ivette Gurrola	Bilingual Preschool Paraeducator/ O'Connor Learning Center	1.0	08/26/21	J. Guerrero Cervantes

Classified New Hires (cont.)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Starting Date</u>	<u>Replaces/Reason</u>
Robin Harding	Head Food Server/Gates	.84	09/07/21	M. Rozevink
Hallee Johannsen	Head Food Server/Stolley Park	.84	09/20/21	R. Harmon
Veronica Kaufman	Paraeducator/ Engleman	.94	09/21/21	J. Swanson
Ashley Krolikowski	Special Education Paraeducator/Shoemaker	.94	08/30/21	T. Sander
Christen Landenberger	Nutrition Services Assistant(Dishes)/CNC	.25	09/16/21	T. Fieldgrove
Elda Martinez Cruz	Migrant Community Liaison/Admin. Bldg.	1.0	09/20/21	J. Juarez Meier
Breonna Meister	Skills Academy Paraeducator/Westridge	.94	09/13/21	R. Brewer
Jennifer Molina	Assistant Custodian/Senior	1.0	09/20/21	B. Duhachek
Lydia Molt	Special Education Paraeducator/Wasmer	.94	09/13/21	C. Posson
Hannah Neisner	Skills Academy Paraeducator/Westridge	.94	09/23/21	C. De Palma
Diana Orozco	Bilingual Paraeducator/Howard	.50	09/22/21	J. Esquivel Fernandez
Jennyfer Perez-Veliz	Bilingual Preschool Paraeducator/Lincoln	1.0	08/16/21	D. Tamayo Nieves
Megan Petersen	Paraeducator/Starr	.94	08/24/21	V. Lopez-Chavez
Treyton Randall	Paraeducator/Westridge	.94	09/01/21	M. Smallwood
Kimberly Randolph	Nutrition Services Assistant(Produce)/CNC	1.0	09/08/21	H. Ashrak
Ashlynn Rollison	Paraeducator/Engleman	.69	08/23/21	S. Avila
	Noon Recess Monitor/Engleman	.19	08/23/21	S. Avila

Classified New Hires (cont.)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Starting Date</u>	<u>Replaces/Reason</u>
Maria Romero-Aguillon	Nutrition Services Assistant/CNC	1.0	09/01/21	J. Diaz DeLeon, R. Parsons, & C. Kasper
Casey Santos	Special Education Paraeducator/Westridge	.94	09/07/21	K. McCarville
Debra Winter	Paraeducator/Wasmer Noon Recess Monitor	.31 .19	08/31/21 08/31/21	J. Henderson Part of R. Bachle's FTE

Certified Resignations

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Elyssa Kohmetscher	Mathematics/1.0 FTE/Barr	Certificate expired	08/31/21
Ricky Rouse	Special Education Resource/1.0 FTE/Walnut	Personal	10/01/21
Megan Soden	Fifth Grade/1.0 FTE/Dodge	Relocation	12/18/21
Amy Voss	Science/1.0 FTE/Senior	Personal	05/23/22

Certified Extra Standard Resignations

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Bailey Aupperlee	Junior Varsity Girls Tennis/Senior	Personal	09/30/21
Amber Clausen	MS Concessions/Barr	New position	05/26/21
Laura Jantz	MS Assistant Cross Country/Barr	Personal	05/26/21
Maria Vasquez Melcher	MS Assistant Girls Soccer/Walnut	Personal	08/05/21
Jolyne Zigler	MS Assistant Volleyball/Barr	Personal	05/26/21

Classified Resignations

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Reason</u>	<u>Effective</u>
Brenda Arellano Tavira	Bilingual Paraeducator/.94 FTE/Senior	Personal	09/17/21
Hayat Ashrak	Nutrition Services Assistant/1.0 FTE/CNC	Job Abandonment	08/26/21
Jon Beekman	Assistant Custodian/.88 FTE/O'Connor Learning Center	Personal	09/30/21
Raelynn Brewer	Special Education Paraeducator/.94 FTE/Westridge	Personal	08/26/21
Cody De Palma	Skills Academy Paraeducator/.94 FTE/Westridge	Personal	09/02/21
Brad Duhachek	Assistant Custodian/1.0 FTE/Senior	Personal	09/09/21
Isla Escalera Mercado	Bilingual Preschool Paraeducator/1.0 FTE/O'Connor Learning Center	Personal	08/27/21
Brett Evans	Yard Worker/1.0 FTE/Admin. Bldg.	New Position	09/01/21

Classified Resignations (cont.)

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Reason</u>	<u>Effective</u>
Robin Harmon	Nutrition Services Assistant/.50 FTE/Stolley Park	Personal	05/21/21
Ashley Krolikowski	Special Education Paraeducator/.94 FTE/Shoemaker	Personal	09/02/21
Dawn Nearhood	Technology Assistant/1.0 FTE/Senior	Terminated	09/03/21
Megan Petersen	Paraeducator/.94 FTE/Starr	Personal	08/26/21
Marilyn Price	Human Resources Assistant/1.0 FTE/Admin. Bldg.	Retirement	02/22/22
Ashlynn Rollison	Paraeducator/.69 FTE/Noon Recess Monitor/ .19 FTE/Engleman	Job Abandonment	09/10/21
Sheryl Schneiderheinze	Satellite Clerk/.56 FTE/Wasmer	Personal	04/01/21
Lynn Seelow	Paraeducator/.94 FTE/Westridge	New Position	08/25/21
Joan Stamer	Food Server/.38 FTE/Stolley Park	Personal	08/06/21
Josie Swanson	Paraeducator/.94 FTE/Engleman	Personal	09/10/21
Joshua Vance	Technology Assistant/1.0 FTE/Walnut	New Position	10/05/21
Tammie Vanis	Special Education Paraeducator/CBI/.94 FTE/Senior	Personal	09/16/21
Taylor Williams	Special Education Paraprofessional/.94 FTE/Walnut	Relocation	10/01/21

Certified Changes

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
NONE				

Certified Changes/Extra Standard Assignments

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
John R. Jacobs	Instrumental Music Assistant/ Band/Senior	Instrumental Music/Band/ Senior	08/05/21	K. Coslet

Classified Changes

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Evelyn Chirinos DeStahlnecker	Food Server/.50 FTE/ Wasmer	Food Server/.75 FTE/Wasmer	08/05/21	S. Schneiderheinz
Tara Fieldgrove	Nutrition Services Assistant/ .56 FTE/Barr/Nutrition Services Assistant/.25 FTE/ CNC	Nutrition Services Assistant/ .53 FTE/Barr	09/03/21	Employee request
Brandi Goodro	Crossing Guard/.31 FTE/ Starr	Crossing Guard/.13 FTE/ Paraeducator/.87 FTE/ Starr	09/13/21	M. Petersen

Classified Changes (cont.)

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Tessa Holder	Nutrition Services Assistant/ .44 FTE/CNC/.50 FTE/ Career Pathways Institute	Nutrition Services Assistant 2/ .44 FTE/CNC/Nutrition Services Assistant/.50 FTE/ Career Pathways Institute	08/30/21	B. Sisson
Yasmine Medina	Special Education Paraeducator/.94 FTE/Gates	Special Education Paraeducator/.94 FTE/ Stolley Park	09/05/21	Student Need
Joachim Moreno	Assistant Custodian/1.0 FTE/ Senior	Custodian Night Supervisor/ 1.0 FTE/Senior	09/20/21	L. Contreras
Linda Nuss	Food Server/.50 FTE/Howard	Food Server/.75 FTE/Howard	08/05/21	J. Heidelk
Jennyfer Perez-Veliz	Special Education Paraeducator/.94 FTE/Barr	Bilingual Preschool Paraeducator/1.0 FTE/Lincoln	08/16/21	D. Tamayo Nieves
Kolleena Petzoldt	Special Education Skills Paraprofessional/.94 FTE/ Wyandotte	Special Education Paraeducator/CBI/.94 FTE/ Westridge	09/16/21	D. Barnacle
Kimberly Schlachter	Technology Support Specialist/1.0 FTE/ Admin. Bldg.	Network and Systems Engineer/ 1.0 FTE/Admin. Bldg.	09/05/21	R. Zlomke
Maria Vasquez Melchor	Family Connectedness Center Coordinator/1.0 FTE/Walnut	Elementary Migrant Facilitator/ 1.0 FTE/Admin. Bldg.	09/20/21	L. Gamboa Urrego
Mackenzie Wetzel	Human Resources Assistant/ .63 FTE/Admin. Bldg.	Human Resources Assistant/ 1.0 FTE/Admin. Bldg.	09/20/21	M. Price
Nelcy Zelaya	Assistant Custodian/1.0 FTE/ Senior	Assistant Custodian/ 1.0 FTE/Walnut	08/30/21	J. Molina

Certified Requests for Leave of Absence

<u>Name</u>	<u>Assignment/School</u>	<u>Date of Leave</u>	<u>Reason</u>
Maria Guerrero	Bilingual/1.0 FTE/Shoemaker	09/03/21-05/23/22 (2021-2022 school year)	Personal

Salary Schedule Movement for the 2021-2022 School Year

<u>Name</u>	<u>Assignment/Building</u>	<u>Salary Schedule Movement</u>
Brenda Alberts	Mathematics/Walnut	MA to MA+09
Rochelle Anderson	School Counselor/Wasmer/Seedling Mile	MA+09 to MA+18
Cooper Anthony	Special Education Resource/Senior	BA+09 to BA+18
Alexander Asche	Mathematics/Senior	BA+09 to MA
Megan Barnett	Third Grade/Stolley Park/Virtual	MA+36 to MA+45
Hannah Beck	Mathematics/Senior	BA+18 to MA
Brittany Blaser	Second Grade/Starr	BA to BA+09
Jared Bombeck	Social Studies/Westridge	MA to MA+09
Nicole Brandt	Special Education Resource/Wasmer	BA+27 to MA
Kevin Butters	Fifth Grade/Stolley Park	BA+18 to BA+27

Salary Schedule Movement for the 2021-2022 School Year (cont.)

<u>Name</u>	<u>Assignment/Building</u>	<u>Salary Schedule Movement</u>
Shane Campbell	School Counselor/Walnut	BA+18 to BA+27
Michelle Carter	Fifth Grade/Dodge	MA+18 to MA+27
Rebecca Christensen	Speech-Language Pathologist/Jefferson	MA to MA+09
Erika Cirila	Kindergarten/Lincoln	BA to BA+09
Paul Cloutier	Social Studies/Senior	MA+27 to MA+36
Ashley Collins	Third Grade/Jefferson	MA+27 to MA+36
Patrick Doyle	Strength & Conditioning/Senior	MA+18 to MA+27
Michaela Ellis	Third Grade/Newell	BA+18 to MA
Alex Fahey	Special Education Resource/Senior	BA+18 to BA+27
Clinton Felber	Physical Education/Barr	BA+18 to MA
Stephanie Frankforter	EL Curriculum & Instruction Specialist/Starr	MA+27 to MA+36
Kayla Geiger	Academic Support Coach/Westridge	BA+18 to MA
Alisa Grim	EL Curriculum & Instruction Specialist/Barr	MA+18 to MA+27
Kaitlyn Hesman	Special Education Resource/Newell	BA+09 to BA+18
Megan Knuth	Skills Academy High School/Senior	BA+27 to MA
Thompson Koch	Bilingual/Westridge	MA+09 to MA+18

Salary Schedule Movement for the 2021-2022 School Year (cont.)

<u>Name</u>	<u>Assignment/Building</u>	<u>Salary Schedule Movement</u>
Nichole Kraus	Bilingual/Walnut	BA to BA+09
Adam Kreifels	Kindergarten/Wasmer	MA+09 to MA+18
Ashley Laird	Bilingual/Knickrehm	MA+09 to MA+18
Stacy Laue	Bilingual/Walnut	MA to MA+09
Wendy Leiding	Registered Nurse/Barr	Associate Degree to BA
Keo Leiser	Fifth Grade/Jefferson	BA+27 to MA
Eon Lemburg	Social Studies/Walnut	MA to MA+09
Tara Lewis	English Language Arts/Westridge	BA to BA+09
Hannah Luber	Second Grade/Starr	MA+18 to MA+27
Jeff McQuinn	Physical Education/Senior	MA to MA+09
Celeste Mildenstein	Science/Senior	BA+18 to BA+27
Abigail Miller	First Grade/Jefferson	BA+09 to MA
Pamela Moritz	Special Education Resource/Westridge	MA to MA+09
Ethan Moseman	Science/Senior	BA+09 to BA+18
Katrina Moseman	First Grade/Jefferson	BA to BA+09
Taylor Nichols	School Counselor/Engleman	MA to MA+09

Salary Schedule Movement for the 2021-2022 School Year (cont.)

<u>Name</u>	<u>Assignment/Building</u>	<u>Salary Schedule Movement</u>
Alex Niederklein	School Counselor/Senior	MA to MA+09
Sarah Nedrig	Vocal Music/Howard/Jefferson	MA+27 to MA+36
Michele Pittman	Special Education Resource/Walnut	MA+18 to MA+27
Marlene Ramirez	Bilingual/Lincoln	BA to BA+09
Emily Ripp	Speech-Language Pathologist/Walnut	MA+09 to MA+18
Shannon Ripp	Science/Barr	MA+36 to MA+45
Breanna Salinas	Third Grade/Starr	BA to BA+09
Vandee Samuelson	Third Grade/Dodge	MA+18 to MA+27
Amy Samuelson	First Grade/Engleman	MA to MA+09
Michael Samuelson	Industrial Technology/Career Pathways Institute	MA to MA+09
Tonia Schmall	Third Grade/Starr	MA+09 to MA+18
Beth Schuler	Fifth Grade/Lincoln	MA to MA+09
Ashley Shultz	Social Studies/Senior	MA to MA+09
Bobby Simpson	Social Studies/Senior	BA+09 to BA+18
Katie Slattery	Third Grade/Newell	BA to BA+09
Ashley Splattstoesser	Bilingual/.53 FTE/Stolley Park	MA+09 to MA+18

Salary Schedule Movement for the 2021-2022 School Year (cont.)

<u>Name</u>	<u>Assignment/Building</u>	<u>Salary Schedule Movement</u>
Danita Stanton	Early Childhood/O'Conner Learning Center	BA to BA+09
Shannon Strand	First Grade/Lincoln	MA+09 to MA+18
Jimena Taylor	Bilingual/Stolley Park/Virtual	BA+09 to BA+18
Alexandra Tjaden	Intervention Specialist/West Lawn	MA+18 to MA+27
Spencer Trout	Industrial Technology/Career Pathways Institute	BA+09 to MA
Ashlee Twohig	English Language Arts/Walnut	BA+18 to BA+27
Tammy Verba	Kindergarten/Gates	MA+36 to MA+45
Shelby Wallick	Family Consumer Science/Senior	BA to BA+09
Kirby Wells	Special Education Resource/Senior	BA+27 to MA
Katelyn Weseman	English Language Arts/Social Studies/Walnut	MA to MA+09
David White	Second Grade/Shoemaker	MA to MA+09
Jessica Whitmire	Business/Senior	BA+09 to MA
Kathryn Wilkinson	Special Education Resource/Dodge	BA+18 to BA+27
Kristen Wullschleger	Kindergarten/West Lawn	BA+09 to BA+18
Philip Zlomke	Financial Literacy/Westridge	BA+18 to BA+27

The Superintendent recommends adoption of the Staff Adjustment on the consent agenda

Grand Island Public Schools

Fund Balances

Fiscal Year: 2020-2021

Month: October

Year: 2021

Fund Type:

Include Cash Balance

FY End Report

<u>Fund</u>	<u>Description</u>	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Transfers</u>	<u>Fund Balance</u>
01	General	\$26,130,902.55	\$117,673,660.31	(\$119,410,406.41)	\$0.00	\$24,394,156.45
02	Depreciation	\$1,467,189.42	\$905,293.66	(\$1,371,167.08)	\$0.00	\$1,001,316.00
03	Employee Benefit	\$3,109,831.94	\$13,142.69	(\$11,287.19)	\$0.00	\$3,111,687.44
04	Contingency	\$1,056,207.38	\$12,013.91	\$0.00	\$0.00	\$1,068,221.29
05	Activities	\$2,090,257.79	\$2,547,173.02	(\$2,158,348.13)	\$0.00	\$2,479,082.68
06	School Nutrition	\$1,105,134.25	\$6,497,322.04	(\$5,355,183.66)	\$0.00	\$2,247,272.63
07	Bond	\$7,134,429.57	\$6,329,977.28	(\$6,187,112.01)	\$0.00	\$7,277,294.84
08	Special Building	\$4,679,204.68	\$849,054.64	(\$3,214,385.20)	\$0.00	\$2,313,874.12
09	Qualified Capitol Purpose Undertaking	\$849,021.27	\$2,424,052.56	(\$2,188,118.20)	\$0.00	\$1,084,955.63
10	Cooperative	\$807,128.39	\$444,806.72	\$0.00	\$0.00	\$1,251,935.11
Grand Total:		\$48,429,307.24	\$137,696,496.83	(\$139,896,007.88)	\$0.00	\$46,229,796.19

End of Report

2111 BOARD OPERATING PRINCIPLES

We believe that the welfare of our community, state, and nation is directly impacted by our educational system. We believe that each child should receive the best possible education relative to his or her abilities, interests, and potentialities. To this end, we believe that Board decisions regarding complex problems of organization, curricular offerings, and financial support should be made in terms of what is best for the student and by extension, the community, state, and nation.

In order to assure maximum efforts toward this goal, the Board believes high ethical standards on the part of all Board members must be maintained in all personal and public activities. The following Operating Principles serve to guide individual board member interaction as we carry out the duties and responsibilities of board members, as well as to provide information to the public concerning the duties and responsibilities of the Board of Education as a collective whole.

(Policies: 1310, 2120, 2216)

I. Educational Advocate

Vision:

Student are prepared to make positive contributions to society and thrive in an ever changing world.

Mission Statement:

Every student, every day, a success! In educating students, we teach hearts as well as minds.

Student Commitments:

Within the school district of Grand Island

- Every student will be taught to read, write, and communicate effectively; solve problems; acquire and apply knowledge; and demonstrate mastery through performance to the best of the student's abilities;
- Every student will be treated with fairness and dignity;
- Every student will be honored for their unique qualities and backgrounds;
- Every student will experience a sense of belonging, contribution, and success; ~~and~~
- Every student will develop responsibility and show respect for others as well as oneself; ~~and~~
- Every student will have equitable access to high-quality learning; and
- Every student will learn in an inclusive and anti-discriminatory environment.

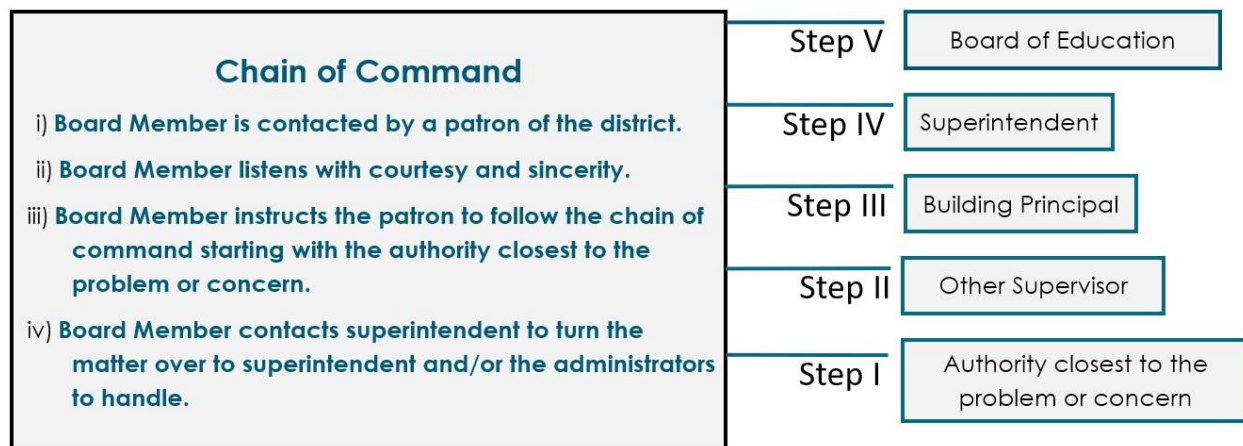
II. Process for Addressing Public and Board Issues

Public

Statement: We will encourage the public to use the chain of command to address concerns in the following manner:

- A. Listen to the individual's concern.
- B. Explain that the board and administrative team have established a process for handling concerns starting with the immediate person responsible.
 1. Encourage the person to follow the established chain of command. Ask if he or she has discussed the issue with the person immediately responsible (for example, a teacher or coach).
 2. If so, ask if he or she has discussed the issue with the supervisor of the individual (for example, the Principal or Activities Director).
 3. If so, ask if he or she has discussed the issue with the Superintendent.
 4. Assure the person that the Superintendent will be informed of a significant complaint. However, affirm the chain of command procedure must be followed.
- C. Significant complaints will be reported to the Superintendent by the board member.

(Policies: 2480)



Board Member

Statement: We believe as an individual board member we have no individual power, and our power comes from being a part of a group of nine. When concerns are raised, there is a proper protocol to follow in response to the concern. The protocol is as follows:

- A. The Superintendent will be notified of issues that are causing concern for the board member, including individual or collected board concerns regarding staff or district operations.
- B. The Superintendent will be the recipient of appropriate information regarding issues needing investigation (i.e., names of people making complaints, specific instances regarding the complaint, etc.).
- C. If we have concerns about another board member:
 - The concern should first be shared personally with the board member.
 - If a resolution is not reached between the two board members, concerns will be directed to the Board President.
 - There may be times the resolution will require a discussion with the entire Board of Education in an Executive Session.

(Policies: 2230)

III. Meeting Format

Statement: We will conduct our meetings in accordance with the Nebraska Open Meeting Laws and in an orderly fashion.

Board Meetings

- A. Board meeting agendas will be developed cooperatively with the Board President, Vice-President, and Superintendent after receiving committee input. An individual board member may request that an item be added to the agenda.
- B. Issues will be presented as an informational item without a vote occurring to allow for full consideration and thought by board members.
 - 1. The vote on the issue will follow in the next month's meeting.
 - 2. There may be instances when an issue must be presented and voted on at the same monthly meeting.
- C. Executive Session will be used ONLY as necessary and consistent with Nebraska Open Meeting Laws.
- D. We welcome input from the public during the scheduled Request to Address the Board **Public Forum** period of each board meeting. Patrons are requested to complete the "Request to address the Board" form and follow guidelines included on the form. The form is posted outside the doors to the boardroom.
 - Each individual addressing the board will be allowed 5 minutes. The Board of Education has the prerogative to limit speaking to 3 minutes when there are three or more patrons to allow speakers an opportunity to address the Board in a timely manner.
 - We will not engage in dialogue with patrons presenting to the Board

- The Board president and superintendent will identify staff to follow-up on information requested from patrons
 - The Board president may share a statement on behalf of the Board when addressing a major issue in the district
- E. Each board meeting during the academic year will have a portion of the meeting devoted to a segment on student success within the district.
- F. We will maintain a student board member program.

(Policies: 2210, 2410, 2481)

Board of Education Committees

- A. Standing committees will be established to allow issues to be reviewed in great length, so the regular monthly meetings are run efficiently and timely. The committees are:
1. Personnel
 2. Policy Review
 3. Facilities and Finance
 4. Leading for Learning (American Civics)
 5. **Governance**
- B. The district will establish and maintain additional committees as needed to include Ad hoc committees, task forces, and/or advisory councils or coalitions. The Board President will ask for interested participants, and provide opportunities for all board members to participate in these additional committees.
- C. All board committee agendas and minutes will be posted to an electronic Board Committee folder for all board members to view.
- D. The committees do not have power to take formal action on issues without a full vote of the Board of Education.
- E. Non-committee board members wishing to attend specific committee meetings will make their request through the Superintendent's office.
- F. Board committees will report regularly at Board of Education meetings to ensure that information discussed in committee is made public.
- G. Board Committees will use the GIPS Needs Analysis to guide development of proposals to the Board of Education:
1. What is the identified need?
 2. Administrative Rationale for BOE Agenda
 3. Proposed Action
 4. Data/Research Assessed
 5. Stakeholder Group(s) Involved
 6. **Equity Analysis**
 7. Summary
 8. Fiscal Impact
 9. Persons Responsible for Implementation
 10. Implementation Plan: Monitor/Evaluate – Board Report/Follow-up

(Policies: 2230)

Small Group Meetings with the Superintendent and Board Members

- A. Each board member will have an opportunity to meet with the Superintendent and no more than three other board members on a monthly basis. The small group meetings will not violate the Open Meetings law.
- B. The meetings are intended to provide additional detail to board members about issues both negatively and positively impacting Grand Island Public Schools. No decision making will occur in the small group meetings.
- C. Summaries of the small group meetings will be shared with all board members to assure all board members receive the same information.

IV. Strategic Planning Process, Implementation, Monitoring, and Evaluation Statement:

The Board will annually review, revise, and/or adopt the district's vision, mission, student commitments, theory of action to improve student outcomes, and conduct a Board self-assessment. We will monitor progress toward goals by:

- A. Reviewing progress toward district goals at least quarterly by the full board;
- B. Focusing on increasing student learning and ensuring efficient use of education resources with Board agenda items connected to district goals in the monthly board meeting agenda; and
- C. Reflecting on Board progress using an assessment of operating principles or other tool approved by the Board.

V. Board Leadership

Statement: We believe effective team leadership is important for the positive progress of the Grand Island Public Schools system.

- A. Board President and Board Vice-President Positions
 - a. The positions of Board President and Board Vice-President shall be elected annually at the January Board of Education meeting.
 - b. Within two days following the November board meeting, the current Board President and Board Vice-President will notify the Board Secretary and the Board of Education of their interest and willingness to be considered for re-election of their positions.
 - c. Board members interested in being considered for Board President or Board Vice-President shall make their intentions known to the Board Secretary and the Board of Education on or before December 1st.
 - d. All board members expressing an interest in the positions will be subject to nomination for office at the January meeting.
 - e. The Board Secretary will facilitate the election process at the January meeting.
- B. The Board President will:
 - a. Manage the affairs of the Board of Education and
 - i. Ensure all board members are provided with the same information at approximately the same time on all issues.
 - ii. Ensure all board members are provided the opportunity to represent the Board of Education equally at official school, community, state and national functions.
 - iii. Monitor compliance with Operating Principles.
 - iv. Plan and participate in orientation sessions for new board members.
 - b. Establish the monthly agenda in conjunction with the Board Vice-President and Superintendent
 - c. Assign working board committees annually after the January meeting and after soliciting areas of interests from the board members.
 - d. Monitor compliance with legal requirements to Open Meetings laws.
 - e. Attend stakeholder meetings as determined by the Superintendent.
 - f. Sign documents as legally required and approved by the Board of Education.
 - g. Sign graduation diplomas.
 - h. Serve as ex-officio member of standing committees of the Board, and be available to substitute on any committee with an impending absence.
 - i. Conducts the annual performance evaluation of the Superintendent, compiling and communicating results. (By state statute, conduct two evaluations in the superintendents first year in the district)
 - j. Be the spokesperson for the Board of Education when called upon, including media inquiries.
 - k. Serve on the Labor Relations Committee or designate Board Vice-President.
 - l. Communicate Board of Education annual goals to the public.

(Policies: 2210, 2460)

- C. Board Vice-President will:
 - a. Plan and participate in orientation sessions for new board members.
 - b. Meet monthly with the Board President and Superintendent to plan meeting agendas.
 - c. Serve as Board President in all capacities in the absence of the Board President.
- D. Board Members (including President & Vice-President) will:

- a. Attend all school board meetings.
 - b. Attend and participate in meetings on assigned committees.
 - c. Attend special meetings/functions of the district as requested or required (for example, graduation, specific school programs, etc).
 - d. Represent the Board of Education at official school, community, state and national functions.
 - e. Read and study all necessary documentation prior to discussion on issues or action items.
 - ~~f. Participate in continual professional development and attendance at NASB, NSBA, and other national conferences or meetings as agreed upon by the Board.~~
 - g. Personally uphold these operating principles, and hold fellow board members accountable.
- E. The Board of Education will:
- a. Hire and evaluate the Superintendent's performance. The Superintendent is the only employee the Board oversees.
 - b. Adopt, review, and revise policy.
 - c. Establish the strategic plan goals for the District.
 - d. Establish a budget to reflect/support the strategic plan.
 - e. Advocate for public education.
- F. The Board of Education will have the opportunity to participate in professional development:
- a. Attend one national conference of their choosing for the budget year.
 - b. Attend conferences as presenters as appropriate.
 - c. Attend local, regional, and state BOE conferences.

(Policies: 2110, 2160, 2220, 2320)

VI. Board of Education Collaboration

Statement: We will formulate and express decisions as a body of nine speaking with one voice.

- A. We each have the freedom, opportunity, and responsibility to express his or her own beliefs about quality education.
- B. We will listen to diverse opinions. We recognize and appreciate the diverse backgrounds and experiences of other board team members which lend themselves to unique individual perspectives on issues.
- C. We must maintain the appropriate balance between being a board member and a parent, spouse, employee, or friend by not utilizing our positions as board members to influence decisions on a personal level.
- D. We will be governed by the same rules that apply to all Grand Island Public Schools district staff with regards to access to and utilization of Grand Island Public Schools district resources. (such as technology agreement)
- E. We will not utilize our position to gain access to confidential information that is not made available to all board members or is not necessary for the board member to have to complete their duties.
- F. While we all have a personal point of view, our decisions will be based on the best interests of students.
- G. We will engage only in designated meetings and not in "meetings before the meetings" or "meetings after the meetings".
- H. We will channel personal requests for information through the Superintendent's office.

(Policies: 2112)

I have read this policy and will adhere to statements of ethics and the Board Operating principles.

Board Member

Date

Policy Adopted: 10-5-00

Grand Island Public Schools

Policy Revised: 7-10-03

Policy Revised: 1-11-07

Policy Revised: 10.14.2010

Policy Revised: 12.14.2017

Policy Revised: 07.12.2018

Policy Revised: 06.13.2019

Policy Revised: ???.??.??

2210 BOARD ORGANIZATIONAL MEETING

The annual reorganizational meeting of the Grand Island Public Schools Board of Education shall be held at the first meeting of the calendar year for the purposes of seating any new members and electing officers. The following are procedures for election of officers and other business to take place at the annual organizational meeting of the Board. The order of business for this meeting should be as follows:

1. Call to Order and Roll Call
2. Oath of office for most recently elected
3. Elections:
 - a. The Board will elect from its members a President and Vice President.
 - b. The Secretary of the Board of Education will preside as Chair during the election of a new Board President.
 - c. Upon call for nominations for each office by the Chair, nominations shall be made by oral ballot.
 - d. Voting will be by written ballot on all members nominated and repeated until a majority is achieved for a nominee.
 - e. The President shall assume the chair immediately upon the President's election and preside over the election for Vice President.
 - f. The motions for the officer elections should read:
 - i. Move that _____ be elected as _____ (name of office) to serve a term of one year, or until the person's successor is elected and qualified.
4. Regular action and information items will follow and the prescribed Board agenda will prevail for the remainder of the meeting

~~The order of business shall be for the current President to open the meeting and preside over the roll call, payment of claims, approval of bids, personnel adjustments, and acceptance of the Treasurer's report. A motion will then be made to adjourn the Board of the preceding year sine die and appoint the Secretary of the Board of Education for the purpose of administering the oath of office to new Board members and presiding during the election of a new Board President. When a President is elected, they shall take over the meeting. A Vice-President will then be elected. Regular action and information items will follow and the prescribed Board agenda will prevail for the remainder of the meeting.~~

Legal reference: Neb. Statute 79-724
 84-712
 84-1413

Policy Adopted 3/1/76
Policy Reviewed 7/8/91
Policy Revised 6-8-06
Policy Revised: 3.17.2014
Policy Revised: ???.???.??

2216 BOARD OF EDUCATION STUDENT MEMBER

The Grand Island Public Schools recognizes the need to provide the board with a greater insight into student activities, programs, needs, and to hear about lived experiences from the student perspective. In addition, the student board member will be a visible reminder of why the Board of Education exists and will promote the need for community service and civic engagement early on. The Grand Island Public Schools shall allow one nonvoting student member on the Board of Education.

Selection Process

In the spring semester (same week as class office campaign), Senior High administration will notify junior class students, via multiple means of communication, with information about the role and responsibilities of a student's advisory role on the Board of Education.

- Interested students can obtain and submit an application from the counselors office
- Counselors review and narrow applicants to five for interviews and review by the GISH administrative team
- The Board President and select Board Members will conduct interviews
- The Board Governance Committee and GISH Admin will make the final determination

Guidelines

- Term of one year beginning at the September Board of Education meeting and ending after the May Board of Education meeting
- Non-voting member
- Shall not participate in executive or closed sessions
- Shall not introduce motions
- Can be appointed to board committees at the discretion of the Board President
- Shall follow the Board of Education Operating Principles
- Will work with the Board appointed board mentor
- The president of the Board, in consultation with the superintendent, has the right to limit the participation of a student member at the Board's discretion. The decision of the board president is final and is not subject to review

Role Definition

- Attend the monthly board meetings and issue a report approved by GISH administration to include:
 - Updates on Activities
 - Updates on Academies
 - The pulse of student culture
- Connect with students in alternative school programs
- Visits to Elementary and Middle Schools to share about position
- Member of Superintendent Student Advisory Council
- Complete a Capstone Project, such as: creating and leading a student group, surveys, participate in district committees, connection to legislative issues, or other approved projects by GISH and the Board of Education

Cross Reference: 2111 Board Operating Principles

Policy adopted: ????.??



**STUDENT REPRESENTATIVE TO THE SCHOOL BOARD
APPLICANT INFORMATION**

I am applying to be a candidate for the student representative position at the Grand Island Public Schools Board of Education. I agree to the following:

- I accept the challenge of fulfilling all the responsibilities and commitments inherent in this position
- I have access to an automobile/and or can provide my transportation to and from School Board meetings
- I will attend School Board meetings on the second Thursday of each month
- I understand that the written application must be submitted by the deadline and that I must be available for an interview with the selection committee, including the School Board President, GIPS Board of Education members, Mr. Gilbertson, and Mr. Woods on Tuesday, **May 11, 2021, beginning at 3:50 pm in the West Office at GISH**
- I understand before applying for this position; I should be a student in good academic standing (C average or higher), of good character, and in possession of a strong sense of commitment

The information in this application is complete and accurate to the best of my knowledge.

Please type your responses.

Name of Applicant:

Street address:

City, State, Zip code:

Home Phone:

E-mail address:

Signature of Applicant:

Date:

Please complete the application in full and return it to Mrs. Cathy Davis in the West Office no later than **4:00 p.m. Friday, May 3, 2019. Applications received after **4:00 p.m. Friday, May 3, 2019**, will not be accepted.**

Grand Island Public Schools Board of Education

Student Representative Application 2019

This section of the form will be duplicated and sent to committee members for review before the interviews. Please type your answers on a separate piece of paper and attach them to this document.

Name:

1. What makes you an effective student representative to the School Board?

2. Why are you seeking this position?

3. What issues facing Grand Island Public Schools are especially important to you?
Explain why.

Rubric

Criteria	Student 1	Student 2	Student 3	Student 4	Student 5
Application Submitted on Time					
Application is Complete					
Can perform duties of the student rep					
Question 1:					
Question 2:					
Question 3:					
Score					

Please record a rubric score for each criteria

1 = Does Not Meet expectation

2 = Meets Expectations

3= Exceeds Expectations

2220 RESPONSIBILITIES OF BOARD OFFICERS

The Grand Island Public Schools Board of Education will elect a President and Vice President. The President of the Board shall preside at all meetings of the Board, and shall call special meetings as required. The President shall sign all official documents that require the signature of the President and shall perform other duties as prescribed by law or these bylaws (2111 Board Operating Principles). This policy designates the Associate Superintendent as Board Secretary to attest to Board action for the purpose of internal controls and the Chief Finance Officer will designate a Board Treasurer who is paid a stipend and mileage for daily bank deposits.

In the absence of the President or the inability or failure to act, the Vice-President shall perform the duties of the President and, when so acting, shall have all the power of the President.

If the President and Vice-President are absent at a duly called meeting at which a quorum of the Board is present, the ranking member present in terms of continuous service on the Board shall preside.

Legal Reference: Neb. Rev. Stat. §79-564

Cross Reference: 2111 Board Operating Principles

Policy Adopted 3/1/76

Policy Reviewed 7/8/91

Policy Revised: 6-8-06

Policy Revised: 04.10.2014

Policy Revised: ???.???.??

4312 INTERNAL CONTROLS FOR FEDERAL AND STATE AWARDS

The Grand Island Public Schools (the District) will develop and maintain internal control procedures as required by law and in accordance with sound fiscal monitoring practices that will ensure appropriate oversight of state and federal funds. The following internal control procedures will be utilized for all federal grants:

Management requirements: The District will manage equipment (including replacement equipment), whether acquired in whole or in part under a federal award, until the District disposes of such equipment. The District will, as a minimum, meet the following requirements:

- 1) Maintain property records of the equipment (including equipment description, serial number or other identification number, source of funding, acquisition date, and the like);
- 2) Maintain a physical inventory procedure, with an inventory occurring at a minimum of every two years;
- 3) Implement a Control System procedure;
- 4) Continue to develop and implement adequate maintenance procedures for the equipment;
- 5) Continue to develop and implement sales procedures for the equipment; and
- 6) Continue to develop and implement disposition procedure for the equipment.

Legal Reference: 2 C.F.R. §§ 200.313 & 200.33.

Procurement: The District will use its own documented procurement procedures which reflect applicable State, local, and tribal laws and regulations, provided that the procurements conform to applicable Federal law and the requirement standards imposed by law, including:

- 1) A procedure for micro-purchases (Under \$10,000);
- 2) A procedure for small purchases (between \$10,000 to \$250,000);
- 3) A procedure for sealed bids;
- 4) A procedure for competitive proposals; and
- 5) A procedure for noncompetitive bids.

Legal Reference: 2 C.F.R. §§ 200.317 through 200.326.

4440 PURCHASING AUTHORITY

Record Retention: Financial records, supporting documents, statistical records, and all other related records pertinent to a federal award will be retained for a period of three years from the date of submission of the final expenditure report or, for Federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the federal awarding agency or pass-through entity in the case of a sub-recipient.

For all other records, the District will retain such records for the length of time as required by law.

Legal Reference: 2 C.F.R. § 200.333.

5523 DATA OR RECORDS RETENTION

Suspension and Debarment: The District will not contract with any entity or individual who has been debarred, suspended, or otherwise excluded from or ineligible for participation in federal assistance programs or activities. Before entering into a contract regarding a federal award, the District will verify that a vendor has not been debarred, suspended or otherwise excluded, and the District will maintain a copy of said verification.

Legal Reference: 2 C.F.R. § 200.213.

4305 SUSPENSION AND DEBARMENT

Financial Management: The District will maintain financial management systems to account for the federal funds, including records documenting compliance with federal statutes, regulations, and the terms and conditions of the federal award. These records will be sufficient to permit the District to prepare

Grand Island Public Schools

reports required by general and program-specific terms and conditions; and the tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the Federal statutes, regulations, and the terms and conditions of the Federal award. The financial management system will provide for the following:

- 1) Identifying all of the federal awards received and expended and the federal programs under which they were received;
- 2) Ensuring that accurate, current, and complete disclosure of the financial results of each federal award or program are maintained in accordance with reporting requirements;
- 3) Identifying adequately the source and application of funds for federally-funded activities;
- 4) Ensuring effective controls over and accountability for all funds, property, and other assets;
- 5) Comparing actual expenditures with budget amounts for each federal award;
- 6) Ensuring payments of federal funds are made in accordance with applicable law, including 2 CFR § 200.305; and
- 7) Determining the allowability of costs in accordance with applicable law and the conditions of the federal award.

Legal Reference: 2 C.F.R. § 200.302.

4310 STATE AND FEDERAL FUNDING 4311 ESSA AND FEDERAL PROGRAMS

Program Income: The District will consult with the federal awarding agency and refer to the applicable law and federal program terms and conditions to determine how to account for, deduct and otherwise handle income from federal programs.

Legal Reference: 2 C.F.R. § 200.307.

Cost Sharing or Matching: For all federal awards, any shared costs or matching funds and all contributions, including cash and third party in-kind contributions, must be accepted as part of the District's cost sharing or matching, when such contributions meet all of the following criteria:

- 1) Are verifiable from the District's records;
- 2) Are not included as contributions for any other Federal award;
- 3) Are necessary and reasonable for accomplishment of project or program objectives;
- 4) Are allowable under the applicable Cost Principles requirements;
- 5) Are not paid by the Federal Government under another Federal award, except where the federal statute authorizing a program specifically provides that Federal funds made available for such program can be applied to matching or cost sharing requirements of other Federal programs;
- 6) Are provided for in the approved budget when required by the federal awarding agency; and
- 7) Conform to other provisions of the law or terms and conditions of the federal award, as applicable.

Legal Reference: 2 C.F.R. § 200.306.

Compensation: Compensation for personal services includes all remuneration for services of employees rendered during the period of performance under the federal award, including, but not limited to wages, salaries, and fringe benefits. Costs of compensation may be allowable under federal law and the federal grant to the extent that they satisfy the following requirements:

- 1) Is reasonable for the services rendered; and
- 2) Conforms to the established written expectations of the District, as applied consistently to both Federal and non-Federal activities.

If the District intends to charge compensation to federal awards, such charges will be based on records that accurately reflect the work performed, and will:

Grand Island Public Schools

- 1) Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- 2) Be incorporated into the official records of the District;
- 3) Reasonably reflect the total activity for which the employee is compensated by the District, not exceeding 100% of compensated activities;
- 4) Encompass both federally-assisted and all other activities compensated by the District on an integrated basis, but may include the use of subsidiary records as defined in the District's written procedures;
- 5) Comply with the established accounting policies and practices of the District; and
- 6) Differentiate and account for the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one Federal award; a Federal award and non-Federal award; an indirect cost activity and a direct cost activity; two or more indirect activities which are allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity.

Budget estimates will generally not be used to support charges to Federal awards but may be used for interim accounting purposes.

Legal Reference: 2 C.F.R. §§ 200.430 & 200.431.

Unexpected or Extraordinary Circumstances: For all federal awards, if the District does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the District may amend or create a policy at a later date in order to put emergency contingencies in place for federal and non-federal similarly situated employees. If the conditions exist for charges to be made to the federal grant, then charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The District will take other steps to comply with federal award requirements in the event of unexpected or extraordinary circumstances.

RESOLUTION OF THE BOARD OF EDUCATION OF HALL COUNTY SCHOOL DISTRICT 40-0002, A/K/A GRAND ISLAND PUBLIC SCHOOL DISTRICT REGARDING COVID-19 (ALSO KNOWN AS THE CORONAVIRUS) GLOBAL PANDEMIC AND EPIDEMIC SICKNESS – March 13, 2020

Legal Reference: 2 C.F.R. §§ 200, et seq.

Policy Adopted: ???.???.??

GRAND ISLAND PUBLIC SCHOOLS

4480 CONTRACT, AGREEMENTS, AND MEMORANDUM OF UNDERSTANDING

The Grand Island Public Schools initiates and receives contracts, agreements, and memorandum of understandings (MOU's). Contracts, agreements, and MOU's should be submitted to the Board of Education for their consideration. Staff designated to sign contracts, agreements, and MOU's are the Board of Education President, Superintendent, Chief Financial Officer, and the Secretary of the Board.

The Board shall be presented any contracts, agreements, or MOU's for Board approval. The process is to present documents as a first read and a final read for approval with a signature by the President of the Board of Education. Financial contracts shall be approved by the Board Finance Committee and recommended to the Board for final approval. Other Board Committees with a connection to the proposed contract, agreement, or MOU - such as Leadership for Learning Committee recommendation for the purchase of curriculum materials or contracting with a consultant – may present a contract, agreement, or MOU for Board approval as well. No committee of the Board, individual member of the Board, or staff member shall have the power to act or bind the Board without specific formal approval authorized by the Board in a legal session and recorded in the minutes of the Board of Education. No contract, agreement, or understanding shall be legally enforceable unless approved or authorized by the Board of Education. The superintendent or designee can approve a contract that is for 18 months or less and is less than **\$35,000** (amount limit as approved in current purchasing practices). **The superintendent or designee can approve the contract if the contract is a renewal or extension of a contract/service, and the Board will approve through the consent agenda. If there are significant changes to contract/service or a new contract, the contract needs to go the Board for action.**

For the purposes of this policy, contracts, agreements, and MOU's are defined as follows:

A **contract** is defined as a legally enforceable understanding between two or more persons or legal entities (contracting parties). A contract describes an agreement that meets the legal requirements to be enforced as binding on the parties by a court of law – offer, acceptance, consideration, and intention.

An **agreement** is defined as a state when two parties agree upon the same thing, in the same manner to work together for achieving a common objective. It can be legal or not legally binding. Examples of agreements that GIPS is involved in are: Interlocal Cooperation Agreement by and Between the City of Grand Island and GIPS for School Resource Officers; Rental Agreements; and GIPS and YMCA Facilities Use Agreement. The agreement consists of a proposal which is to be accepted by the party to who the proposal is made, and when this proposal is accepted, it becomes a promise of parties to each other, to which they have agreed upon. The parties to the agreement have the right to go to court in the event of nonperformance of the agreement.

Similar to a contract is a **Memo of Understanding** (MOU) and it is intended to be a document or a means for two parties to reach a decision. The MOU is a written document which describes the terms of an agreement. An MOU is often used to clarify terms and may be used as the basis of a future formal contract or deed.

Contracts, Agreements, and MOU's commit the Grand Island Public Schools to a service (something for something) that can be an exchange of money, services, property, or contractual rights. An agreement also commits GIPS to an agreed upon service and it is legally binding. The MOU is a written document which describes who will do what and when, such as operating procedures, and it is not intended to be legally binding.

Policy adopted: 03.07.2019

7705 SPECIAL EDUCATION POLICIES

Grand Island Public Schools adopts this special education policy with the intent that the policy maintain the District's compliance with all applicable laws affecting special education services and programs. The Superintendent or designees shall develop regulations or procedures to implement these policies. Employees and contractors of the District are expected to comply with these policies and all regulations, guidelines and procedures related to this policy in all respects.

The Grand Island Public Schools will abide by all state and federal laws relating to special education. The District's special education policy and regulations, guidelines and procedures related to this policy are to be interpreted so as to be in compliance with such laws. In the event of changes in law, the school administration shall be authorized to implement modifications of practice to comply with such changes (whether the changes impose more or less stringent procedural or substantive requirements) until such time as amended policies are adopted by the Grand Island Public Schools' Board of Education. References herein to 92 NAC 51 citations are made to Rule 51 as in effect on the date of the adoption of these policies. In the event of renumbering or other revisions to Rule 51, the policy shall be interpreted and implemented consistent with such renumbering or revisions.

1. Free Appropriate Public Education

A free appropriate public education shall be made available to all children with disabilities residing in the District from date of verification through the school year in which the student reaches 21 years of age, including children with disabilities who have been suspended or expelled.

Legal Reference: 92 NAC 51-004.01 through 004.03A and 007.07C2 through 007.07C6

2. Full Educational Opportunity Goal

The District shall take steps to ensure that its children with verified disabilities have available to them the variety of educational programs and services available to children without disabilities in the areas served by the District, including art, music, industrial arts, family consumer science education, and vocational education.

Legal Reference: 92 NAC 51-004.11A

3. Child Find

All children from birth to age twenty-one (21) with disabilities residing in the District, including children with disabilities who are homeless or are wards of the state or attending nonpublic schools, regardless of the severity of their disabilities, who are in need of special education and related services, will be identified, located and evaluated and a practical method shall be developed and implemented by the administration to determine which children with disabilities are currently receiving needed special education and related services. The District will publish annual notice of any significant activity that is designed to identify, locate, or evaluate children to publicly notify parents. The District will screen and/or evaluate all children with suspected disabilities birth through age 21, and will implement practical methods to track which children are currently receiving special education and related services. The District will provide student referrals that are accompanied by documentation of scientific, research, or evidence-based academic and/or behavioral interventions that have been implemented as designed for the appropriate period of time to show effect or lack of effect that demonstrates the child is not making a sufficient rate of progress to meet age or state-approved, grade-level standards within a reasonable time frame. The District will provide sustained supervision to monitor the implementation of compliant practices for the Child Find Rule. The District will use supervision and monitoring data to identify schools and/or personnel that require technical assistance to support compliant practices in the area of Child Find, paying particular attention to the communities experiencing disproportionality in the schools. All District Child Find activities will be equitably available to all children regardless of race, ethnicity, language, location, transience, income level, and access to medical care.

Legal Reference: 92 NAC 51-006.01 through 006.01A2

4. Pre-Referral Interventions

For a school age student, a general education student problem solving team shall be used prior to referral for multidisciplinary team evaluation. The problem solving team shall utilize and document problem solving and intervention strategies to assist the teacher in the provision of general education. If the data

and documentation gathered by the problem solving team indicates that multiple interventions and strategies have been little to no progress, a referral for multidisciplinary evaluation shall be completed. A referral shall include information from the problem solving team, meeting the requirements of 92 NAC 51-006.01B and a listing of the members of the SAT or comparable problem solving team.

Legal Reference: 92 NAC 51-006.01B

5. Individualized Education Program (IEP)

An individualized education program, or an individualized family service plan, is to be developed, reviewed, and revised for each child with a disability in accordance with 92 NAC 51-007.

Legal Reference: 92 NAC 51-007

6. Least Restrictive Environment

To the maximum extent appropriate, children with disabilities, including children in public or private institutions or other care facilities, are to be educated with children who are not disabled, and special classes, separate schooling, or other removal of children with disabilities from the regular educational environment will occur only when the nature or severity of the disability of a child is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily.

The District will: (1) develop and implement written procedures for implementation of the Least Restrictive Environment (LRE) Rule; (2) provide high quality, sustained professional learning activities on the written procedures for appropriate district and school personnel to assist with the implementation of the LRE Rule; (3) provide sustained supervision to monitor the implementation of compliant practices for the LRE Rule; (4) use the supervision and monitoring data to identify schools and/or personnel that require technical assistance to support compliant practices in the area of least restrictive environment, paying particular attention to the disproportionate group; (5) ensure that every Individualized Education Programs (IEP) team meaningfully considers various support systems and activities that could be used to assist students with disabilities (SWD) to be educated successfully in general education classes prior to the consideration of pullout special education services; (6) ensure that special education teachers provide support to general education teachers in a variety of ways including, but not limited to, consultation, implementation of accommodations or modifications, and co-teaching; (7) ensure that a continuum of alternative placements is available to meet the needs of children with disabilities, particularly those in the disproportionate group, for special education and related services; (8) ensure that, in determining the educational placement of a child with a disability, including a preschool child with a disability, each district ensures that the placement decision is made by a group of persons including the parents, and other persons knowledgeable about the child, the meaning of the evaluation data, and the placement options. Particular attention is paid to the disproportionate group; (9) ensure that placement discussions are based upon a completed IEP developed by the IEP team, focused on individualized student needs; and (10) ensure that the IEP teams review the students' progress at least annually to determine appropriate placement and progress towards annual goals.

Legal Reference: 92 NAC 51-008.01 through 008.011

7. Procedural Safeguards

Children with disabilities and their parents shall be afforded the required procedural safeguards.

Legal Reference: 92 NAC 51-009.01 through 009.07; 009.10 through 009.12; 009.14, 006.07 and 016.01

8. Disciplinary Removal of Children with Disabilities

The District will (1) develop and implement written procedures for disciplining students with disabilities (Procedural Safeguards) (2) provide high quality, sustained professional learning activities on the written procedures for appropriate district and school personnel to assist with the implementation of the Procedural Safeguards; (3) provide sustained supervision to monitor the implementation of compliant practices for the Procedural Safeguards; (4) use supervision and monitoring data, disaggregated by race/ethnicity, to identify schools and/or personnel that require technical assistance to support compliant practices in the area of discipline (including but not limited to: de-escalation techniques, functional behavior assessment, behavior intervention planning, and manifestation determination procedures); (5) ensure that school personnel appropriately consider unique circumstances on a case-by-case basis when

determining suspension of a child with a disability, and ensure that data shows that these considerations are equitably made by race/ethnicity; (6) notify parents on the day that the decision is made to make a removal that constitutes a change in placement of a child with a disability because of violation of a code of child conduct, and send parents copies of the procedural safeguards; (7) provide educational services for students removed fewer than 10 days to enable the student to continue to participate in the general educational curriculum, although in another setting, and to progress toward meeting the goals set out in the Individualized Education Programs, with data showing that these services are equitably provided by race/ethnicity; (8) ensure that within 10 school days of any decision to change placement of a child with a disability because of a violation of a code of student conduct, the IEP Team will review all relevant information in the file to determine whether the conduct in question was caused by or had a direct and substantial relationship to the child's disability or the conduct was the direct result of the district's failure to implement the IEP, and that such determinations are made equitable by race/ethnicity; and (9) ensure that, if the IEP Team makes a determination that the conduct was a manifestation of the child's disability, then the IEP Team conducts a functional behavioral assessment, unless the District conducted a FBA before the behavior that resulted in the change of placement occurred, and implements a behavioral intervention plan.

Legal Reference: 92 NAC 51-016

9. Evaluation, Identification, and Reevaluation Procedures

Children with disabilities shall be evaluated, ~~and identified,~~ and reevaluated in accordance with 92 NAC 51-006. The District will: (1) provide high quality, sustained professional learning activities on the written procedures for appropriate district and school personnel to assist with the implementation of the Evaluation and Reevaluation Procedures; (2) provide sustained supervision to monitor the implementation of compliant practices for the Evaluation and Reevaluation Procedures; (3) use the supervision and monitoring data, disaggregated by race and ethnicity, to identify schools and/or personnel that require technical assistance to support compliant practices in the area of evaluation and reevaluation, as well as the appropriate technical assistance/professional development to any schools and/or personnel identified in such data; (4) conduct a reevaluation of each child with a disability at least once every 3 years, unless the parent and the District agree that a reevaluation is unnecessary; (5) use a variety of assessment tools and strategies to gather relevant academic, functional, and developmental information about the child, including information provided by the parents, and information related to enabling the child to be involved in and progress in the general education curriculum that may assist in determining: (i) Whether the child is a child with a disability, and (ii) The content of the child's individualized education program; (6) use more than one procedure to determine whether a child has a disability and the appropriate educational program for the child; (7) use technically sound instruments to assess the relative contribution of cognitive and behavioral factors, in addition to physical or developmental factors; (8) select assessments and other evaluation materials in a manner that (i) does not discriminate on a racial or cultural basis, (ii) is provided and administered in the child's native language or other mode of communication and in the form most likely to yield accurate information on what the child knows and can do academically, developmentally, and functionally, unless it is clearly not feasible to so provide or administer, (iii) has been validated for the specific purpose for which they are used, and (iv) are administered by trained and knowledgeable personnel in accordance with any instructions provided by the producer of the assessments; and (9) provide high quality, sustained professional learning activities on the written procedures for appropriate District and school personnel to assist with the implementation of the Evaluation and Reevaluation Rule.

The District will respond to a request for an Independent Educational Evaluation without unnecessary delay. Locations of any evaluator shall be within a reasonable distance of the District. A reasonable distance means within 100 miles of the school building the child attends and within Nebraska. In the event this geographic area restriction would prevent a parent from obtaining an Independent Educational Evaluation, the location of the evaluator may be outside the specified geographic area but must be within Nebraska. The District will provide the parent(s) with a list of qualified agencies/evaluators within the geographic area. The evaluators are to have their rates approved by the Nebraska Department of Education to be authorized to conduct the evaluation.

Legal Reference: 92 NAC 51-006

10. Confidentiality of Personally Identifiable Information

The confidentiality of student records and information shall be maintained in accordance with law.

Legal Reference: 92 NAC 51-003.16, 003.20, 009.03 through 009.03M3

11. Transition of Children from Part C to Preschool Programs

Children participating in early intervention programs under Part C of the IDEA (early intervention services) and who will participate in preschool programs assisted under Part B of the IDEA (services for school-aged children) shall experience a smooth and effective transition to those preschool programs in a manner consistent with 92 NAC 51-007.16. By the third birthday of such a child, an individualized education program or an individualized family service plan shall be developed and be implemented for the child. The District will participate in transition planning conferences arranged by the designated lead agency.

Legal Reference: 92 NAC 51-007.16 through 007.16B1b

12. Children in Nonpublic Schools

To the extent consistent with the number and location of children with disabilities in the District who are enrolled by their parents in nonpublic elementary and secondary schools in the District, provision will be made for the participation of those children in the programs assisted or carried out under Part B of the IDEA (services for school-aged children) by providing them with special education and related services.

Legal Reference: 92 NAC 51-012.08 and 015

13. Personnel Standards and Personnel Development

Personnel providing special education or related services to children with disabilities shall be appropriately and adequately in accordance with IDEA requirements and the District will take measurable steps to recruit, hire, train and retain personnel meeting the requirements of IDEA to provide such services.

Legal Reference: 92 NAC 51-010

14. Participation in and Reporting of State and District Wide Assessments

All children with disabilities shall be included in all general state and district wide assessment programs, including assessments described under section 612(a)(16)(A) of the IDEA with appropriate accommodations and alternate assessments where necessary and as indicated in their respective individualized education programs. The District will make available to the Nebraska Department of Education the information necessary to carry out its duties relating to the reporting of children with disabilities participation in assessments.

Legal Reference: 92 NAC 51-004.05

15. Suspension and Expulsion Rates

The District will examine data, including data disaggregated by race and ethnicity, to determine if significant discrepancies are occurring in the rate of long-term suspensions and expulsions of children with disabilities.

Legal Reference: 92 NAC 51-004.06E

16. Access to Instructional Materials

As part of any print instructional materials adoption process, procurement contract, or other practice or instrument used for purchase of print instructional materials, the District will enter into a written contract with the publisher of the print instructional materials to:

1. Require the publisher to prepare and, on or before delivery of the print instructional materials, provide to the National Instructional Material Access Center, electronic files containing the contents of the print instructional materials using the National Instructional Materials Accessibility Standard, or
2. Purchase instructional materials from the publisher that are produced in, or may be rendered in specialized formats.

Legal Reference: 92 NAC 51-004.15

17. Over-Identification and Disproportionality

Procedures shall be in place to ensure that testing and evaluation materials and procedures utilized for the evaluation and placement of children with disabilities will be selected and administered so as not to be

racially or culturally discriminatory. Such materials or procedures shall be provided and administered in the child's native language or mode of communication, unless it is clearly not feasible to do so, and no single procedure shall be the sole criterion for determining an appropriate educational program for a child.

Legal Reference: 92 NAC 51-003.10; 006.02C

18. Prohibition on Mandatory Medication

Children shall not be required to obtain a prescription for a controlled substance as a condition of attending school, receiving an evaluation to determine whether a child has a disability or the nature and extent of special education and related services the child needs, or receiving special education services.

Legal Reference: 92 NAC 51-004.11D; 21 U.S.C. §812(c)

19. Transportation

Transportation will be provided for children with disabilities who are eligible for transportation and residents of the school district as required by law. The Grand Island Public Schools reserves the right to select the most efficient and effective means of transportation for students with disabilities at a reasonable cost. Such measures might include:

- Operating vehicles for the purpose of transporting students with disabilities;
- Paying a parent for transporting his or her child;
- Contracting for transportation services; or
- Arranging for such other transportation as is proper and necessary.

Legal Reference: 92 NAC 51-014.01 through 014.02

20. Surrogates

A surrogate will be appointed and other action taken to ensure the rights of children with a disability as required by law.

Legal Reference: 92 NAC 51-009.10

21. Early Intervention Service – Consent

When a parent refuses to provide consent under 92 NAC 52, a meeting will be held or offered to explain to the parents how their failure to consent affects the ability of their child to receive services under 92 NAC 52.

Legal Reference: 02 NAC 52

22. Eligibility Determinations

The District will (1) develop written procedures for implementation of the Eligibility Determination Procedures; (2) provide high quality, sustained professional learning activities on the written procedures for appropriate district and school personnel to assist with the implementation of the Eligibility Determination Rule; (3) provide sustained supervision to monitor the implementation of compliant practices for the Eligibility Determination Procedures; (4) use the supervision and monitoring data, disaggregated by race and ethnicity, to identify schools and/or personnel that require technical assistance to support compliant practices in the area of eligibility; (5) ensure Individualized Education Programs (IEPs) are developed for children with a determination made of having a disability that has: (a) an adverse effect on educational performance (academic, functional, and/or developmental) and (b) requires special education and related services; (6) ensure that an eligibility report, which documents the area of disability, is completed and placed in each child's special education folder, with the eligibility report providing statements for each component of the eligibility and be comprehensive enough to serve as the evaluation report when necessary; (7) ensure the completion of the administration of assessments and other measures that the Multidisciplinary Evaluation Team (a group of qualified professionals and the parents of the child) determine whether the child is a child with a disability and the educational needs of the child; (8) ensure appropriate consideration of the exclusionary factor for reading (a child is not to be determined to be a child with a disability if the primary factor for that determination is a lack of appropriate instruction in reading, including the essential components of reading instruction as defined in section 1208(3) of ESEA); (9) ensure appropriate consideration of the exclusionary factor for math (a child must not be determined to be a child with a disability if the primary factor for that determination is a lack of appropriate instruction in math); (10) ensure appropriate consideration of the exclusionary factor for Limited English Proficiency (LEP) (a child will not be determined to be a child with a disability if the primary factor for that

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determination is limited English proficiency); and (11) ensure (1) evaluation data draw upon information from a variety of sources, including aptitude and achievement tests, parent input, and teacher recommendations as well as the information about the child's physical condition, social or cultural background, and adaptive behavior and (2) that information obtained from all these sources is documented and carefully considered.

Legal Reference: 92 NAC 51-006.04.

Legal Reference:

34 CFR Parts 300, 303 and 304
Neb. Rev. Stat. § 79-1110 to 79-1167
92 NAC 51, 52 and 55
Title IX Notice attached

Policy Adopted: 11.12.2015

Policy Revised: 11.12.2020

Policy Revised: ???.???.??

The Grand Island Public Schools does not discriminate on the basis of sex in any educational program or activity that it operates. The District is required by Title IX (20 U.S.C. § 1681) and 34 CFR Part 106 not to discriminate in such a manner. This requirement not to discriminate also applies to admission and employment. Any inquiries about the application of Title IX may be referred to the District Title IX Coordinator, to the Assistant Secretary of the Office of Civil Rights, or both. The GIPS Board of Education designates the following individuals to serve as GIPS Title IX Coordinators for students and staff and serve as Compliance Coordinator:

Title: Dr. Robin R. Dexter, Associate Superintendent
Coordinator for Student Complaints and Compliance Coordinator
Office address:
Kneale Administration Building, 123 S. Webb Road, Grand Island, NE 68802
Email: rdexter@gips.org
Phone number: 308-385-5900

Title: Ms. Kristen Irely, Chief of Human Capital Management
Coordinator for Staff Complaints
Office address:
Kneale Administration Building, 123 S. Webb Road, Grand Island, NE 68802
Email: kirey@gips.org
Phone number: 308-385-5900

For information regarding the Grand Island Public Schools procedure for complaints of sexual harassment including the complaint process, how to file a report or a complaint of sexual harassment, how to file a formal complaint of sexual harassment, and how the District will respond to such complaints see Board Policy, 6205 Staff and 8505 Student, located on the GIPS web site.

8320 COMPULSORY ATTENDANCE

Any child who will reach six years of age prior to January 1 of the current year and who has not reached eighteen years of age shall meet the requirements of mandatory school attendance. Any child of mandatory attendance age must by law regularly attend a public, private, non-denominational, parochial school, or a combination of such schools not less than the entire school term of the school(s) that the child attends.

Minimum Age

A child shall be eligible for admission into kindergarten at the beginning of the school year if the child is five years of age or will be five years of age on or before July 31 of the calendar year in which the child is seeking admission begins. The Grand Island Public Schools may admit a child who will reach the age of five years on or after August 1 and on or before October 15 of such school year if the parent or guardian requests such entrance and provides an affidavit stating that (i) the child attended kindergarten in another jurisdiction in the current school year; (ii) the family anticipates a relocation to another jurisdiction that would allow admission within the current year; or (iii) the child has demonstrated through a recognized assessment procedure approved by the School Board that the child is capable of carrying the work of kindergarten. The parents or legal guardian shall furnish proof of birth, physical and visual evaluation, and immunizations at the time of entry.

Exceptions for Younger Students

It is the policy of the Grand Island Public Schools to allow the parent/guardian of any child to request discontinuation of enrollment in the Grand Island Public Schools for the following reasons:

- (1) child will reach six years of age prior to January 1 of the then-current school year, but will not reach seven years of age prior to January 1 of such school year, parent or guardian has signed an affidavit stating that the child is participating in an education program that the parent or guardian believes will prepare the child to enter grade one for the following school year, and such affidavit (8320.1) has been filed by the parents or guardian with the school district in which the child resides; or
- (2) child will reach six years of age prior to January 1 of the then-current school year but has not reached seven years of age prior to January 1 and the child will participate in a non-accredited or approved private, denominational, or parochial school pursuant to NE Rev Stat 79-1601

Guidelines for parents/guardians:

1. The student's parent(s) or legal guardian shall submit a completed and accurate application form prescribed by the district for discontinuation of enrollment (8320.1).
2. The application shall be accompanied by a copy of the student's birth certificate issued by the state in which the child was born or other reliable proof of the child's identity and age (i.e., naturalization or immigration documents showing date of birth or official hospital birth records).
3. The district will provide written notification to the parent(s) or legal guardian of the student, stating whether the application has been accepted or rejected. If the application is rejected, the rejection notice will state the reason(s) for the rejection.
4. The district shall inform the student's parent(s) or legal guardian of the student's right to re-enroll at any time in the school, if qualified under law.

Exceptions for Older Students

Attendance is also not mandatory for a child who:

- (1) has obtained a high school diploma by meeting statutory graduation requirements;
- (2) has completed the program of instruction offered by a school which elects pursuant to law not to meet accreditation or approval requirements; or
- (3) has reached the age of 16 years and has been withdrawn from school in the manner prescribed by law.

Early Withdrawal for Students Enrolled in an Exempt School (Home Schools)

A person who has legal or actual charge or control of a child who is at least 16 but less than 18 years of age may withdraw such child from school before graduation and be exempt from the mandatory attendance requirements if such child has been enrolled in a school that elects not to meet the accreditation or approval requirements by filing with the State Department of Education a signed notarized release on a form prescribed by the Commissioner of Education.

Early Withdrawal for Student Enrolled in Accredited or Approved Schools

Application for Early Withdrawal

A person who has legal or actual charge or control of a child who is at least 16 but less than 18 years of age may withdraw such child from school before graduation and be exempt from the mandatory attendance requirements if an exit interview is conducted and a withdrawal form is signed (8320.2)

Exit Interview

The process is initiated by a person who has legal or actual charge or control of the child submitting an application for Early Withdrawal (8320.2). Upon submission of the form the Superintendent or Superintendent's designee shall set a time and place for an exit interview if the child is enrolled in Grand Island Public Schools or resides in the Grand Island Public School District and is enrolled in a private, denominational, or parochial school.

The exit interview shall be personally attended by:

- The child, unless the withdrawal is being requested due to an illness of the child making attendance at the exit interview impossible or impracticable;
- The person who has legal or actual charge or control of the child who requested the exit interview;
- The Superintendent or Superintendent's designee;
- The child's principal or the principal's designee if the child at the time of the exit interview is enrolled in a school operated by the school district; and
- Any other person requested by any of the required parties who agrees to attend the exit interview and is available at the time designated for the exit interview which may include, for example, other school personnel or the child's principal if the child is enrolled in a private school.

At the exit interview, the person making the written request must present evidence that (a) the person has legal or actual charge or control of the child and (b) the child would be withdrawing due to either:

- Financial hardships requiring the child to be employed to support the child's family or one or more dependents of the child, or
- An illness of the child making attendance impossible or impracticable

The Superintendent or Superintendent's designee shall identify all known alternative educational opportunities, including vocational courses of study, that are available to the child in the school district and how withdrawing from school is likely to reduce potential future earnings for the child and increase the likelihood of the child being unemployed in the future. Any other relevant information may be presented and discussed by any of the parties in attendance.

At the conclusion of the exit interview, the person making the written request may sign a withdrawal from provided by the Nebraska Department of Education agreeing to the withdrawal of the child OR may rescind the written request for the withdrawal.

Withdrawal Form

The NDE Withdrawal Form signed by the person making the written request shall be valid only if:

- The child also signs the form, unless the withdrawal is being requested due to an illness of the child making attendance at the exit interview impossible or impracticable, and
- The Superintendent or Superintendent's designee signs the form acknowledging that the interview was held, the required information was provided and discussed at the interview, and, in

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the opinion of the Superintendent or Superintendent's designee, the person making the written request does in fact have legal or actual charge or control of the child is experiencing either (1) financial hardship, or (2) an illness making attendance impossible or impracticable.

Legal Reference: Neb. Statute 79-201 and 79-209

Policy Reference: 8310 STUDENT ATTENDANCE ABSENCES EXCUSED
8312 EXCESSIVE ABSENTEEISM

Policy Adopted - November 3, 1980

Policy Revised: 10-7-96

Policy Revised 10-14-04

Policy Revised: 11.15.2010

Policy Revised: 01-12-12

Policy Revised: 09.10.2020

Policy Updated: ???.???.??

8320.1–Guidelines for Discontinuation of Enrollment

RELEASE FORM

The undersigned, being first duly sworn, states upon oath as follows:

I am the parent or guardian of _____ (Child's name). The Child's date of birth is _____. The Child has or will reach the age of six prior to January 1 of the current school year, but will not reach age seven prior to January 1 of the current school year.

I elect to not enroll the Child in an accredited school this school year and hereby affirm (check or initial appropriate exception for attendance):

_____ the Child is participating in an education program that the parent or guardian believes will prepare the child to enter grade one for the following school year; or

_____ the parent or guardian intends for the Child to participate in a school which has elected or will elect pursuant to law not to meet accreditation or approval requirements and the parent or guardian intends to provide the Commissioner of Education with a statement pursuant to section 79-1601(3) on or before the child's seventh birthday.

Dated this ____ day of _____, 20__.

Parent or Guardian

Disenroll to Attend Homeschool

I am the parent or guardian of _____ (Child's name).

I elect to disenroll the Child from an accredited school this school year and hereby affirm that I intend for the Child to participate in a school which has elected or will elect pursuant to law not to meet accreditation or approval requirements (a homeschool) and will provide the Commissioner of Education with a statement confirming such homeschool status.

Parent or Guardian

Date

9420 DISTRIBUTION OF ADVERTISING AND PROMOTIONAL MATERIALS

The Grand Island Public Schools cooperates with community groups and organizations that sponsor activities of an educational/enrichment nature for students and staff by allowing them to distribute materials **and information** electronically. As part of our efforts to be more environmentally friendly, embrace innovative technology, and maintain fiscal responsibility, we have transitioned from paper to electronic flyer delivery. All requests from groups seeking to distribute information to students or staff will be distributed electronically and shall be governed by this policy. Access to the GIPS request to distribute information is located on the GIPS website – www.gips.org.

The following guidelines must be met for flyers to be considered for digital distribution:

- The flyer will automatically have the following disclaimer added to the eflyer:
The Grand Island Public Schools has approved the distribution of this flyer as a community service. No endorsement of the products or services, however, is stated or implied.
- Support the basic educational mission of the district, be of intrinsic value or enrichment nature to the students or their parents/guardians, and/or benefiting to the community of GIPS in a positive manner.
- Must be age and/or developmentally appropriate for students.
- Be in PDF format and smaller than 3 MB in file size.
- Contain the name and contact information of the sponsoring organization but should not contain advertising logos or promotions for any business/organization other than the approved entity.
- As a courtesy to our community and to provide access to all our students and parents, we require that flyers be submitted in both English and Spanish.
- Approval of your flyer does not imply District endorsement of any identified product and/or of services.

Flyers will not be approved unless they have met the above-mentioned criteria.

Parents/guardians may opt out of receiving materials electronically.

Electronic and material school bulletin boards, displays and display cases, and posting areas are for the purposes of conveying information about school activities and programs to students, staff, and the visiting public as deemed appropriate by the respective principals; however, building principals may use their discretion on posting or displaying non-school related information that is not political or commercial in nature. No information, poster or other display may be posted on any school bulletin board, display case or other areas without the prior permission of the building principal. The building principal shall have the final determination as to whether any posting is political and/or commercial in nature, and there shall be no appeal process if the principal denies a request to post or display non-school related information (Neb. Rev. Stat. Sec. 79-526).

There shall be no distribution of information that:

- Will likely cause the commission of unlawful acts, or a material and substantial disruption of the proper and orderly operation of the school or school activities.
- Is obscene, profane, indecent, lewd or libelous.
- Promotes, favors, or opposes a candidate for elected office or a ballot measure.
- Proselytizes religious beliefs.
- Promote the use or sale of materials or services that are illegal or inconsistent with school objectives, including, but not limited to, materials or advertisements for tobacco, intoxicants, and movies, programs, or products unsuitable for children.
- Discriminates against, attacks, or denigrates any group.
- Solicit funds or services for an organization, except for solicitations authorized in Board policy.

Legal Reference:

Family Educational Rights & Privacy Act, (FERPA) (20 U.S.C. § 1232 j; 34 CFR Part 99)

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Neb. Rev. Stat. Sec. 79-526 Board Authority for Supervision and Control

Policy Adopted: 1-4-99

Policy Revised: 8-9-07

Policy Revised: 09.12.2013

Policy Adopted: 10.11.2018

Policy Revised: ???.???.??

1310 NONDISCRIMINATION

The Grand Island Public Schools is committed to a policy of nondiscrimination. Helping students and staff to develop an awareness and appreciation for the achievements, problems, and aspirations of all people in our culturally diverse society is essential to this end. Our goal is to create a learning environment free of discrimination.

The district will establish and maintain an atmosphere in which all persons will exhibit the following:

- (a) Respect for the individual regardless of economic status, intellectual or physical ability, race (including skin color, hair texture and protective hairstyles including braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, and headwraps), color, religion, national origin, ethnicity, sex or gender, sexual orientation, marital status, veteran status, pregnancy, childbirth or related medical condition, or age,
- (b) Respect for cultural differences,
- (c) Respect for economic, political, and social lives of others, and
- (d) Respect for the right of others to seek and maintain their own identities.

The district will comply with regulations implementing Title IX of the educational amendments of 1972 which state the following:

"No persons in the United States shall on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any educational program receiving federal financial assistance...."

The district will further comply with regulations implementing Section 504 of the Rehabilitation Act of 1973, which states in part:

"No otherwise qualified individual with handicaps ...shall, solely by reason of his or her handicap, be excluded from the participation in, be denied benefits of, or be subject to discrimination under any program...."

The district will further comply with regulations implementing Title VI of the Civil Rights Act of 1964, which states in part:

"...no person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program...."

Additionally, the district will comply with the Nebraska Equal Opportunity in Education Act (Neb. Rev. Stat §79-2,114 to §79-2,124 [Reissue 1996]), and amendments thereto, which act states in part that it shall be an unfair or discriminatory practice for any public education institution to discriminate on the basis of sex, the pregnancy of any person, the marital status of any person, or the condition of being a parent.

No student will be treated differently on the basis of sex, (including skin color, hair texture and protective hairstyles including braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, and headwraps), color, national origin, disability, pregnancy, marital status, or the condition of being a parent, in the context of an educational program or activity, so as to interfere with or limit the ability of the student to participate in or benefit from services, activities, or privileges of the district unless there is a legitimate, non-discriminatory reason to do so.

The district will examine thoroughly all parts of the curriculum to be sure that it emphasizes positive human relationships. The instructional materials used in the schools must accurately portray the history, contributions, and culture of the various ethnic groups of our society. The district will develop programs that will increase the awareness of students, parents, and citizens of the cultural diversity of others.

The district will continue to promote good human relations by removing all messages of prejudice and discrimination in employment, assignment, and promotion of personnel; in location and use of facilities; in curriculum development and instructional materials; and in the availability of programs for children.

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Conduct which has the effect of creating, for a reasonable person, an intimidating, hostile, or offensive educational or work environment will not be tolerated. Any act of harassment by either staff or students will result in disciplinary action.

This policy will be referenced in all staff and student handbooks and posted in a place of prominence in all district facilities.

References: *Title IX, Education Amendments of 1972*
Title VI of the Civil Rights Act of 1964, as amended
Age Discrimination in Employment Act of 1975
Section 504 of the Rehabilitation Act of 1973
Title II, Americans with Disabilities Act of 1990
Civil Rights Act of 1991
Ne. Rev. Stat. 79-267 (2010)
Grand Island Board of Education Policies
1310.1 Administrative Procedures (attached), 1310.2 Complaint Form (attached)
1310, 1311, 6214, 6215, 6410, 6411, 7705, 8420, 8430, 8432, 8450, 8453, 8454, 8455, 8550, 8551, 8552

Policy Adopted: 3-1-76
Policy Revised: 7-8-91
Policy Revised: 5-5-97
Policy Revised: 12-1-97
Policy Revised: 1-4-01
Policy Revised: 11-14-2011
Policy Revised: 01-14-2016
Policy Revised: 11.12.2020
Policy Revised: ???.???.??

The Grand Island Public Schools does not discriminate on the basis of sex in any educational program or activity that it operates. The District is required by Title IX (20 U.S.C. § 1681) and 34 CFR Part 106 not to discriminate in such a manner. This requirement not to discriminate also applies to admission and employment. Any inquiries about the application of Title IX may be referred to the District Title IX Coordinator, to the Assistant Secretary of the Office of Civil Rights, or both. The GIPS Board of Education designates the following individuals to serve as GIPS Title IX Coordinators for students and staff and serve as Compliance Coordinator:

Title: Dr. Robin R. Dexter, Associate Superintendent
Coordinator for Student Complaints and Compliance Coordinator
Office address:
Kneale Administration Building, 123 S. Webb Road, Grand Island, NE 68802
Email: rdexter@gips.org
Phone number: 308-385-5900

Title: Ms. Kristen Irely, Chief of Human Capital Management
Coordinator for Staff Complaints
Office address:
Kneale Administration Building, 123 S. Webb Road, Grand Island, NE 68802
Email: wstelk@gips.org
Phone number: 308-385-5900

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For information regarding the Grand Island Public Schools procedure for complaints of sexual harassment including the complaint process, how to file a report or a complaint of sexual harassment, how to file a formal complaint of sexual harassment, and how the District will respond to such complaints see Board Policy, 6205 Staff and 8505 Student, located on the GIPS web site.

1310.1 Administrative Procedures for Policies

1310, 1311, 6214, 6215, 6410, 6411, 7705, 8420, 8430, 8432, 8450, 8453, 8454, 8455, 8550, 8551, 8552

Human Rights Officer

The Grand Island Public Schools does not discriminate on the basis of race (**including skin color, hair texture and protective class hairstyles**), color, religion, national origin, ethnicity, sex or gender, sexual orientation, marital status, or age in its programs and activities and provides equal access to the Boy Scouts. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Associate Superintendent for Student Services, Kneale Administration Building, 123 South Webb Road, PO Box 4904, Grand Island, NE 68802-4904; 308-385-5900

Employees and Others: Director of Human Resources, Kneale Administration Building, 123 South Webb Road, PO Box 4904, Grand Island, NE 68802-4904; 308-385-5900

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the designated Human Rights Officer. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact the OCR at 601 East 12th Street, Room 353, Kansas City, MO 64106, (800) 368-1019 (voice), Fax (816) 426-3686, (800) 537-7697 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

The duties of the Human Rights Officers include:

- maintaining and analyzing documentation of all bullying or harassment incidents;
- regularly reviewing the effectiveness of the district's efforts to correct and prevent bullying or harassment and proposing improvements;
- regularly assessing the adequacy of training for staff, administrators, students, and parents concerning bullying or harassment and proposing improvements;
- advising and assisting other district personnel to properly handle and investigate complaints and reports of bullying or harassment;
- ensuring that top district officials are informed about bullying or harassment incidents and the adequacy of the school's response; and
- ensuring that the investigation of bullying or harassment complaints is done in an impartial manner by district personnel who are trained in the requirements of equal educational opportunity.

Reporting Procedures and Investigation

Any person who believes that he or she has been the victim of bullying or harassment on the basis of race (**including skin color, hair texture and protective hairstyles**), color, national origin, ethnicity, age, sex or gender, sexual orientation, disability, or marital status is encouraged to immediately report the alleged act to the building principal or designated administrator within five (5) school days of the most recent incident. Any teacher or other employee of the district who knows of or receives a report of bullying or harassment shall immediately report the alleged incident. If the complaint involves the building principal or designated administrator, the complaint shall be made or filed with the Human Rights Officer. If the complaint involves the Human Rights Officer or the Superintendent of Schools, the complaint shall be made or filed directly with the School Board. The building principal, designated administrator or other responsible party contacted with a report of discrimination or harassment will cause an "Alleged Discrimination or Mistreatment Complaint Report" (attached) to be completed.

Complaints of bullying or harassment received by the building principal or designated administrator and a summary of any resolution or resolution attempts will be forwarded to the Human Rights Officer. Minor occurrences of alleged bullying, discrimination, or harassment may be resolved informally at the building level. In the event of obvious and major infractions or incomplete building resolution of a minor infraction, the Human Rights Officer or designee will immediately undertake an investigation. The investigation may be conducted by district personnel or by a third party designated by the School District. In determining

whether the alleged conduct constitutes a violation of Policy 1310, 6215, or 8455, the School District will consider all facts and circumstances concerning the alleged bullying or harassment. The School District will also consider the effect of the alleged bullying or harassment on the alleged victim and on the School District's goal of maintaining an orderly and effective educational process. The School District's obligation to undertake an investigation shall not be extinguished by the fact that a criminal investigation involving the same or similar allegation is also pending or has been concluded.

The School District will respect the privacy of all persons relevant to the alleged bullying or harassment, consistent with the district's legal obligation to investigate, to take appropriate action, and to comply with any discovery or disclosure obligation. In the event that the evidence suggests that the alleged bullying or harassment is also a crime, the School District will report the results of any investigation to the appropriate law enforcement agency responsible for handling such crimes.

Upon receipt of a complaint that a violation has occurred, the School District will take prompt and appropriate formal or informal action to address and where appropriate remediate the violation. Since bullying or harassment is often subtle and incidents may be more reflective of a pattern rather than a single incident, events occurring prior to the most recent incident may also be addressed. The School District will consider a response that will most likely end the bullying or harassment and deter similar future conduct.

Appeal to Superintendent

If the complaint of bullying or harassment has not been resolved to the complainant's satisfaction at the initial reporting level within ten (10) school days after the initial complaint was made, the student, parents/guardians or district personnel who made the complaint may appeal to the Superintendent by submitting the "Alleged Discrimination or Mistreatment Complaint Form" and any relevant documents (resolution attempts, etc.) to the Superintendent. Within ten (10) school days of receiving the complaint form, the Superintendent or designee will respond in writing to the complainant. The Superintendent's decision will be final and binding.

Failure to Observe Time Limits

In the event the student, parent, guardian, or district personnel who complained of bullying or harassment fails to exhaust the remedies under the complaint procedure provided above, or to abide by the time limits with respect to each step, the complaint will be presumed to be abandoned and the matter will be settled in accordance with the School District's last response thereto. However, any time limit may be extended by written mutual agreement of the parties involved.

Consequences of Violation of:

1310, 1311, 6214, 6215, 6410, 6411, 7705, 8420, 8430, 8432, 8450, 8453, 8454, 8455, 8550, 8551, 8552

If allegations of bullying or harassment are determined to be valid, sanctions that may be imposed by the School District may include, but are not limited to, any one or more of the following:

For students—

1. Oral reprimand;
2. Written reprimand;
3. Short-term suspension - exclusion of a student from attendance in all schools within the system for a period not to exceed five school days [Neb. Rev. Stat. §79-256(4)];
4. Long-term suspension - exclusion of a student from attendance in all schools within the system for a period exceeding five school days but fewer than twenty school days [Neb. Rev. Stat. §79-256(1)];
5. Expulsion - exclusion from attendance in all schools within the system for a period not to exceed the remainder of the semester in which the offense took effect unless the misconduct occurred (a) within ten school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or (b) within ten school days prior to the end of the second semester, in which case the expulsion shall remain in effect for summer school and the first semester of the following school year [Neb. Rev. Stat. §79-256(2) and § 79-283];

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6. Long- or short-term emergency exclusion as described previously if the student's conduct presents a clear threat to the physical safety of himself/herself, or others or is so extremely disruptive to make temporary removal necessary to preserve the right of other students to pursue education [Neb. Rev. Stat. §79-264];
7. Mandatory reassignment - involuntary transfer of a student to another school in connection with disciplinary action [Neb. Rev. Stat. §79-256(3)]; and
8. Referral to appropriate authorities for prosecution.

For Employees–

1. Oral reprimand with documentation to file;
2. Written reprimand;
3. Suspension with pay;
4. Suspension without pay;
5. Termination of employment;
6. Cancellation of employment;
7. Non-renewal of employment; and
8. Referral to appropriate authorities for prosecution.

For "Third Parties" (including audiences, competitors at inter-district athletic competitions, contractors, visitors, and employees of other businesses participating in cooperative work programs)–

1. Demand of immediate corrective action;
2. Suspension or termination of relationship; and
3. Referral to appropriate authorities for prosecution

Confidentiality and Retaliation

All matters involving complaints will remain confidential to the maximum extent possible, and any retaliation against individuals reporting bullying or harassment or participating in related proceedings will not be tolerated. The school district will discipline or take appropriate action against any student, teacher, administrator or other school personnel who retaliates against any person who reports an incident of alleged bullying or sexual, racial, ethnic, or disability related harassment or violence, or any person who testifies, assists, or participates in a proceeding, investigation or hearing relating to such bullying, harassment, or violence. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment, which has the effect of creating, for a reasonable person, an intimidating, hostile, or offensive educational or work environment.

Rights of Students Accused of Harassment

Students accused of inappropriate behavior have certain rights to due process and fundamental fairness under the Constitution of Nebraska, the United States Constitution, and Nebraska's Student Discipline Act codified at Neb. Rev. Stat. §79-254, et seq. (Reissue 1996) and any amendments thereto. Nothing in 1310, 6215, 6410, and 8455 or this procedure shall abrogate or modify the School District's obligation to comply with the terms of said Act or any other state or federal law.

Rights of District Personnel Accused of Harassment

All actions taken by the School District against district personnel under 1310, 1311, 6215, and 8455 or this procedure shall be consistent with the requirements of applicable collective bargaining agreements, as well as state and federal law.

Training

The District will ensure that *all* District employees (*to include certified, classified, and administration*) are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees. This training will include, at a minimum, the following areas:

- a. The current legal standards and compliance requirements of anti-discrimination, anti-harassment, and anti-retaliation federal, state, and any local laws and regulations, including several specific examples of discrimination, harassment (including acts of violence because of a person's sex or other protected characteristics), and retaliation.

- b. The District's current anti-discrimination, anti-harassment, and anti-retaliation notice, policies, grievance procedure, and discrimination complaint form, including the specific steps and timeframes of the investigative procedures, and the District's disciplinary procedures.
- c. Identification of the District's designated compliance coordinators and their job responsibilities.
- d. Specific examples and information regarding how to report complaints or observations of discrimination, harassment, or retaliation to appropriate District officials or employees. In addition, the District will emphasize that employees, students, third parties, and others should not be deterred from filing a complaint or reporting discrimination. For instance, if a student is the victim of sexual violence, a form of sexual harassment, but the student is concerned that alcohol or drugs were involved, school staff should inform the student that the District's primary concern is student safety, that any other rules violations will be addressed separately from the sexual violence allegation, and that the use of alcohol or drugs never makes the victim at fault for sexual violence.
- e. Potential consequences for violating the District's anti-discrimination, anti-harassment, and anti-retaliation policies, including discipline.
- f. Potential remedies, including immediate, interim remedies, to eliminate the discrimination, harassment, and retaliation, prevent its recurrence, and remedy its effects.
- g. A description of victim resources, including comprehensive victim services, to address acts of discrimination and harassment, including acts of violence because of a person's sex or other protected characteristics, and a list of those resources for distribution to trainees.

In addition, the District shall ensure that employees designated to address or investigate discrimination, harassment, and retaliation, including designated compliance coordinators, receive additional specific training to promptly and effectively investigate and respond to complaints and reports of discrimination, and to know the District's grievance procedures and the applicable confidentiality requirements.

Preventive Measures

The District will publish and distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including displaying the notice on the District's website and posting the notice at each building in the District. The District designates the Human Rights Officers to coordinate compliance with anti-discrimination laws, publish and disseminate grievance procedures, including posting it on the District's website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community. The District will provide training to employees and students at the beginning of each academic year in the areas identified in the Training section above.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources.

Effect of Policy and Publication

Policies 1310, 6215, 6410, and 8455 and this procedure should not be read to abrogate other school district policies prohibiting other forms of unlawful discrimination, harassment, or other inappropriate behavior. It is the intent of the School District that all such policies be read consistently to provide the highest level of protection from unlawful discrimination or harassment in the provision of educational services and opportunities. Summaries of policies 1310, 6215, 6410, and 8455 and this procedure shall be conspicuously posted in each school that the district maintains, in a place accessible to students, faculty, administrators, employees, parents, and members of the public. This notice shall include the name, mailing address and telephone number of the Human Rights Officer and the mailing address and telephone number of the United States Department of Education, Office for Civil Rights.

Reference: Boy Scouts of America Equal Access Act – January 8, 2002

Grand Island Public Schools

01.14.2016

11.12.2020

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1310.2 Complaint Form Discrimination, Harassment or Retaliation

The Grand Island Public School does not discriminate on the basis of sex, disability, race (**including skin color, hair texture and protective hairstyles**), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. This complaint form is to be used when a person has a complaint related to discrimination, harassment or retaliation on such bases in regard to employment or the programs and activities of the school district.

Refer to Board Policy:

1310, 1311, 6214, 6215, 6410, 6411, 7705, 8420, 8430, 8432, 8450, 8453, 8454, 8455, 8550, 8551, 8552

The applicable coordinator may be contacted if you have questions about filling out this complaint form:

Students: Dr. Robin Dexter, 123 S. Webb Road, Grand Island, NE 65502 (308) 385-5900
rdexter@gip.org).

Employees and Others: **Ms. Kristen Irey**, Chief of Human Capital Management, 123 S. Webb Road, Grand Island, NE 65502 (308) 385-5900 (wstelk@gips.org)

Name: _____ Date: _____

- (1) Description of the complaint:
- (2) Names of any witnesses to the matter being complained about:
- (3) Identify and attach any document supporting the complaint:
- (4) Confidentiality: I ___ do___ do not give consent to my identity being shared with the person(s) against whom I am complaining. If I do not give consent, I understand that the investigation may be hindered, but that the District will nonetheless investigate and take prompt and effective action to remediate the concerns I have raised, if appropriate.
- (5) Relief requested (what I want done in response to this complaint):

The undersigned states: The facts in this complaint are true to the best of my knowledge, information and belief. I give permission for an investigation to be made into this complaint. I understand that the District will take steps to prevent me being retaliated against for filing this complaint, which I am to notify the District if any such retaliation occurs, and that the District will take prompt and strong responsive action if retaliation occurs.

Signature: _____ Date: _____

Received by: _____ Date: _____

6215 BULLYING AND HARASSMENT (Staff)

I. General Statement of Policy

It shall be the policy of the Grand Island Public Schools to prohibit any form of bullying, including harassment or violence, on the basis of race (including skin color, hair texture and protective hairstyles including braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, and headwraps),, color, religion, national origin, ethnicity, age, sex or gender, sexual orientation, disability, or marital status, in all staff employment situations, academic offerings, and extra-curricular activities, including school-sponsored events away from school. Conduct which has the effect of creating, for a reasonable person, an intimidating, hostile, or offensive educational or work environment will not be tolerated. Any act of bullying or harassment by either staff or students will result in disciplinary action.

It shall also be a violation of district policy for any teacher, administrator, or other school personnel of this district to tolerate bullying or harassment because of race (including skin color, hair texture and protective hairstyles including braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, and headwraps),, color, religion, national origin, ethnicity, age, sex or gender, sexual orientation, disability, or marital status, as defined by this policy, by a student, teacher, administrator, other school personnel, or by any third parties who are participating in, observing, or otherwise engaged in activities, including sporting events and other extracurricular activities, under the auspices of the school district.

For the purposes of this policy school personnel shall include Board members, employees, students, agents, volunteers, contractors, or any other persons subject to the supervision and control of the district.

The school district will act to promptly investigate all complaints, either formal or informal, verbal or written, of bullying or harassment; to promptly take action to protect individuals from further bullying or harassment; and, if it determines that bullying or harassment occurred, to promptly and appropriately discipline any student, teacher, administrator or other school personnel who is found to have violated this policy and/or to take other appropriate action reasonably calculated to end the activity.

II. Definitions and Examples

Bullying

For the purposes of this policy, bullying consists of any ongoing pattern of physical, verbal, or electronic (“cyber-bullying”) abuse. Bullying may also include harassment on the basis of race (including skin color, hair texture and protective hairstyles including braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, and headwraps),, color, religion, national origin, ethnicity, age, sex or gender, sexual orientation, disability, or marital status.

Sexual Harassment

Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, sexually-motivated physical conduct or other verbal or physical conduct or communication of a sexual nature when:

- submission to the conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining or retaining employment or of obtaining an education; or
- submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's employment or education;
- that conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual's employment or education or creating an intimidating, hostile or offensive employment or educational environment.

Sexual Orientation

For the purposes of this policy, sexual harassment on the basis of sexual orientation is defined in the following terms:

- Gender-based discrimination is a form of sex discrimination, and refers to differential treatment or harassment of a student based on the student's sex, including gender identity, gender expression, and nonconformity with gender stereotypes, that results in the denial or limitation of education services, benefits, or opportunities. Conduct may constitute gender-based

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discrimination regardless of the actual or perceived sex, gender identity, or sexual orientation of the persons experiencing or engaging in the conduct.

Examples of conduct, which may constitute sexual harassment, include:

- stalking;
- sexual advances;
- touching, patting, grabbing or pinching another person's intimate parts, whether that person is of the same sex or the opposite sex;
- coercing, forcing or attempting to coerce or force the touching of anyone's intimate parts;
- coercing, forcing or attempting to coerce or force sexual intercourse or a sexual act on another;
- graffiti, written material, or graphics of a sexual nature;
- sexual gestures;
- sexual or dirty jokes;
- touching oneself sexually or talking about one's sexual activity in front of others;
- spreading rumors about or rating other students as to sexual activity or performance;
- unwelcome, sexually-motivated or inappropriate patting, pinching or physical contact; or
- other unwelcome sexual behavior or words, including demands for sexual favors, when accompanied by implied or overt threats concerning an individual's educational status or implied or overt promises of preferential treatment.

This prohibition does not preclude legitimate, non-sexual physical conduct such as the use of necessary restraints to avoid physical harm to persons or property or conduct such as a teacher's consoling hug of a young student or one student's demonstration of a sports move requiring contact with another student.

Disability

For purposes of this policy, harassment, because of the disability, consists of verbal or physical conduct relating to an individual's physical or mental impairment when:

- the harassing conduct is so severe, persistent or pervasive that it affects an individual's ability to participate in or benefit from an educational program or activity or creates an intimidating, threatening or abusive environment;
- the harassing conduct has the purpose or effect of substantially or unreasonably interfering with an individual's work or academic performance; or
- the harassing conduct otherwise adversely affects an individual's learning opportunities.

Examples of conduct which may constitute harassment because of disability include:

- graffiti containing offensive language, which is derogatory to others because of their physical or mental disability;
- threatening or intimidating conduct directed at another because of the other's physical or mental disability;
- jokes, rumors or name calling based upon an individual's physical or mental disability;
- slurs, negative stereotypes, and hostile acts, which are based upon another's physical or mental disability;
- graphic material containing comments or stereotypes, which is posted or circulated, and which is aimed at degrading individuals or members of protected classes;
- a physical act of aggression or assault upon another because of, or in a manner reasonably related to, an individual's physical or mental disability; or
- other kinds of aggressive conduct such as theft or damage to property, which is motivated by an individual's physical or mental disability.

Unlawful Harassment as a form of Discrimination in Programs or Activities that receive Federal Financial Assistance

Harassment based on an individual's: race (including skin color, hair texture and protective hairstyles including braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, and headwraps), color, or national origin (Title VI of the Civil Rights Act of 1964); disability in all programs or activities (Section 504 of the Rehabilitation Act of 1973); sex (Title IX of the Education Amendments of 1972); age (Age Discrimination Act of 1975); and/or discrimination on the basis of disability by public entities (Title II of the

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Americans with Disabilities Act of 1990) that consists of physical or verbal conduct relating to any one of these protected categories of individuals and:

- creates an intimidating, hostile, or offensive working or educational environment; or
- substantially or unreasonably interferes with an individual's work or education; or
- otherwise is sufficiently serious to limit an individual's employment opportunities or to limit a student's ability to participate in or benefit from the education program.

Examples of conduct that may constitute such unlawful harassment include:

- graffiti containing racially offensive language;
- name calling jokes or rumors based on an individual's race, color, national origin, age, sex, or disability;
- physical acts of aggression against a person or his property because of that person's race, color, national origin, age, sex, or disability;
- Hostile acts that are based on an individual's race, color, national origin, age, sex, or disability and/or;
- written or graphic material which is posted electronically or circulated and which intimidates or threatens individuals based on their race, color, national origin, age, sex, or disability.

Because of the potential misuse of electronic media, photo, or video material in violation of this policy, the use of any electronic media, photographic, or video equipment without expressed administrative consent is prohibited.

On or before September 1, 2009, each school will have in place a program or information regarding bullying/harassment prevention and education.

References: *Title IX, Education Amendments of 1972*
Title VI of the Civil Rights Act of 1964, as amended
Age Discrimination in Employment Act of 1975
Section 504 of the Rehabilitation Act of 1973
Title II, Americans with Disabilities Act of 1990
Civil Rights Act of 1991
Ne. Rev. Stat. 79-267 (2010)

Policy Adopted 4-10-08
Policy Revised 5-14-09
Policy Revised 10.13.2011
Policy Revised 01.14.2016
Policy Revised: 11.12.2020
Policy Revised: ???.???.??

Refer to 1310 for 1310.1 Administrative Procedures and the 1310.2 Complaint Form

The Grand Island Public Schools does not discriminate on the basis of sex in any educational program or activity that it operates. The District is required by Title IX (20 U.S.C. § 1681) and 34 CFR Part 106 not to discriminate in such a manner. This requirement not to discriminate also applies to admission and employment. Any inquiries about the application of Title IX may be referred to the District Title IX Coordinator, to the Assistant Secretary of the Office of Civil Rights, or both. The GIPS Board of Education designates the following individuals to serve as GIPS Title IX Coordinators for students and staff and serve as Compliance Coordinator:

Title: Dr. Robin R. Dexter, Associate Superintendent
Coordinator for Student Complaints and Compliance Coordinator
Office address:
Kneale Administration Building, 123 S. Webb Road, Grand Island, NE 68802
Email: rdexter@gips.org

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Phone number: 308-385-5900

Title: **Ms. Kristen Irely**, Chief of Human Capital Management
Coordinator for Staff Complaints

Office address:

Kneale Administration Building, 123 S. Webb Road, Grand Island, NE 68802

Email: kirey@gips.org

Phone number: 308-385-5900

For information regarding the Grand Island Public Schools procedure for complaints of sexual harassment including the complaint process, how to file a report or a complaint of sexual harassment, how to file a formal complaint of sexual harassment, and how the District will respond to such complaints see Board Policy, 6205 Staff and 8505 Student, located on the GIPS web site.

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6411 EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

The Grand Island Public Schools (hereafter referred to as the district) is committed to offering employment based upon ability and performance in a discrimination free environment.

It shall be the policy of the district to assure equal employment opportunities to all applicants and employees by prohibiting discriminatory practices. In all employment activities, including, but not limited to, hiring, promotions, transfers, training, compensation and termination, the district is an equal opportunity, affirmative action employer. The district will employ the best qualified applicant for each position without regard to sex, physical or intellectual disability, race (including skin color, hair texture and protective hairstyles including braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, and headwraps), color, religion, veteran status, national or ethnic origin, marital status, pregnancy, childbirth or related medical condition, or other protected status and to not fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to compensation, terms conditions, or privileges of employment, because of such individual's sex, disability, race, color, religion, veteran status, national or ethnic origin, marital status, pregnancy, childbirth or related medical condition, or other protected status. The district will make reasonable accommodations for the physical and intellectual limitations of otherwise qualified employees or applicants unless it can be demonstrated that such accommodations would impose an undue hardship on the functioning of the district. This policy also prohibits practices, policies, and procedures which result in disparate or unfair treatment.

Every school board member, administrator, and employee will comply with the provisions of this policy within the assigned areas of responsibility. There shall be no discrimination by school officials against any employee because of membership or activity in an employee organization or because of protected free speech activities.

Any applicant or employee who believes that the provisions of this policy have not been appropriately administered will bring such matters to the attention of the Superintendent of Schools.

A copy of this policy will be distributed to all employees and new employees at the time of hire.

Legal Reference: *42 U.S.C. Ch 126 (Equal Employment for Individuals with Disabilities)*
 29 U.S.C. 706(8), 794, 794a, 794b (Rehabilitation Act of 1973)

Policy Adopted 7/8/91

Policy Revised: 01.14.2016

Policy Revised: 11.12.2020

The Grand Island Public Schools does not discriminate on the basis of sex in any educational program or activity that it operates. The District is required by Title IX (20 U.S.C. § 1681) and 34 CFR Part 106 not to discriminate in such a manner. This requirement not to discriminate also applies to admission and employment. Any inquiries about the application of Title IX may be referred to the District Title IX Coordinator, to the Assistant Secretary of the Office of Civil Rights, or both. The GIPS Board of Education designates the following individuals to serve as GIPS Title IX Coordinators for students and staff and serve as Compliance Coordinator:

Title: Dr. Robin R. Dexter, Associate Superintendent
Coordinator for Student Complaints and Compliance Coordinator
Office address:
Kneale Administration Building, 123 S. Webb Road, Grand Island, NE 68802
Email: rdexter@gips.org
Phone number: 308-385-5900

Title: Ms. Kristen Irej, Chief of Human Capital Management
Coordinator for Staff Complaints
Office address:

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Kneale Administration Building, 123 S. Webb Road, Grand Island, NE 68802
Email: kirey@gips.org
Phone number: 308-385-5900

For information regarding the Grand Island Public Schools procedure for complaints of sexual harassment including the complaint process, how to file a report or a complaint of sexual harassment, how to file a formal complaint of sexual harassment, and how the District will respond to such complaints see Board Policy, 6205 Staff and 8505 Student, located on the GIPS web site.

8455 BULLYING AND HARASSMENT (Students)

I. General Statement of Policy

It shall be the policy of the Grand Island Public Schools to prohibit any form of bullying, including harassment or violence, on the basis of race, (including skin color, hair texture and protective hairstyles including braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, and headwraps), color, religion, national origin, ethnicity, age, sex or gender, sexual orientation, disability, or marital status, in all staff employment situations, academic offerings, and extra-curricular activities, including school-sponsored events away from school. Conduct which has the effect of creating, for a reasonable person, an intimidating, hostile, or offensive educational or work environment will not be tolerated. Any act of bullying or harassment by either staff or students will result in disciplinary action.

It shall also be a violation of district policy for any teacher, administrator, or other school personnel of this district to tolerate bullying or harassment because of race, (including skin color, hair texture and protective hairstyles including braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, and headwraps), color, religion, national origin, ethnicity, age, sex or gender, sexual orientation, disability, or marital status, as defined by this policy, by a student, teacher, administrator, other school personnel, or by any third parties who are participating in, observing, or otherwise engaged in activities, including sporting events and other extracurricular activities, under the auspices of the school district.

For the purposes of this policy school personnel shall include Board members, employees, students, agents, volunteers, contractors, or any other persons subject to the supervision and control of the district.

The school district will act to promptly investigate all complaints, either formal or informal, verbal or written, of bullying or harassment; to promptly take action to protect individuals from further bullying or harassment; and, if it determines that bullying or harassment occurred, to promptly and appropriately discipline any student, teacher, administrator or other school personnel who is found to have violated this policy and/or to take other appropriate action reasonably calculated to end the activity.

II. Definitions and Examples

Bullying

For the purposes of this policy, bullying consists of any ongoing pattern of physical, verbal, or electronic ("cyber-bulling") abuse. Bullying may also include harassment on the basis of race, (including skin color, hair texture and protective hairstyles including braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, and headwraps), color, religion, national origin, ethnicity, age, sex or gender, sexual orientation, disability, or marital status.

Sexual Harassment

Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, sexually-motivated physical conduct or other verbal or physical conduct or communication of a sexual nature when:

- submission to the conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining or retaining employment or of obtaining an education; or
- submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's employment or education;
- that conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual's employment or education or creating an intimidating, hostile or offensive employment or educational environment.

Sexual Orientation

For the purposes of this policy, sexual harassment on the basis of sexual orientation is defined in the following terms:

- Gender-based discrimination is a form of sex discrimination, and refers to differential treatment or harassment of a student based on the student's sex, including gender identity, gender expression, and nonconformity with gender stereotypes, that results in the denial or limitation of education services, benefits, or opportunities. Conduct may constitute gender-based discrimination regardless of the actual or perceived sex, gender identity, or sexual orientation of the persons experiencing or engaging in the conduct.

Examples of conduct, which may constitute sexual harassment, include:

- stalking;
- sexual advances;
- touching, patting, grabbing or pinching another person's intimate parts, whether that person is of the same sex or the opposite sex;
- coercing, forcing or attempting to coerce or force the touching of anyone's intimate parts;
- coercing, forcing or attempting to coerce or force sexual intercourse or a sexual act on another;
- graffiti, written material, or graphics of a sexual nature;
- sexual gestures;
- sexual or dirty jokes;
- touching oneself sexually or talking about one's sexual activity in front of others;
- spreading rumors about or rating other students as to sexual activity or performance;
- unwelcome, sexually-motivated or inappropriate patting, pinching or physical contact; or
- other unwelcome sexual behavior or words, including demands for sexual favors, when accompanied by implied or overt threats concerning an individual's educational status or implied or overt promises of preferential treatment.

This prohibition does not preclude legitimate, non-sexual physical conduct such as the use of necessary restraints to avoid physical harm to persons or property or conduct such as a teacher's consoling hug of a young student or one student's demonstration of a sports move requiring contact with another student.

Disability

For purposes of this policy, harassment, because of the disability, consists of verbal or physical conduct relating to an individual's physical or mental impairment when:

- the harassing conduct is so severe, persistent or pervasive that it affects an individual's ability to participate in or benefit from an educational program or activity or creates an intimidating, threatening or abusive environment;
- the harassing conduct has the purpose or effect of substantially or unreasonably interfering with an individual's work or academic performance; or
- the harassing conduct otherwise adversely affects an individual's learning opportunities.

Examples of conduct which may constitute harassment because of disability include:

- graffiti containing offensive language, which is derogatory to others because of their physical or mental disability;
- threatening or intimidating conduct directed at another because of the other's physical or mental disability;
- jokes, rumors or name calling based upon an individual's physical or mental disability;
- slurs, negative stereotypes, and hostile acts, which are based upon another's physical or mental disability;
- graphic material containing comments or stereotypes, which is posted or circulated, and which is aimed at degrading individuals or members of protected classes;
- a physical act of aggression or assault upon another because of, or in a manner reasonably related to, an individual's physical or mental disability; or
- other kinds of aggressive conduct such as theft or damage to property, which is motivated by an individual's physical or mental disability.

Unlawful Harassment as a form of Discrimination in Programs or Activities that receive Federal Financial Assistance

Harassment based on an individual's: race, (including skin color, hair texture and protective hairstyles including braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, and headwraps), color, or national origin (Title VI of the Civil Rights Act of 1964); disability in all programs or activities (Section 504 of the Rehabilitation Act of 1973); sex (Title IX of the Education Amendments of 1972); age (Age Discrimination Act of 1975); and/or discrimination on the basis of disability by public entities (Title II of the Americans with Disabilities Act of 1990) that consists of physical or verbal conduct relating to any one of these protected categories of individuals and:

- creates an intimidating, hostile, or offensive working or educational environment; or
- substantially or unreasonably interferes with an individual's work or education; or

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- otherwise is sufficiently serious to limit an individual's employment opportunities or to limit a student's ability to participate in or benefit from the education program.

Examples of conduct that may constitute such unlawful harassment include:

- graffiti containing racially offensive language;
- name calling jokes or rumors based on an individual's race, color, national origin, age, sex, or disability;
- physical acts of aggression against a person or his property because of that person's race, color, national origin, age, sex, or disability;
- Hostile acts that are based on an individual's race, color, national origin, age, sex, or disability and/or;
- written or graphic material which is posted electronically or circulated and which intimidates or threatens individuals based on their race, color, national origin, age, sex, or disability.

Because of the potential misuse of electronic media, photo, or video material in violation of this policy, the use of any electronic media, photographic, or video equipment without expressed administrative consent is prohibited.

References: *Title IX, Education Amendments of 1972*
Title VII of the Civil Rights Act of 1964, as amended
Age Discrimination in Employment Act of 1975
Section 504 of the Rehabilitation Act of 1973
Title II, Americans with Disabilities Act of 1990
Civil Rights Act of 1991
Ne. Rev. Stat. 79-267 (2010)

Policy Adopted 4-10-08
Policy Revised 5-14-09
Policy Revised 09.08.2011
Policy Revised 05.14.2015 – Public hearing
Policy Reviewed 05.12.2016 – Public Hearing
Policy Reviewed: 05.11.2017 – Public Hearing
Policy Reviewed: 06.13.2019 – Public Hearing
Policy Reviewed: 07.09.2020 – Public Hearing
Policy Revised: 11.12.2020
Policy Revised: ???.???.??

This policy is a repeat of 1311 Bullying and Harassment (Staff)
Refer to 1310 Nondiscrimination for Administrative Procedures (1310.1) and the complaint form (1310.2)

The Grand Island Public Schools does not discriminate on the basis of sex in any educational program or activity that it operates. The District is required by Title IX (20 U.S.C. § 1681) and 34 CFR Part 106 not to discriminate in such a manner. This requirement not to discriminate also applies to admission and employment. Any inquiries about the application of Title IX may be referred to the District Title IX Coordinator, to the Assistant Secretary of the Office of Civil Rights, or both. The GIPS Board of Education designates the following individuals to serve as GIPS Title IX Coordinators for students and staff and serve as Compliance Coordinator:

Title: Dr. Robin R. Dexter, Associate Superintendent
Coordinator for Student Complaints and Compliance Coordinator
Office address:
Kneale Administration Building, 123 S. Webb Road, Grand Island, NE 68802
Email: rdexter@gips.org
Phone number: 308-385-5900

Title: **Ms. Kristen Irely**, Chief of Human Capital Management

GRAND ISLAND PUBLIC SCHOOLS

Coordinator for Staff Complaints

Office address:

Kneale Administration Building, 123 S. Webb Road, Grand Island, NE 68802

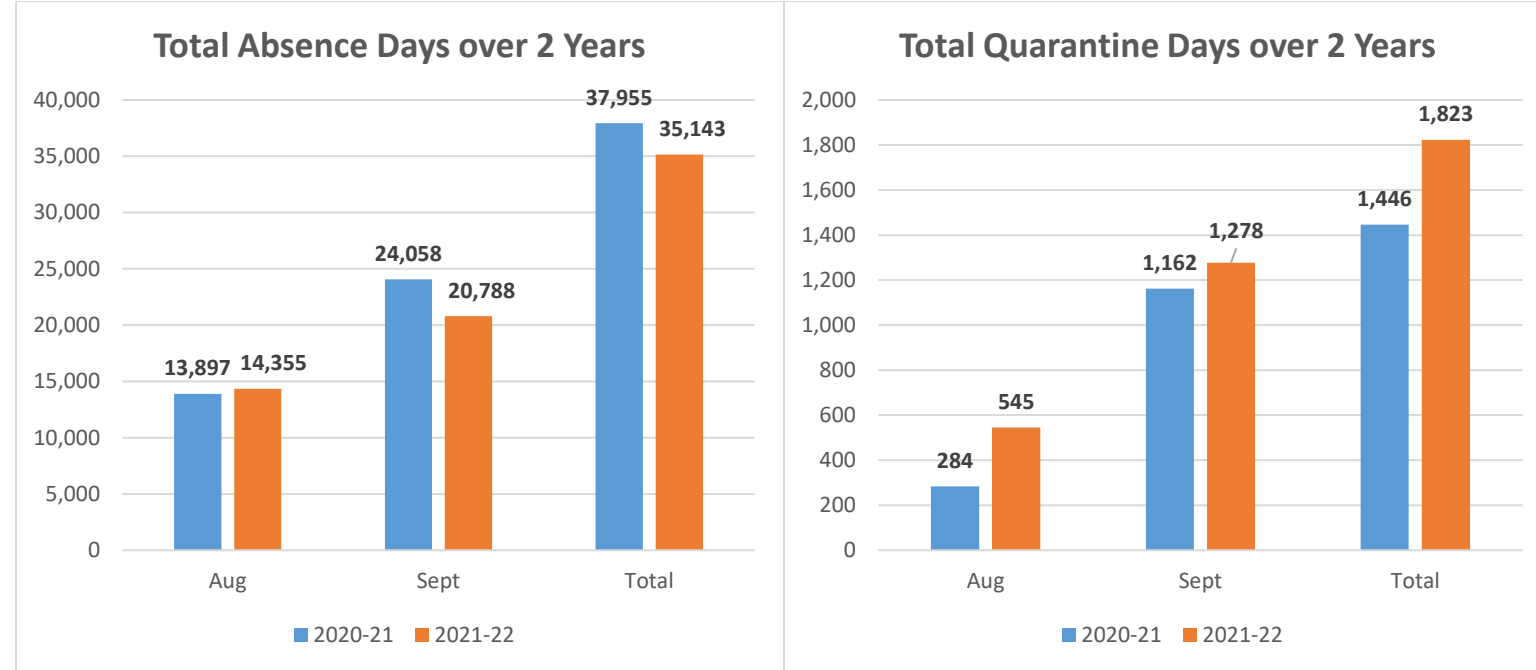
Email: kirey@gips.org

Phone number: 308-385-5900

For information regarding the Grand Island Public Schools procedure for complaints of sexual harassment including the complaint process, how to file a report or a complaint of sexual harassment, how to file a formal complaint of sexual harassment, and how the District will respond to such complaints see Board Policy, 6205 Staff and 8505 Student, located on the GIPS web site.

1

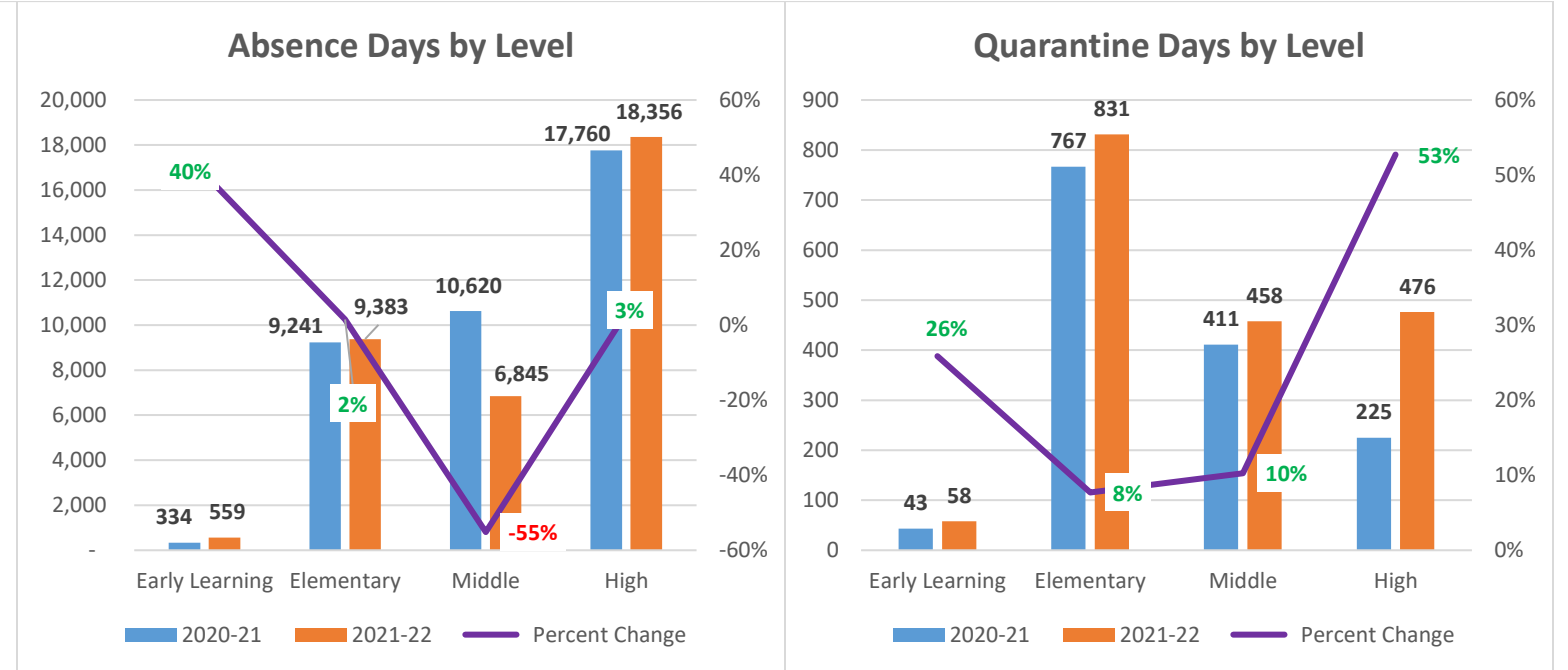
Absences and Quarantine Days from August to September, a Two-Year Study



- Fewer absences in August, September this year (an improvement)
- Large Quarantine increase (August)

2

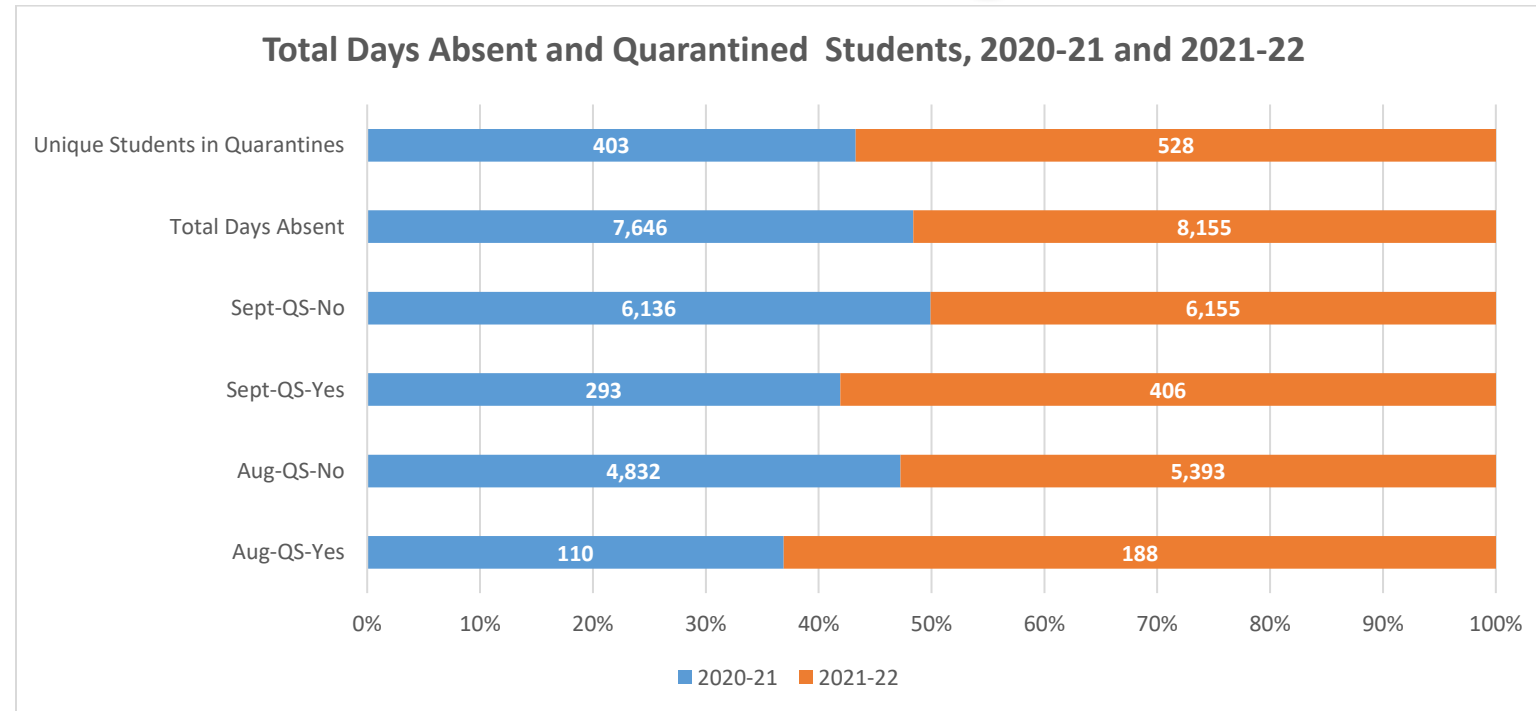
Absences and Quarantine Days by Level



- Significant increase (Early learning) and decrease (Middle School)
- More Quarantine Days this year (better mechanisms and - hint - shorter)

Unique Students: Absences and Quarantines

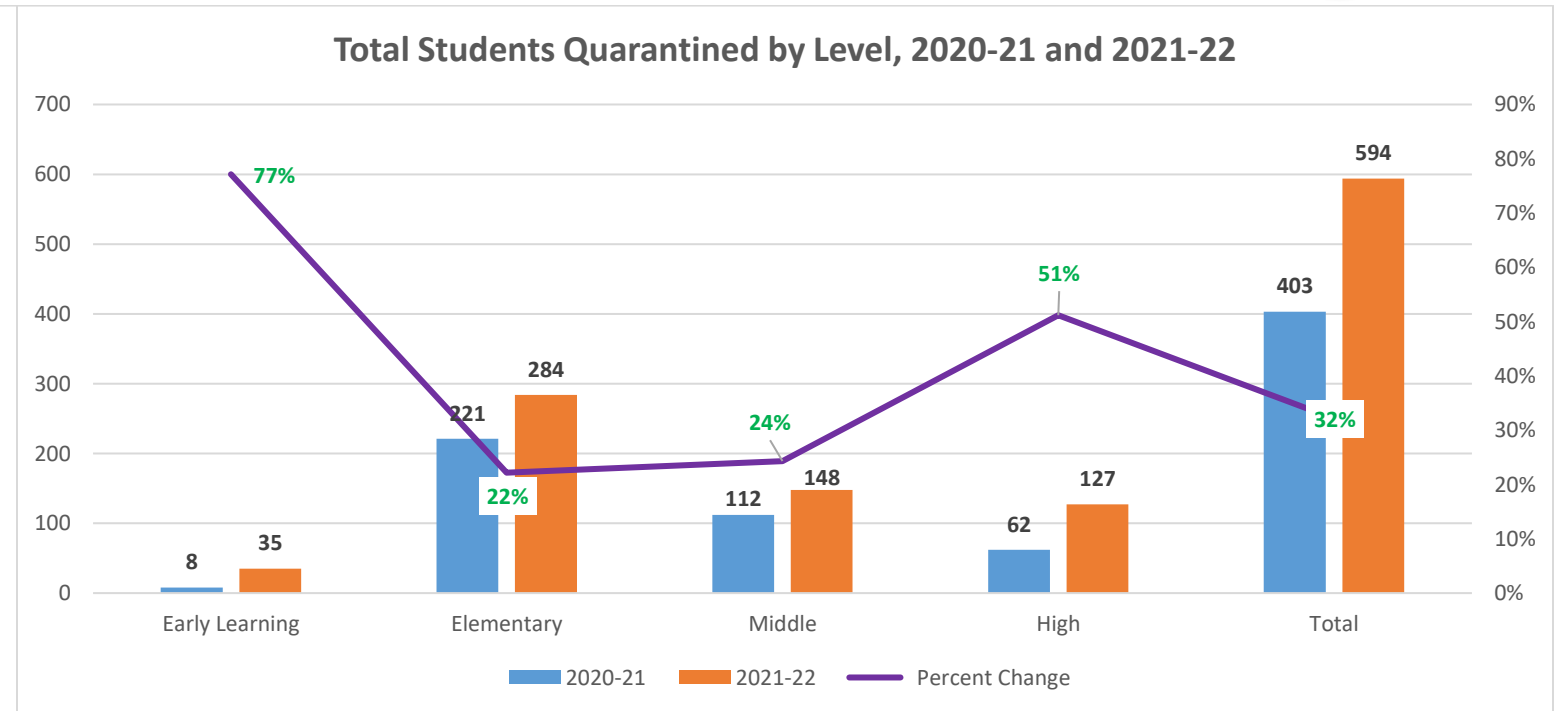
3



- More unique students in Quarantine compared to last year absences (more kids, less days)
- Rate of Quarantine has slowed slightly in September compared to August

Unique Absences and Quarantines by Level

4



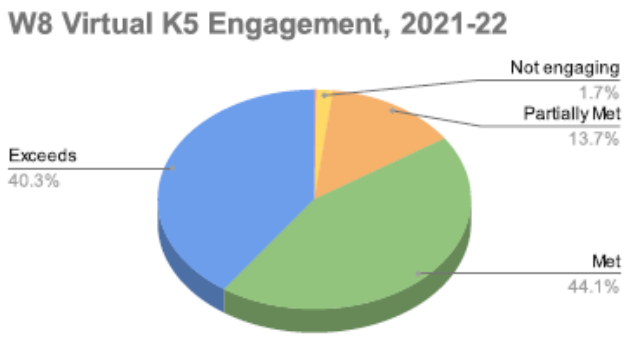
- Largest percent increase of Quarantines at OLC but very small number of students
- Second largest increase at High School Level, which supports experiences in recent weeks

A Graphical Comparison of Attendance and Enrollment in 2020-21 (up to 9/30) and 2021-22 * (same date)

Grade	Totals		Difference	PresentDay	AbsentDay	Attendance		2020 Comp		Virtual	Attendance		2020 Comp		Responsible School	Fall 2021		2020 Comp		B2	PK	HP	KG	1	2	3	4	5	6	7	8	9	10	11	12	12x
	Attending	Enrolled				Percent	Difference	Virtual	Percent		Difference	ALL	Difference																							
B2	127	113	-4	4271	0	100.0%	0.0%	0	0.0%	0	0.0%	0.0%	0.0%	Early Learning Center	92.1%	-1.7%	92.1%																			
PK	37	36	0	829	78	91.4%	-2.2%	0	0.0%	0	0.0%	0.0%	0.0%	T1 Dodge Elementary	95.0%	-0.8%	100.0%	100.0%	93.9%	94.1%	95.1%	95.3%	95.7%	95.4%												
HP	554	487	2	15445.4	834.6	94.9%	-1.4%	0	0.0%	0	0.0%	0.0%	0.0%	NT1 Engleman Elementary	97.1%	-0.4%	100.0%	100.0%	96.1%	97.2%	97.3%	96.9%	97.1%	96.9%												
KG	774	768	27	22987.66	1312.34	94.6%	0.3%	7	-1.5%	7	90.4%	-1.5%	-1.5%	NT1 Gates Elementary	95.9%	-0.1%	100.0%	100.0%	95.3%	95.6%	96.5%	95.4%	95.3%	95.1%												
1	742	737	-74	22246.06	1143.94	95.1%	0.0%	10	1.7%	10	94.6%	1.7%	1.7%	T1 Howard Elementary	95.4%	0.6%	100.0%	91.4%	100.0%	94.6%	94.6%	95.1%	97.5%	95.4%	95.1%											
2	814	810	70	24470.38	1129.62	95.6%	-0.2%	10	2.1%	10	96.5%	2.1%	2.1%	T1 Jefferson Elementary	95.8%	0.1%	100.0%	100.0%	94.4%	95.0%	95.7%	94.7%	96.2%	96.6%												
3	740	732	31	22351.2	1043.8	95.5%	0.7%	17	-1.9%	17	90.6%	-1.9%	-1.9%	T1 Knickrehm Elementary	94.0%	-1.2%	100.0%	100.0%	93.7%	95.2%	94.8%	94.0%	88.2%	93.0%												
4	693	688	-64	20929.23	981.77	95.5%	-0.2%	14	-2.3%	14	91.5%	-2.3%	-2.3%	T1 Lincoln Elementary	94.3%	-0.9%	100.0%	100.0%	91.4%	95.5%	95.4%	94.9%	94.5%	94.3%	93.8%											
5	757	748	-14	22925.39	1000.61	95.8%	0.3%	15	0.5%	15	95.4%	0.5%	0.5%	NT1 Newell Elementary	96.0%	-0.4%	100.0%	100.0%	94.9%	96.4%	95.8%	95.6%	96.0%	96.8%												
6	736	731	-30	22692.65	1224.35	94.9%	1.2%	15	15.2%	15	95.1%	15.2%	15.2%	NT1 Seedling Mile Elementary	95.7%	-0.8%	100.0%	100.0%	94.4%	96.2%	93.8%	96.5%	95.6%	97.4%												
7	767	763	11	22868.97	1461.03	94.0%	2.8%	13	7.1%	13	92.0%	7.1%	7.1%	NT1 Shoemaker Elementary	96.1%	-0.1%	100.0%	100.0%	95.6%	95.3%	95.8%	95.4%	97.4%	95.8%												
8	751	742	37	22019.06	1689.94	92.9%	0.5%	15	1.9%	15	87.3%	1.9%	1.9%	T1 Starr Elementary	94.5%	0.3%	100.0%	100.0%	91.9%	92.6%	94.3%	95.3%	94.7%	95.7%	96.5%											
9	685	674	37	19840.64	1648.36	92.3%	-0.7%	11	90.8%	11	90.8%	90.8%	90.8%	NT1 Stolley Park Elementary	96.1%	-1.5%	100.0%	100.0%	95.8%	95.3%	97.7%	95.7%	95.2%	96.5%												
10	643	634	-36	18058.14	2155.86	89.3%	1.1%	18	13.7%	18	90.9%	13.7%	13.7%	T1 Wasmer Elementary	95.1%	-0.2%	100.0%	100.0%	93.5%	93.8%	95.8%	95.9%	94.5%	95.7%												
11	674	662	54	17983.74	3109.26	85.3%	1.9%	12	48.1%	12	89.9%	48.1%	48.1%	T1 West Lawn Elementary	94.3%	-0.8%	100.0%	100.0%	94.2%	93.2%	93.2%	94.9%	93.2%	95.4%												
12	550	541	-69	14514.43	2768.57	84.0%	0.0%	19	12.3%	19	75.8%	12.3%	12.3%	NT1 Barr Middle School	92.2%	0.9%																				
12x	54	47	-11	1209.33	391.67	75.5%	-8.9%	2	47.5%	2	47.5%	47.5%	47.5%	T1 Walnut Middle School	94.4%	2.4%																				
Totals	10098	9913	-33			92.2%	-0.3%	178	87.7%	178	87.7%	5.0%	5.0%	NT1 Westridge Middle School	95.8%	1.2%																				
														Grand Island Senior High	87.7%	0.5%																				
														ALL	93.1%	0.5%																				

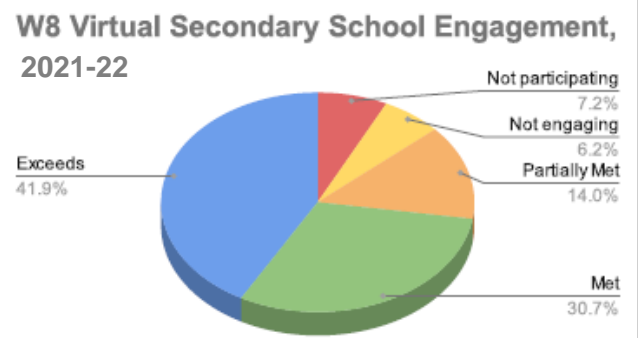
Met+Exceeds = 84.4%

Engagement	Count
V	1
I	8
R	64
T	206
U	188
A	
L	



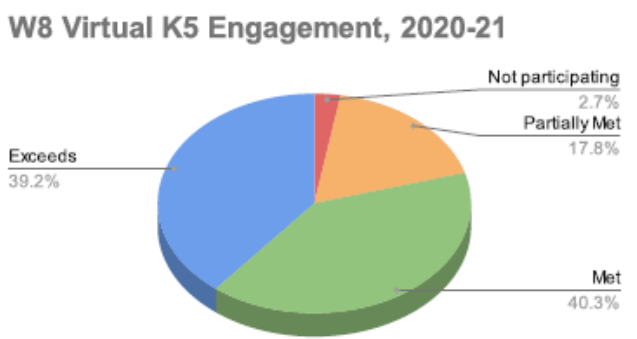
Met+Exceeds = 72.6%

Engagement	Count
V	29
I	25
R	56
T	123
U	168
A	
L	



Met+Exceeds = 79.5%

Engagement	Count
V	113
I	0
R	744
T	1,683
U	1,637
A	
L	



Virtual Secondary School Back on Track Plan			
Summary of Success	# of Students	# of Courses	# of Credits
August	6	9	45
September	5	6	30
Total to Date	9	15	75

*Total to Date reflects the number of individual students who recovered credits, so if a student recovers another course credit in the following month, they are not counted twice in the Total.

BOE Presentation - Attendance, Enrollment, and Engagement - Where are we now compared with Fall 2020?

October 14, 2021



GIPS ON TRACK TO THRIVE 2025
Better and Stronger Than Ever

Hello again, Board of Education!

Topics for tonight:

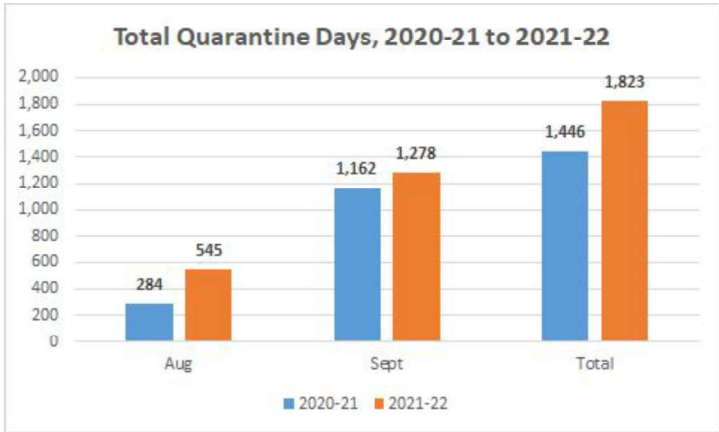
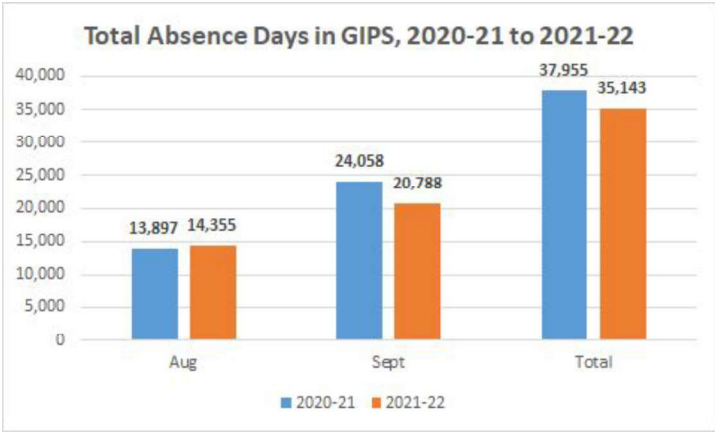
- (a) Historic look at absences & quarantine, Fall 2020-2021
- (b) Provide a current look at virtual school engagement
- (c) Current Attendance Summary of first two months compared with last year at this time.

Attendance here means “Average Daily Membership”



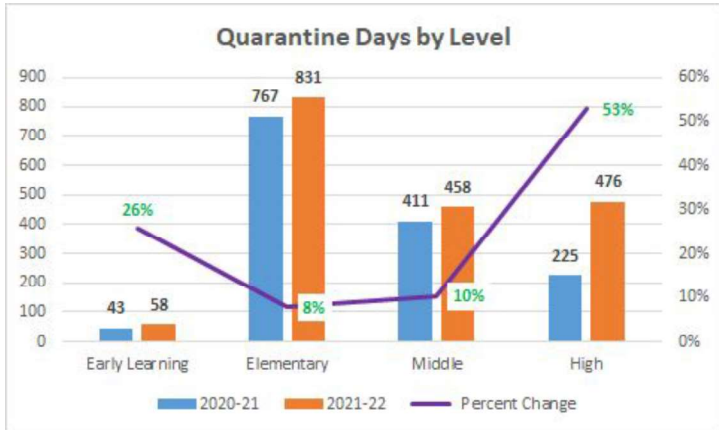
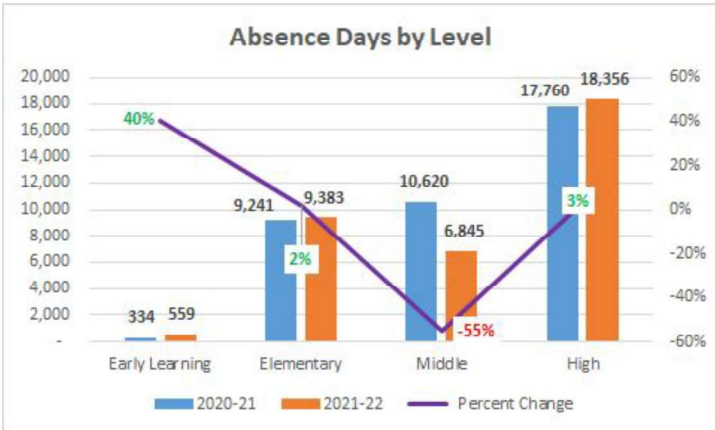
1 Absences and Quarantine Days, a Two-Year Study

- Fewer absences this year (an improvement)
- Large Quarantine increase (August)



2 Absences and Quarantine Days by Level

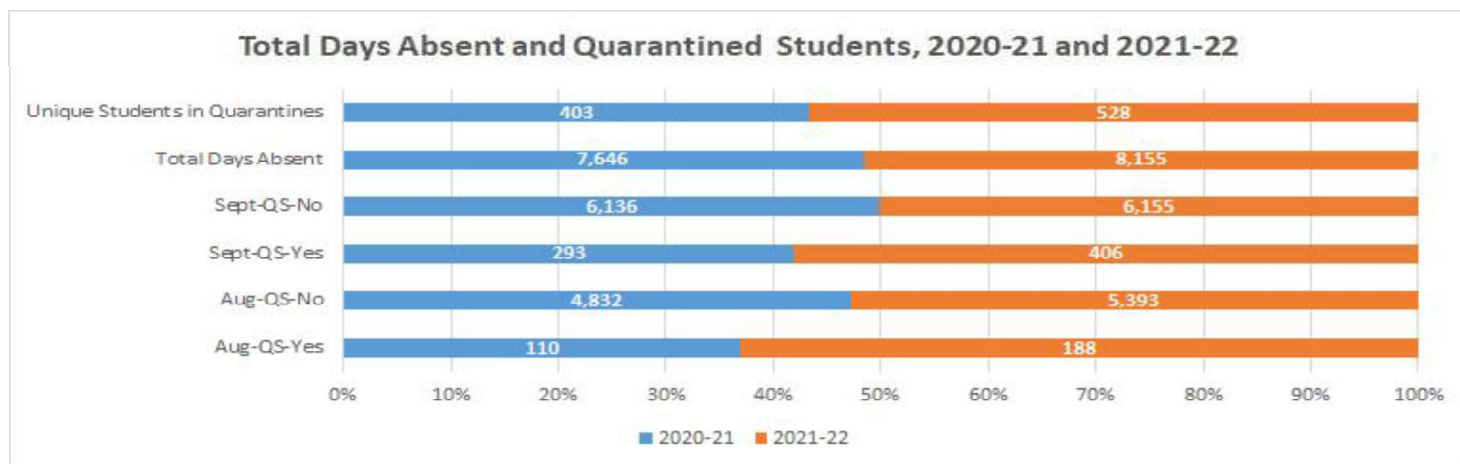
- Significant increase (Early learning) and decrease (Middle School)
- More Quarantine Days in 2021 (better mechanisms and *hint* - shorter)



3

Absences and Quarantine Days by Student

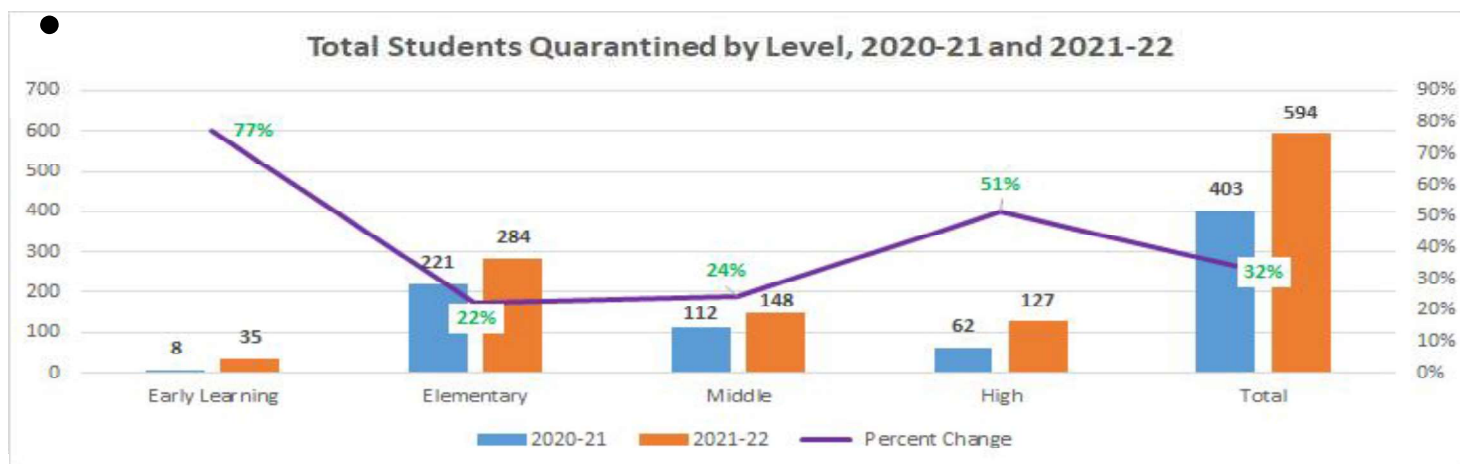
- More unique students in Quarantine in 2021-22 (more kids, less days)
- Quarantine rate has slowed slightly in September compared to August



4

Absences and Quarantine Days by Student

- Largest increase of Quarantines at OLC but small number of students
- Second largest increase at High School Level (*hint* - sub shortage)



Enrollment Across 5 Years

What does this tell us?

Could it affect how we view Quarantine and Absence Numbers?

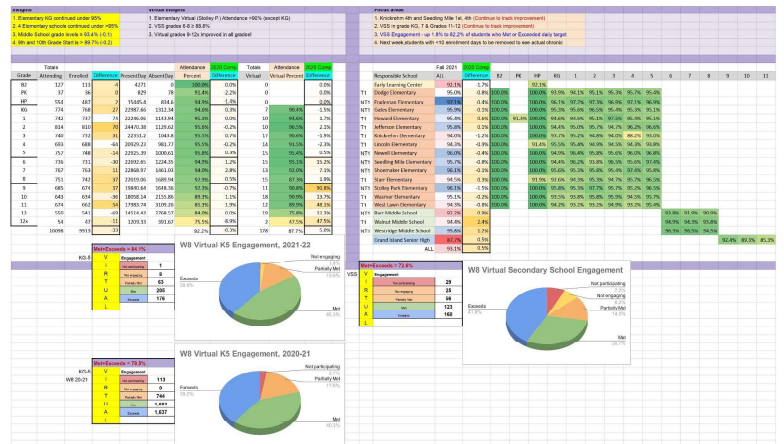
Grade	2017-18	2018-19	2019-20	2020-21	2021-22
B2	118	122	134	115	112
HP	461	482	491	485	494
KG	697	746	823	740	767
1	761	697	741	812	734
2	816	773	698	738	809
3	825	798	759	699	730
4	810	816	774	751	688
5	736	790	797	760	750
6	717	700	758	757	731
7	745	718	702	751	762
8	691	736	716	702	747
9	688	646	677	638	678
10	681	695	651	670	638
11	594	655	667	600	671
12	583	539	601	601	551
12x	33	45	51	58	47
All	9956	9958	10040	9913	9945



Attendance Across 2 Years

What does this tell us?

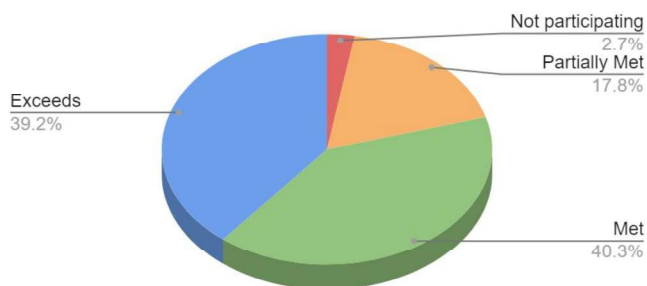
Could it affect how we view Quarantine and Absence Numbers?



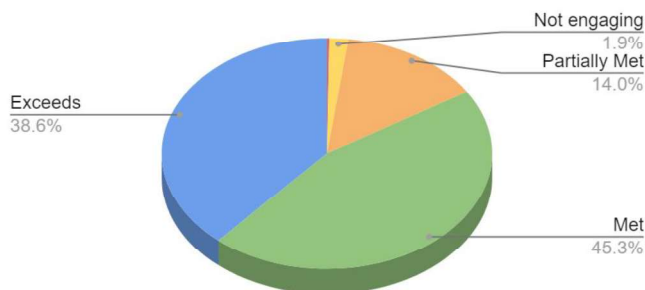
5 Current analysis: Virtual school engagement (KG-5) compared to last year KG-5

- Went from **79%** Meet/Exceeds to **84%** (SIP goal: **80%**)
- Category “Partially met” was created in Term 2, 2020-21

W8 Virtual K5 Engagement, 2020-21



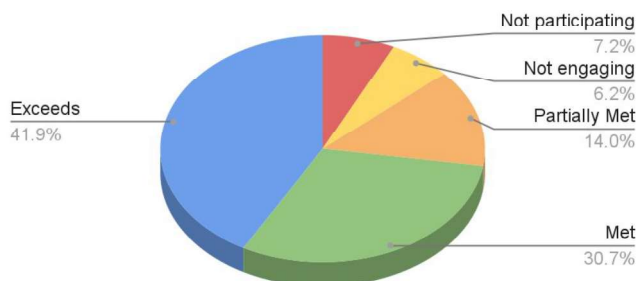
W8 Virtual K5 Engagement, 2021-22



5 Virtual Second School Engagement, 2021-22

- VSS just started Engagement this Fall
- Quickly reaching **73%** with aim to top **80%** later in Fall

W8 Virtual Secondary School Engagement



Virtual Secondary School Back on Track Plan

Summary of Success	# of Students	# of Courses	# of Credits
August	6	9	45
September	5	6	30
Total to Date	9	15	75

*Total to Date reflects the number of individual students who recovered credits, so if a student recovers another course credit in the following month, they are not counted twice in the Total.



Any Last Thoughts or Questions?

- Thank you very much!
- Before finishing, are there any questions about Attendance, Enrollment, and Quarantines?



GIPS FOR ALL
2021 - 2022

September 23, 2021

Bonnie Hinkle, President
Grand Island Public Schools Board of Education

Dear Ms. Hinkle:

The Grand Island Education Association continues to represent the bargaining unit covered by the 2021-2022 Master Agreement and is recognized as the exclusive bargaining agent for negotiations for the 2022-2023 contract year.

The Association requests that Grand Island Public Schools recognize the Association as the exclusive bargaining agent for the 2023-2024 contract year for the unit it presently represents.

Please direct your response to the undersigned.

Sincerely,

A handwritten signature in cursive script that reads "Michelle Carter".

Michelle Carter, President
Grand Island Education Association

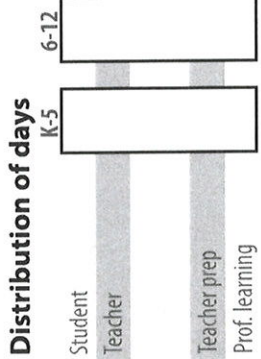


**2021-2022
GIPS Student Calendar**

Elementary: []
Students dismissed at 2 p.m. Wednesdays for teacher prep and planning

Middle: []
Students dismissed at 2:15 p.m. on first Wednesday monthly for prof. learning

GISH: 8:05 a.m. - 3:40 p.m.



Quarter dates
Oct. 15; Dec. 17; March 4; May 20.

Trimester dates
Nov. 5; Feb. 18; May 20.

Make-up days
May 23-27

Calendar legend

12	No school for students
24	In school
4	2 p.m. dismissal elementary
	K-5, 2 p.m. dismissal
	6-8, 2:15 p.m. dismissal

AUGUST

Mon	Tues	Wed	Thurs	Fri
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

AUGUST

11.....K, 6, 9 students (2/2:15 p.m.)
12.....K-5 students (2 p.m. dismissal)
13.....Grades 1-5 (2 p.m.)
13.....No Kindergarten
12-13 ..6-12 students (regular dismissal)

SEPTEMBER

Mon	Tues	Wed	Thurs	Fri
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

SEPTEMBER

3.....No School; District PD
6.....No School; Labor Day
27.....No School; District PD

OCTOBER

Mon	Tues	Wed	Thurs	Fri
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

OCTOBER

11-14..Parent Teacher Conferences
11-13 ..K-5, 2 p.m. dismissal;
6-12 → 6-9, 2:15 p.m. dismissal
14-15 ..No School

NOVEMBER

Mon	Tues	Wed	Thurs	Fri
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

NOVEMBER

8.....No School
24-26...No School: Fall break
29.....No School; District PD
22-26 Fall Break

DECEMBER

Mon	Tues	Wed	Thurs	Fri
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

DECEMBER

17.....K-5, 2 p.m. dismissal
.....6-12, 2:15 p.m. dismissal
20-31 ..No school: Winter break

JANUARY

Mon	Tues	Wed	Thurs	Fri
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

JANUARY

3.....No School
4.....K-12 students return
24.....No School; District PD

FEBRUARY

Mon	Tues	Wed	Thurs	Fri
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28				

FEBRUARY

7-10Parent Teacher Conference
7-9K-5, 2 p.m. dismissal;
6-9, 2:15 p.m. dismissal
10-11 ..No School

MARCH

Mon	Tues	Wed	Thurs	Fri
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

MARCH

7-11No School: Spring break

APRIL

Mon	Tues	Wed	Thurs	Fri
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

APRIL

15-18....No School: April break

MAY

Mon	Tues	Wed	Thurs	Fri
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

MAY

15.....GISH Graduation
20.....Students' last day (11 a.m.)

**EMPLOYEE APPLICATION
FOR CONSIDERATION OF PARTICIPATION IN
GRAND ISLAND PUBLIC SCHOOLS
VOLUNTARY EARLY RETIREMENT INCENTIVE PROGRAM**

Pursuant to the Grand Island Public Schools Voluntary Early Retirement Incentive Plan (“VERIP”), I hereby submit this Employee Application for Consideration of Participation in the VERIP and notify Grand Island Public Schools of my desire to be considered for participation in the VERIP for the 2021-2022 school year. By submitting this Employee Application for Consideration of Participation, I understand that this application indicating my desire to participate in the VERIP does not guarantee that I will be selected for voluntary participation in the VERIP for the 2021-2022 school year. I further understand that submission of this Employee Application for Consideration of Participation in the VERIP does not require me to participate in the VERIP.

Employee:

Printed Name

Signature

Date

**GRAND ISLAND PUBLIC SCHOOLS
VOLUNTARY EARLY RETIREMENT RELEASE AND WAIVER AGREEMENT FOR
VOLUNTARY EARLY RETIREMENT INCENTIVE PLAN
FOR 2021-2022 SCHOOL YEAR**

This VOLUNTARY EARLY RETIREMENT RELEASE AND WAIVER AGREEMENT (“Agreement”) is made between Hall County School District 2 a/k/a/ Grand Island Public Schools (“District”), and _____ (“Employee”). The District and Employee agree that this Agreement sets forth their complete agreement and understanding regarding Employee’s voluntary separation from and resignation of employment with the District pursuant to Grand Island Public Schools Voluntary Early Retirement Incentive Plan (“VERIP”).

I. RECITALS

- A.** The District has established the VERIP to provide additional benefits to certain eligible employees applying to voluntarily retire from the District upon fulfillment of all duties pursuant to each employee’s 2021-2022 school year contract;
- B.** Employee desires to voluntarily participate in the VERIP sponsored by the District; and
- C.** Employee has received a copy of the VERIP, attached hereto as Exhibit “A”, and has met all eligibility requirements to be considered for voluntary participation in the VERIP; and
- D.** Employee also has received a listing of the employees in the decisional unit, attached hereto as Exhibit “B”. The class, unit, or group of individuals covered by the VERIP includes all certified teachers of the District. Exhibit “B” is a listing of the job titles and ages of employees who were and were not eligible or selected for participation in the VERIP and offered consideration for signing the Agreement. Except for those employees selected for voluntary participation in the VERIP, no other employee is eligible for or offered consideration in exchange for signing the Agreement.

THEREFORE, the parties to this Agreement, in consideration of the mutual covenants and stipulations set forth above, hereby agree as follows:

II. AGREEMENT

A. EMPLOYEE RESIGNATION

Employee acknowledges that by executing and not later revoking this Agreement and Employee’s Letter of Resignation, a copy of which is attached to this Agreement as Exhibit “C”, Employee hereby voluntarily, unconditionally, and irrevocably:

- 1. Resigns his or her teaching position with the District effective upon fulfillment of all duties pursuant to Employee’s 2021-2022 school year

contract, and a copy of Employee's fully-executed Letter of Resignation is attached hereto as Exhibit "C";

2. Waives any and all further notice of action by the Board of Education to terminate Employee's continuing contract;
3. Waives any and all rights Employee may have under Neb. Rev. Stat. §§ 79-824 to 79-845, as they now exist or as amended; and
4. Authorizes the Board of Education to advertise for, and contract with, a replacement certified employee for Employee's position for the 2021-2022 school year.

The District hereby unconditionally and irrevocably accepts Employee's resignation.

Nothing in this Agreement shall prohibit Employee from substitute teaching for the District on a per diem basis. Additionally, if due to unique circumstances as determined by the Board of Education, at the discretion of the Board of Education, Employee may be hired for up to a one-year contract. The Board of Education may, at its discretion, renew the one-year contract for subsequent one-year terms.

B. EARLY RETIREMENT BENEFITS

The benefits to which Employee is entitled under this Agreement are given in exchange for consideration in addition to what Employee is already entitled pursuant to his/her 2021-2022 employee contract and in addition to what Employee would have received if Employee had voluntarily resigned from employment with the District without participating in the VERIP. Employee acknowledges that the Early Retirement Incentive Payment is offered to Employee by the District freely and without obligation in consideration for this Agreement, including Employee's waiver and release of all potential claims, except as otherwise provided herein. In consideration for Employee's resignation, releases, and execution of this Agreement, Employee shall receive the following benefits upon expiration of the revocation period described in subsection I below:

1. Early Retirement Incentive Payment. Employee shall be paid the sum of \$_____. calculated based on the formula set out in the VERIP, and subject to final benefit calculation following completion of the 2021-2022 school year. Payment will occur in the manner described in section B(2).

2. Manner of Payment. To the extent permitted by the law and the terms of the Grand Island Public Schools 403(b) Plan (the "403(b) Plan"), the District will provide the Early Retirement Incentive Payment as a single nonelective employer contribution to the 403(b) Plan. Employer contributions to the 403(b) Plan are not subject to FICA or income tax withholding. The contribution will be 100% vested when made. A VERIP participant may request a distribution from the 403(b) Plan upon their severance from employment. The 403(b) Plan will withhold taxes from distributions to the extent required by law.

If the amount payable as a VERIP incentive exceeds the amount the District is permitted to contribute to the 403(b) Plan, the District will pay the VERIP incentive as a lump sum, as wages and subject to withholding in accordance with all applicable federal, state and local income and employment tax requirements.

3. Beneficiary Designation. In the event of Employee's death following execution of this Agreement but before the District makes the contribution of the Early Retirement Incentive Payment to the 403(b) Plan or pays any amount of the Early Retirement Incentive Payment that cannot be contributed to the Code Section 403(b) Plan to the Employee, Employee hereby designates the following individual to be Employee's beneficiary and authorizes the District to pay the beneficiary any benefits otherwise entitled to Employee under the terms of this Agreement:

Beneficiary Name: _____
Address: _____
Phone Number: _____
Social Security No.: _____

If the Employee fails to designate a beneficiary in this Section 3, or if the beneficiary designated is deceased at the time the District makes payment, the District will pay the Early Retirement Incentive Payment to the Employee's estate, subject to withholding for taxes.

4. Tax Consequences. To the extent the VERIP incentive payment is not made in the form of an employer contribution to the 403(b) Plan, the VERIP incentive payment has been determined to be taxable income for state and federal income tax purposes, and the payment shall be subject to withholding in accordance with all applicable federal, state and local tax requirements. While the District does not guarantee any particular tax result, nonelective employer contributions to the 403(b) Plan generally are not subject to withholdings for employment taxes or federal or state income taxes.

C. WAIVER AND RELEASE OF CLAIMS

Except as otherwise provided herein, by entering into this Agreement, Employee hereby waives, releases, and discharges the District, its principals, directors, officers, agents, employees, members, successors and assigns, from any demand or claim, of whatever kind or nature, at law or in equity, arising out of Employee's employment or separation from employment with the District, that Employee has or might have against the District, including, but not limited to: (a) claims or rights of recall pursuant to Neb. Rev. Stat. §§ 79-824 to 79-849; (b) claims arising under any federal, state, or local labor, employment, discrimination, human rights, civil rights, pension, or tort law, statute, order, rule, regulation, or public policy, including, but not limited to, those arising under the Age Discrimination in Employment Act of 1967 ("ADEA"), the Older Workers Benefit Protection Act, the Americans with Disabilities Act of 1990, the Civil Rights Acts of 1964 and 1991, the Civil Rights Act of 1866, the Employee Retirement Income Security Act of 1974, the Rehabilitation Act of 1973, the Equal Pay Act of 1963, the Nebraska Fair Employment Practice Act, and the Nebraska Age Discrimination in Employment Act; and (c) claims arising under common law, including, but not limited to, claims or suits for intentional interference with contractual relations or business relationships, breach

of an implied covenant of good faith and fair dealing, breach of contract, wrongful termination, negligent supervision, intentional or negligent infliction of emotional distress, defamation, libel, and slander.

D. CLAIMS NOT WAIVED OR RELEASED

By signing this Agreement, Employee does not waive or release claims that may arise after the date this Agreement is signed and that are based on the District's acts or omissions after that date. Furthermore, by signing this Agreement, Employee understands that this Agreement may not affect the rights and responsibilities of the Equal Employment Opportunity Commission ("EEOC") to enforce the ADEA or prohibit Employee from exercising Employee's protected right to file a charge or participate in an investigation or proceeding conducted by the EEOC under the ADEA; provided, however, that Employee does waive and release his or her right to recover any damages or other personal relief based on any claim, cause of action, demand, or lawsuit asserting a claim described above brought by Employee or on Employee's behalf by any third party. Employee further does not waive any claims relating to social security, workers' compensation, or unemployment insurance benefits.

E. NO ADMISSION OF LIABILITY

Employee understands and acknowledges that this Agreement does not constitute any admission by the District, and the District specifically denies, that any action taken with respect to Employee was unlawful or wrongful, or that such action constituted a breach of contract or violated any federal, state, or local law, policy, rule, or regulation.

F. APPLICABLE LAW

This Agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

G. SEVERABILITY

If any provision of this Agreement is found, held, or deemed by a court of competent jurisdiction to be void, unlawful, or unenforceable under any applicable statute or other controlling law, all of the remaining provisions of this Agreement shall continue in full force and effect. Employee agrees that a court of competent jurisdiction shall have the right to reform such provision to the extent necessary to cause it to be enforceable to the maximum extent by law.

H. ENTIRE AGREEMENT

This Agreement constitutes the entire agreement between the parties with respect to the subject matter of this Agreement and fully supersedes any and all prior agreements or understandings between the parties.

I. KNOWING AND VOLUNTARY WAIVER AND REVOCATION RIGHTS

By signing and entering into this Agreement, Employee further acknowledges the following:

1. That before signing this Agreement, Employee was advised in writing to consult with an attorney of Employee's own choice about the Agreement;

2. That before signing this Agreement, Employee has been provided with a copy of this Agreement, the VERIP (attached hereto as Exhibit "A"), and a listing of the job titles and ages of all employees who were and were not selected for voluntary participation in the VERIP and offered consideration for signing the Agreement (attached hereto as Exhibit "B"), for purposes of review with an attorney of Employee's own choice;

3. That Employee has had at least 45 calendar days in which to review, consider, and sign this Agreement from the time Employee received the VERIP and this Agreement, and that such period of time was sufficient for Employee's consideration of the VERIP and Agreement;

4. That Employee will have up to 14 calendar days after signing this Agreement in which to revoke the Agreement;

5. That to revoke this Agreement, Employee must hand-deliver written notice of such revocation to a member of the District's Human Resources Department at the following location:

Grand Island Public Schools
Human Resources Department
Kneale Administration Building, Door M
123 South Webb Road
P.O. Box 4904
Grand Island, NE 68803-4904

6. That a revocation of this Agreement will only be accepted if submitted by hand-delivery at the above-designated location to an actual member of the District's Human Resources Department during normal business hours between the times of 7:30 a.m. and 4:30 p.m., Monday through Friday;

7. That revocations submitted by any other method other than hand-delivery in the manner specified above will not be accepted;

8. That if Employee does not revoke this Agreement during the seven-day revocation period, this Agreement shall take effect on the eighth calendar day after the Agreement is signed;

9. That Employee has carefully reviewed and considered this Agreement;

10. That the Agreement is written in a manner that Employee understands;

11. That Employee understands all of the provisions of this Agreement and the Agreement's binding legal effect;

12. That Employee's participation in the VERIP is voluntary and that Employee is voluntarily entering into this Agreement; and

13. That the District has made no promises or representations to Employee, other than as set forth in this Agreement.

[The remainder of this page has been intentionally left blank.]

[Signature Page – Release and Waiver Agreement]

Employee

Printed Name

Signature

Date

STATE OF NEBRASKA)
)
COUNTY OF _____) ss.

On this _____ day of _____, 2021, before me, the undersigned notary public, duly commissioned and qualified in the aforesaid county, personally appeared _____, personally known to me to be the identical person who signed the above and foregoing Agreement and acknowledged the execution of the same to be _____ (his/her) voluntary act and deed.

[Seal]

Notary Public

*Hall County School District 2
a/k/a/ Grand Island Public Schools*

Printed Name

Signature

Title

Date

**EXHIBIT “A”
TO GRAND ISLAND PUBLIC SCHOOLS
VOLUNTARY EARLY RETIREMENT RELEASE AND WAIVER AGREEMENT**

**Grand Island Public Schools
Voluntary Early Retirement Incentive Plan
For 2021-2022 School Year**

A. PLAN DESCRIPTION AND OVERVIEW

This Voluntary Early Retirement Incentive Plan (“VERIP”) is a voluntary plan intended to provide additional benefits to eligible employees applying to voluntarily retire from Hall County School District 2 a/k/a/ Grand Island Public Schools (“District”) at the end of the 2021-2022 school year. Eligible employees are not required to apply for or participate in the VERIP. Eligible employees are encouraged to thoroughly consider the plan and determine if it is the right opportunity for them.

Any employee who meets the qualification requirements of subsection B(1) and is not otherwise ineligible pursuant to subsection B(3) may apply for participation in the VERIP. The application period begins on October 15, 2021, and ends on November 1, 2021. At the close of the application period, the District will review all applications and determine who is eligible and selected for voluntary participation in the VERIP. Employees who are eligible and selected for voluntary participation in the VERIP will be notified of the decision on November 5, 2021.

If eligible and selected for voluntary participation, employees shall have at least 45 calendar days, or until December 21, 2021, to review, consider, and sign a Voluntary Early Retirement Release and Waiver Agreement, described in greater detail in section E below.

Employees who are selected for voluntary participation in the VERIP and who execute (and do not later revoke) a Voluntary Early Retirement Release and Waiver Agreement will be required to resign from employment with the District upon fulfillment of all duties pursuant to each employee’s 2021-2022 school year contract.

B. QUALIFICATIONS AND ELIGIBILITY

1. Eligible Employees

The VERIP is available only to eligible employees. To be eligible, an employee must:

- a. Be a 1.0 FTE Nebraska certified teacher;
- b. Have been actively employed by the District immediately prior to the 2021-2022 school year; and
- c. Have completed at least 20 years of credited service to the District.

2. Determination of Years of Service

In order for an employee to be eligible to participate in the VERIP, the employee must have completed at least 20 years of continuous or intermittent credited service to the District. A year of credited service means a full-time equivalent year of employment by the District, determined by the District's Human Resources Office according to the District's policies and administrative procedures relating to determining full-time equivalency. For example, employment as a teacher on a full-time basis for an entire school year counts as 1 year of credited service. Employment on less than a full-time basis reduces the full-time equivalent employment. For example, employment as a teacher on a half-time basis for an entire school year counts as 0.5 years of credited service.

3. Ineligible Employees

Administrators are ineligible to participate in the VERIP. Additionally, employees who have received written notice of possible termination for reasons other than reduction in force, or who have received written notice of possible contract cancellation shall not be eligible to participate in the VERIP pending the outcome of a hearing before the Board of Education. An employee who has received written notice of possible termination because of a reduction in force shall not be eligible and may not participate in the VERIP.

C. VERIP APPLICATION PROCEDURE

An employee who attains the minimum eligibility requirements set forth in subsection B(1) above shall be eligible to submit an application for consideration of the employee's voluntary participation in the VERIP. The application period for the VERIP begins on October 15, 2021 and ends on November 1, 2021. The Superintendent, or her designee, shall provide notice of the plan by delivering to all eligible employees a copy of this VERIP and the Application, on or before Friday, October 15, 2021. On that date, the District administration shall also provide all eligible certified employees of the District with verification of their individual number of years of credited service in the District.

If an employee completes and submits the Application form, the employee is indicating that he or she desires to be considered for voluntary separation from employment with the District effective upon fulfillment of all duties pursuant to the employee's 2021-2022 school year contract, in exchange for payment and other consideration described herein. However, submission of the Application form, by itself, does not require the employee to voluntarily separate from employment. Nor does submission of the Application form, by itself, guarantee that an employee will be selected for voluntary participation in the VERIP.

To be considered for voluntary participation in the VERIP, eligible employees must submit their complete, signed Applications by no later than 4:30 p.m. on November 1, 2021. Eligible employees must submit their completed Application forms by hand-delivery to a member of the District's Human Resources Department at the following location:

Grand Island Public Schools
Human Resources Department
Kneale Administration Building, Door M
123 South Webb Road
Grand Island, NE 68803-4904

Applications will only be accepted if submitted by hand-delivery at the above-designated location to an actual member of the District's Human Resources Department during normal business hours between the times of 7:30 a.m. and 4:30 p.m., Monday through Friday. No other methods of delivery will be accepted.

D. SELECTION FOR VOLUNTARY PARTICIPATION

1. General Ranking Criteria.

While it is the intention of the District to allow as many eligible individuals to apply for the VERIP as possible, the District reserves the right to limit the total number of voluntary participants in order to satisfy the organizational needs of the District and to maintain the viability of the District's services. The Superintendent, or her designee, shall review the employee's record to determine eligibility for the VERIP. No more than 15 eligible employees who apply for the VERIP will be selected for voluntary participation. In the event more than 15 employees apply to voluntarily participate in the VERIP, employees will be ranked based on the following selection criteria:

1. Years of service to the District (ranked highest to lowest).
2. Placement on the District's Salary Schedule (ranked highest to lowest).
3. Date of hire with the District (ranked earliest date of hire to most recent).
4. Date contract for the 2021-2022 school year was Signed by Employee (ranked by earliest to most recent)
5. Random selection

The District will first rank employees on the basis of years of service to the District and determine whether it can narrow the application pool to 15 voluntary participants. If the District cannot limit the applicants in this manner, it will then proceed to rank employees on the basis of their placement on the District's salary schedule to determine whether the District can narrow the application pool to 15 voluntary participants. If the District cannot limit the applicants in this manner, it will then proceed to rank employees on the basis of their date of hire with the District to determine whether the application pool can be narrowed to 15 voluntary participants. If the District cannot limit the applicants in this manner, it will then proceed to rank employees on the basis of the date the employees' most recently executed employment contracts with the District, ranking the contracts by the earliest signed to the most recently signed, and giving priority to those employees who have most recently signed contracts, to determine whether the application pool can be narrowed to 15 voluntary participants. If the District cannot limit the applicants in this manner, it will then proceed to randomly select the remaining employees eligible for voluntary participation in the VERIP.

2. Specific Limitations.

In addition to the general ranking criteria set forth in section D(1), to satisfy the organizational needs of the District and to maintain the viability of the District's services:

- a. To the extent more than 2 speech language pathologists submit an application and are selected for voluntary participation in the VERIP, the District reserves the right to limit and offer voluntary participation in the VERIP to 2 speech language pathologists, to be considered, ranked, and selected based on the foregoing selection criteria;
- b. To the extent more than 2 math teachers submit an application and are selected for voluntary participation in the VERIP, the District reserves the right to limit and offer voluntary participation in the VERIP to 2 math teachers, to be considered, ranked, and selected based on the foregoing selection criteria.
- c. To the extent more than 2 science teachers submit an application and are selected for voluntary participation in the VERIP, the District reserves the right to limit and offer voluntary participation in the VERIP to 2 science teachers, to be considered, ranked, and selected based on the foregoing selection criteria.

3. Notification of Employees; Effect of Non-Selection

Following the period of review, but no later than Friday, November 5, 2021, all employees who submitted Applications will be notified in writing of whether or not their Application has been approved for voluntary participation in the VERIP.

If an otherwise eligible employee is not one of the 15 employees selected for voluntary participation in the VERIP, the employee's VERIP application will be considered denied and the employee will not be eligible to participate in the VERIP.

E. REQUIREMENTS FOR ENROLLMENT IN VERIP

If the employee's Application is approved, the employee will receive a written Release and Waiver Agreement from the District no later than Friday, November 5, 2021. The employee will have up to 45 calendar days to consider whether to voluntarily participate in the VERIP and resign from employment with the District.

An employee who meets the eligibility qualifications in section B and wishes to voluntarily participate in the VERIP must hand-deliver the Release and Waiver Agreement by no later than Tuesday, December 21, 2021, in consideration of the benefits outlined below, to a member of the District's Human Resources Department at the following location:

Grand Island Public Schools
Human Resources Department
Kneale Administration Building, Door M
123 South Webb Road
Grand Island, NE 68803-4904

Release and Waiver Agreements will only be accepted if submitted by hand-delivery at the above-designated location to an actual member of the District's Human Resources Department during normal business hours between the times of 7:30 a.m. and 4:30 p.m., Monday through Friday. No other methods of delivery will be accepted.

F. REVOCATION OF SUBMITTED RELEASE AND WAIVER AGREEMENT

An employee may revoke a submitted Release and Waiver Agreement on or within 14 calendar days of the date the Agreement is executed. Revocation of the submitted Release and Waiver Agreement will constitute automatic withdrawal of the employee's Application for voluntary participation in the VERIP. Revocation of the Release and Waiver Agreement must be clearly stated in writing and signed by the employee revoking the Release and Waiver Agreement.

To be effective, on or within 14 calendar days of the date the Agreement is executed, the revocation must be hand-delivered to a member of the District's Human Resources Department at the following location:

Grand Island Public Schools
Human Resources Department
Kneale Administration Building, Door M
123 South Webb Road
P.O. Box 4904
Grand Island, NE 68803-4904

Revocations will only be accepted if submitted by hand-delivery at the above-designated location to an actual member of the District's Human Resources Department during normal business hours between the times of 7:30 a.m. and 4:30 p.m., Monday through Friday. No other methods of delivery will be accepted.

If the employee does not revoke the submitted Release and Waiver Agreement on or within 14 calendar days of the date the Agreement is executed, the Agreement will become effective and enforceable, the employee's employment with the District will end upon fulfillment of all duties pursuant to the employee's 2021-2022 school year contract, and payment will be made in accordance with the VERIP and the Release and Waiver Agreement. The Release and Waiver Agreement shall not become effective or enforceable until the 14-day revocation period has expired without the employee revoking the Release and Waiver Agreement.

G. RESIGNATION FROM EMPLOYMENT AND FUTURE EMPLOYMENT

In executing the Release and Waiver Agreement, the employee agrees to resign his or her position with the District effective upon fulfillment of all duties pursuant to the employee's 2021-2022 school year contract, and to release any right to future

employment as a certified employee on a continuing contract with the District. However, a VERIP participant may substitute teach for the District on a per diem basis. Additionally, if due to unique circumstances as determined by the Board of Education, at the discretion of the Board of Education the participating employee may be hired for up to a one-year contract. The Board of Education may, at its discretion, renew the one-year contract for subsequent one-year terms.

H. VERIP BENEFITS AND PAYMENT

1. Calculation of the VERIP Incentive Payment

Participants in the VERIP shall receive an incentive payment equal to a percentage of the scheduled salary earned by the employee during that employee’s 2021-2022 contract year. The term “scheduled salary” refers to indexed and non-indexed salary paid from the salary schedule, excluding paid amounts for extra responsibility, duties, extended contract, special compensation, stipends, or per diem work. The benefits to be paid shall be based on the salary schedule in effect during the employee’s 2021-2022 year of service, as set forth in the negotiated agreement between the Grand Island Education Association and the District.

As part of the VERIP participant’s incentive payment, the participant will also receive his or her accumulated and unused sick leave based on the formula below. Before final calculation of the VERIP incentive payment, the District will add any unused personal leave remaining as of the end of the contract year to the VERIP participant’s sick leave accrual for purposes of calculating the VERIP incentive payment. However, no such additions will cause the number of sick days used for purposes of the calculation to exceed 90.

The incentive payment under the VERIP will be the lesser of \$35,000, or a payment determined according to the following formula:

Percentage of Salary Based on Years of Service

Formula:	<u>Salary</u>	x	<u>Percentage</u>	x	<u>Years of Service</u>	=	<u>Amount</u>
Example:	\$86,140	x	1%	x	29	=	\$24,980.00

Plus

Unused Sick Leave Days:

Formula:	<u>Per Day Rate</u>	x	<u>Days (90 days max.)</u>	=	<u>Amount</u>
Example:	\$460.64	x	10	=	\$4,606.40

Total VERIP Incentive Payment: \$29,586.40

2. Maximum Payment

The VERIP Incentive Payment described above and calculated using the formula described in subsection H(1) is the maximum payment that will be made by the District in the event an eligible employee applies for, is selected for, and submits a fully-executed Voluntary Early Retirement Release and Waiver Agreement for voluntary participation in the VERIP. In no event will any eligible employee's maximum early retirement benefit gross payout exceed \$35,000.

3. Payment of Benefits

If the VERIP participant submits and does not later revoke the Release and Waiver Agreement, the participant shall be paid benefits due under the VERIP as described below, as soon as reasonably possible on or after the first day of the second month following the end of the school year. For example, if the final day of the school year is May 31, participants in the VERIP will be paid benefits on July 1. The VERIP incentive will be provided as follows:

a. To the extent permitted by the law and the terms of the Grand Island Public Schools 403(b) Plan (the "403(b) Plan"), the District will provide the VERIP incentive as a single nonelective employer contribution to the 403(b) Plan. While the District does not guarantee any particular tax result, nonelective employer contributions to the 403(b) Plan generally are not subject to withholdings for employment taxes (for example, FICA) or withholdings for federal or state income taxes. The contribution will be 100% vested when made. A VERIP participant may request a distribution from the 403(b) Plan upon their severance from employment. The 403(b) Plan will withhold taxes from distributions to the extent required by law.

b. If the amount payable as a VERIP incentive exceeds the amount the District is permitted to contribute to the 403(b) Plan, the District will pay the VERIP incentive as a lump sum, as wages and subject to withholding in accordance with all applicable federal, state and local income and employment tax requirements.

I. RECOMMENDATION OF ATTORNEY REVIEW

Pursuant to the Older Workers Benefit Protection Act of 1990 and the Age Discrimination in Employment Act, eligible employees who receive and submit a Release and Waiver Agreement for voluntary participation in the VERIP are advised to contact and consult with an attorney and/or tax advisor at their own expense to discuss the VERIP and to review the Release and Waiver Agreement if they so desire.

J. DURATION OF SCHOOL YEAR

The District maintains the prerogative to extend or reduce the length of the 2021-2022 school year in order to meet its needs and the needs of its students. The District intends that VERIP participants shall remain employees of the District until the completion of the 2021-2022 school year, including any extensions. Accordingly,

references in this document, the application form for the VERIP, and the release and waiver agreement to the 2021-2022 school year include any such extensions.

K. FORCE MAJEURE

The District shall not be liable or deemed to be in default for any delay or failure in performance under this VERIP that results, directly or indirectly, from plague, epidemic, pandemic, outbreaks of infectious disease or any other public health crisis, including any government mandated quarantine resulting from the same; compliance with any law or governmental order, rule, regulation, or legally enforceable direction; or act of God or natural disaster such as but not limited to violent storm, tornado, blizzard, earthquake, volcanic activity, landslide, flood, damage or destruction by lightning, drought; explosion, fire, prolonged break-down of telecommunication or electric current caused by any of the events described above (“Force Majeure Event”). The District will use commercially reasonable efforts to avoid delay or non-performance as a result of a Force Majeure Event. If the District experiences a Force Majeure Event, it will provide VERIP participants with written notice describing the event, how it has or will impact the VERIP, and the efforts the District has taken or intends to take to avoid delay or failure to perform.

L. APPLICABLE LAW

The VERIP and all related documents shall be governed by and construed in accordance with the laws of the State of Nebraska.

M. SEVERABILITY

If any provision of the VERIP is found, held, or deemed by a court of competent jurisdiction to be void, unlawful, or unenforceable under any applicable statute or other controlling law, all of the remaining provisions of the VERIP shall continue in full force and effect.

EXHIBIT "B"
TO GRAND ISLAND PUBLIC SCHOOLS
VOLUNTARY EARLY RETIREMENT RELEASE AND WAIVER AGREEMENT
FOR 2021-2022 SCHOOL YEAR

*Listing of the Job Titles and Ages of Employees Who Were and Were Not Eligible
or Selected for Participation in the Grand Island Public Schools Voluntary Early
Retirement Incentive Plan For the 2021-2022 School Year and Offered
Consideration for Signing the Release and Waiver Agreement*

[To be completed following selection of applicants.]

EXHIBIT "C"
TO GRAND ISLAND PUBLIC SCHOOLS
VOLUNTARY EARLY RETIREMENT RELEASE AND WAIVER AGREEMENT
FOR 2021-2022 SCHOOL YEAR

EMPLOYEE RESIGNATION LETTER

Pursuant to the Voluntary Early Retirement Incentive Plan ("VERIP") and subsection II(A) of the VERIP Voluntary Early Retirement Release and Waiver Agreement, I hereby submit this Employee Resignation Letter simultaneously with my fully executed Voluntary Early Retirement Release and Waiver Agreement and resign my employment with the Hall County School District 2 a/k/a/ Grand Island Public Schools upon fulfillment of all duties pursuant to my 2021-2022 school year contract. Such resignation is effective on _____, 2022.

Employee:

Printed Name

Signature

Date

STATE OF NEBRASKA)
) ss.
COUNTY OF _____)

On this _____ day of _____, 2021, before me, the undersigned notary public, duly commissioned and qualified in the aforesaid county, personally appeared _____, personally known to me to be the identical person who signed the above and foregoing Agreement and acknowledged the execution of the same to be _____ (his/her) voluntary act and deed.

WITNESS my hand and seal the day in your first above written.

[Seal]

Notary Public

**EMPLOYEE APPLICATION
FOR CONSIDERATION OF PARTICIPATION IN
GRAND ISLAND PUBLIC SCHOOLS
VOLUNTARY EARLY RETIREMENT INCENTIVE PROGRAM**

Pursuant to the Grand Island Public Schools Voluntary Early Retirement Incentive Plan (“VERIP”), I hereby submit this Employee Application for Consideration of Participation in the VERIP and notify Grand Island Public Schools of my desire to be considered for participation in the VERIP for the 2021-2022 school year. By submitting this Employee Application for Consideration of Participation, I understand that this application indicating my desire to participate in the VERIP does not guarantee that I will be selected for voluntary participation in the VERIP for the 2021-2022 school year. I further understand that submission of this Employee Application for Consideration of Participation in the VERIP does not require me to participate in the VERIP.

Employee:

Printed Name

Signature

Date

**EXHIBIT “A”
TO GRAND ISLAND PUBLIC SCHOOLS
VOLUNTARY EARLY RETIREMENT RELEASE AND WAIVER AGREEMENT**

**Grand Island Public Schools
Voluntary Early Retirement Incentive Plan
For 2021-2022 School Year**

A. PLAN DESCRIPTION AND OVERVIEW

This Voluntary Early Retirement Incentive Plan (“VERIP”) is a voluntary plan intended to provide additional benefits to eligible employees applying to voluntarily retire from Hall County School District 2 a/k/a/ Grand Island Public Schools (“District”) at the end of the 2021-2022 school year. Eligible employees are not required to apply for or participate in the VERIP. Eligible employees are encouraged to thoroughly consider the plan and determine if it is the right opportunity for them.

Any employee who meets the qualification requirements of subsection B(1) and is not otherwise ineligible pursuant to subsection B(3) may apply for participation in the VERIP. The application period begins on October 15, 2021, and ends on November 1, 2021. At the close of the application period, the District will review all applications and determine who is eligible and selected for voluntary participation in the VERIP. Employees who are eligible and selected for voluntary participation in the VERIP will be notified of the decision on November 5, 2021.

If eligible and selected for voluntary participation, employees shall have at least 45 calendar days, or until December 21, 2021, to review, consider, and sign a Voluntary Early Retirement Release and Waiver Agreement, described in greater detail in section E below.

Employees who are selected for voluntary participation in the VERIP and who execute (and do not later revoke) a Voluntary Early Retirement Release and Waiver Agreement will be required to resign from employment with the District upon fulfillment of all duties pursuant to each employee’s 2021-2022 school year contract.

B. QUALIFICATIONS AND ELIGIBILITY

1. Eligible Employees

The VERIP is available only to eligible employees. To be eligible, an employee must:

- a. Be a 1.0 FTE Nebraska certified teacher;
- b. Have been actively employed by the District immediately prior to the 2021-2022 school year; and
- c. Have completed at least 20 years of credited service to the District.

2. Determination of Years of Service

In order for an employee to be eligible to participate in the VERIP, the employee must have completed at least 20 years of continuous or intermittent credited service to the District. A year of credited service means a full-time equivalent year of employment by the District, determined by the District's Human Resources Office according to the District's policies and administrative procedures relating to determining full-time equivalency. For example, employment as a teacher on a full-time basis for an entire school year counts as 1 year of credited service. Employment on less than a full-time basis reduces the full-time equivalent employment. For example, employment as a teacher on a half-time basis for an entire school year counts as 0.5 years of credited service.

3. Ineligible Employees

Administrators are ineligible to participate in the VERIP. Additionally, employees who have received written notice of possible termination for reasons other than reduction in force, or who have received written notice of possible contract cancellation shall not be eligible to participate in the VERIP pending the outcome of a hearing before the Board of Education. An employee who has received written notice of possible termination because of a reduction in force shall not be eligible and may not participate in the VERIP.

C. VERIP APPLICATION PROCEDURE

An employee who attains the minimum eligibility requirements set forth in subsection B(1) above shall be eligible to submit an application for consideration of the employee's voluntary participation in the VERIP. The application period for the VERIP begins on October 15, 2021 and ends on November 1, 2021. The Superintendent, or her designee, shall provide notice of the plan by delivering to all eligible employees a copy of this VERIP and the Application, on or before Friday, October 15, 2021. On that date, the District administration shall also provide all eligible certified employees of the District with verification of their individual number of years of credited service in the District.

If an employee completes and submits the Application form, the employee is indicating that he or she desires to be considered for voluntary separation from employment with the District effective upon fulfillment of all duties pursuant to the employee's 2021-2022 school year contract, in exchange for payment and other consideration described herein. However, submission of the Application form, by itself, does not require the employee to voluntarily separate from employment. Nor does submission of the Application form, by itself, guarantee that an employee will be selected for voluntary participation in the VERIP.

To be considered for voluntary participation in the VERIP, eligible employees must submit their complete, signed Applications by no later than 4:30 p.m. on November 1, 2021. Eligible employees must submit their completed Application forms by hand-delivery to a member of the District's Human Resources Department at the following location:

Grand Island Public Schools
Human Resources Department
Kneale Administration Building, Door M
123 South Webb Road
Grand Island, NE 68803-4904

Applications will only be accepted if submitted by hand-delivery at the above-designated location to an actual member of the District's Human Resources Department during normal business hours between the times of 7:30 a.m. and 4:30 p.m., Monday through Friday. No other methods of delivery will be accepted.

D. SELECTION FOR VOLUNTARY PARTICIPATION

1. General Ranking Criteria.

While it is the intention of the District to allow as many eligible individuals to apply for the VERIP as possible, the District reserves the right to limit the total number of voluntary participants in order to satisfy the organizational needs of the District and to maintain the viability of the District's services. The Superintendent, or her designee, shall review the employee's record to determine eligibility for the VERIP. No more than 15 eligible employees who apply for the VERIP will be selected for voluntary participation. In the event more than 15 employees apply to voluntarily participate in the VERIP, employees will be ranked based on the following selection criteria:

1. Years of service to the District (ranked highest to lowest).
2. Placement on the District's Salary Schedule (ranked highest to lowest).
3. Date of hire with the District (ranked earliest date of hire to most recent).
4. Date contract for the 2021-2022 school year was Signed by Employee (ranked by earliest to most recent)
5. Random selection

The District will first rank employees on the basis of years of service to the District and determine whether it can narrow the application pool to 15 voluntary participants. If the District cannot limit the applicants in this manner, it will then proceed to rank employees on the basis of their placement on the District's salary schedule to determine whether the District can narrow the application pool to 15 voluntary participants. If the District cannot limit the applicants in this manner, it will then proceed to rank employees on the basis of their date of hire with the District to determine whether the application pool can be narrowed to 15 voluntary participants. If the District cannot limit the applicants in this manner, it will then proceed to rank employees on the basis of the date the employees' most recently executed employment contracts with the District, ranking the contracts by the earliest signed to the most recently signed, and giving priority to those employees who have most recently signed contracts, to determine whether the application pool can be narrowed to 15 voluntary participants. If the District cannot limit the applicants in this manner, it will then proceed to randomly select the remaining employees eligible for voluntary participation in the VERIP.

2. Specific Limitations.

In addition to the general ranking criteria set forth in section D(1), to satisfy the organizational needs of the District and to maintain the viability of the District's services:

- a. To the extent more than 2 speech language pathologists submit an application and are selected for voluntary participation in the VERIP, the District reserves the right to limit and offer voluntary participation in the VERIP to 2 speech language pathologists, to be considered, ranked, and selected based on the foregoing selection criteria;
- b. To the extent more than 2 math teachers submit an application and are selected for voluntary participation in the VERIP, the District reserves the right to limit and offer voluntary participation in the VERIP to 2 math teachers, to be considered, ranked, and selected based on the foregoing selection criteria.
- c. To the extent more than 2 science teachers submit an application and are selected for voluntary participation in the VERIP, the District reserves the right to limit and offer voluntary participation in the VERIP to 2 science teachers, to be considered, ranked, and selected based on the foregoing selection criteria.

3. Notification of Employees; Effect of Non-Selection

Following the period of review, but no later than Friday, November 5, 2021, all employees who submitted Applications will be notified in writing of whether or not their Application has been approved for voluntary participation in the VERIP.

If an otherwise eligible employee is not one of the 15 employees selected for voluntary participation in the VERIP, the employee's VERIP application will be considered denied and the employee will not be eligible to participate in the VERIP.

E. REQUIREMENTS FOR ENROLLMENT IN VERIP

If the employee's Application is approved, the employee will receive a written Release and Waiver Agreement from the District no later than Friday, November 5, 2021. The employee will have up to 45 calendar days to consider whether to voluntarily participate in the VERIP and resign from employment with the District.

An employee who meets the eligibility qualifications in section B and wishes to voluntarily participate in the VERIP must hand-deliver the Release and Waiver Agreement by no later than Tuesday, December 21, 2021, in consideration of the benefits outlined below, to a member of the District's Human Resources Department at the following location:

Grand Island Public Schools
Human Resources Department
Kneale Administration Building, Door M
123 South Webb Road
Grand Island, NE 68803-4904

Release and Waiver Agreements will only be accepted if submitted by hand-delivery at the above-designated location to an actual member of the District's Human Resources Department during normal business hours between the times of 7:30 a.m. and 4:30 p.m., Monday through Friday. No other methods of delivery will be accepted.

F. REVOCATION OF SUBMITTED RELEASE AND WAIVER AGREEMENT

An employee may revoke a submitted Release and Waiver Agreement on or within 14 calendar days of the date the Agreement is executed. Revocation of the submitted Release and Waiver Agreement will constitute automatic withdrawal of the employee's Application for voluntary participation in the VERIP. Revocation of the Release and Waiver Agreement must be clearly stated in writing and signed by the employee revoking the Release and Waiver Agreement.

To be effective, on or within 14 calendar days of the date the Agreement is executed, the revocation must be hand-delivered to a member of the District's Human Resources Department at the following location:

Grand Island Public Schools
Human Resources Department
Kneale Administration Building, Door M
123 South Webb Road
P.O. Box 4904
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If the employee does not revoke the submitted Release and Waiver Agreement on or within 14 calendar days of the date the Agreement is executed, the Agreement will become effective and enforceable, the employee's employment with the District will end upon fulfillment of all duties pursuant to the employee's 2021-2022 school year contract, and payment will be made in accordance with the VERIP and the Release and Waiver Agreement. The Release and Waiver Agreement shall not become effective or enforceable until the 14-day revocation period has expired without the employee revoking the Release and Waiver Agreement.

G. RESIGNATION FROM EMPLOYMENT AND FUTURE EMPLOYMENT

In executing the Release and Waiver Agreement, the employee agrees to resign his or her position with the District effective upon fulfillment of all duties pursuant to the employee's 2021-2022 school year contract, and to release any right to future

employment as a certified employee on a continuing contract with the District. However, a VERIP participant may substitute teach for the District on a per diem basis. Additionally, if due to unique circumstances as determined by the Board of Education, at the discretion of the Board of Education the participating employee may be hired for up to a one-year contract. The Board of Education may, at its discretion, renew the one-year contract for subsequent one-year terms.

H. VERIP BENEFITS AND PAYMENT

1. Calculation of the VERIP Incentive Payment

Participants in the VERIP shall receive an incentive payment equal to a percentage of the scheduled salary earned by the employee during that employee’s 2021-2022 contract year. The term “scheduled salary” refers to indexed and non-indexed salary paid from the salary schedule, excluding paid amounts for extra responsibility, duties, extended contract, special compensation, stipends, or per diem work. The benefits to be paid shall be based on the salary schedule in effect during the employee’s 2021-2022 year of service, as set forth in the negotiated agreement between the Grand Island Education Association and the District.

As part of the VERIP participant’s incentive payment, the participant will also receive his or her accumulated and unused sick leave based on the formula below. Before final calculation of the VERIP incentive payment, the District will add any unused personal leave remaining as of the end of the contract year to the VERIP participant’s sick leave accrual for purposes of calculating the VERIP incentive payment. However, no such additions will cause the number of sick days used for purposes of the calculation to exceed 90.

The incentive payment under the VERIP will be the lesser of \$35,000, or a payment determined according to the following formula:

Percentage of Salary Based on Years of Service

Formula:	<u>Salary</u>	x	<u>Percentage</u>	x	<u>Years of Service</u>	=	<u>Amount</u>
Example:	\$86,140	x	1%	x	29	=	\$24,980.00

Plus

Unused Sick Leave Days:

Formula:	<u>Per Day Rate</u>	x	<u>Days (90 days max.)</u>	=	<u>Amount</u>
Example:	\$460.64	x	10	=	\$4,606.40

Total VERIP Incentive Payment: \$29,586.40

2. Maximum Payment

The VERIP Incentive Payment described above and calculated using the formula described in subsection H(1) is the maximum payment that will be made by the District in the event an eligible employee applies for, is selected for, and submits a fully-executed Voluntary Early Retirement Release and Waiver Agreement for voluntary participation in the VERIP. In no event will any eligible employee's maximum early retirement benefit gross payout exceed \$35,000.

3. Payment of Benefits

If the VERIP participant submits and does not later revoke the Release and Waiver Agreement, the participant shall be paid benefits due under the VERIP as described below, as soon as reasonably possible on or after the first day of the second month following the end of the school year. For example, if the final day of the school year is May 31, participants in the VERIP will be paid benefits on July 1. The VERIP incentive will be provided as follows:

a. To the extent permitted by the law and the terms of the Grand Island Public Schools 403(b) Plan (the "403(b) Plan"), the District will provide the VERIP incentive as a single nonelective employer contribution to the 403(b) Plan. While the District does not guarantee any particular tax result, nonelective employer contributions to the 403(b) Plan generally are not subject to withholdings for employment taxes (for example, FICA) or withholdings for federal or state income taxes. The contribution will be 100% vested when made. A VERIP participant may request a distribution from the 403(b) Plan upon their severance from employment. The 403(b) Plan will withhold taxes from distributions to the extent required by law.

b. If the amount payable as a VERIP incentive exceeds the amount the District is permitted to contribute to the 403(b) Plan, the District will pay the VERIP incentive as a lump sum, as wages and subject to withholding in accordance with all applicable federal, state and local income and employment tax requirements.

I. RECOMMENDATION OF ATTORNEY REVIEW

Pursuant to the Older Workers Benefit Protection Act of 1990 and the Age Discrimination in Employment Act, eligible employees who receive and submit a Release and Waiver Agreement for voluntary participation in the VERIP are advised to contact and consult with an attorney and/or tax advisor at their own expense to discuss the VERIP and to review the Release and Waiver Agreement if they so desire.

J. DURATION OF SCHOOL YEAR

The District maintains the prerogative to extend or reduce the length of the 2021-2022 school year in order to meet its needs and the needs of its students. The District intends that VERIP participants shall remain employees of the District until the completion of the 2021-2022 school year, including any extensions. Accordingly,

references in this document, the application form for the VERIP, and the release and waiver agreement to the 2021-2022 school year include any such extensions.

K. FORCE MAJEURE

The District shall not be liable or deemed to be in default for any delay or failure in performance under this VERIP that results, directly or indirectly, from plague, epidemic, pandemic, outbreaks of infectious disease or any other public health crisis, including any government mandated quarantine resulting from the same; compliance with any law or governmental order, rule, regulation, or legally enforceable direction; or act of God or natural disaster such as but not limited to violent storm, tornado, blizzard, earthquake, volcanic activity, landslide, flood, damage or destruction by lightning, drought; explosion, fire, prolonged break-down of telecommunication or electric current caused by any of the events described above (“Force Majeure Event”). The District will use commercially reasonable efforts to avoid delay or non-performance as a result of a Force Majeure Event. If the District experiences a Force Majeure Event, it will provide VERIP participants with written notice describing the event, how it has or will impact the VERIP, and the efforts the District has taken or intends to take to avoid delay or failure to perform.

L. APPLICABLE LAW

The VERIP and all related documents shall be governed by and construed in accordance with the laws of the State of Nebraska.

M. SEVERABILITY

If any provision of the VERIP is found, held, or deemed by a court of competent jurisdiction to be void, unlawful, or unenforceable under any applicable statute or other controlling law, all of the remaining provisions of the VERIP shall continue in full force and effect.

September 22, 2021

Grand Island School Board President Hinkle,

On behalf of the Grand Island Education Association, we agree to the change outlined below to the 2021-22 Master Agreement between the Grand Island Public Schools Board of Education and the Grand Island Education Association, as indicated by our signatures below. We also understand and agree to the clarifications outlined below regarding the change. We agree that all other provisions of the 2021-2022 Master Agreement shall continue in effect without alteration or change.

Original Language from 2021-22 Master Agreement

5. Compensation for teachers who absorb students from an unfilled absence - Pay teachers for absorbing the students of another teacher's classroom (when a sub is not available) as follows:

- No additional pay if a teacher has additional students for 1 hour or less.
- If a teacher is assigned students from another classroom, and the total number of students (normal class roster plus additional students from another classroom) exceed 32 (elementary) or 36 (MS or HS), the teachers impacted will be paid the pro rata amount (equally divided among teachers receiving extra students) of the sub teacher daily rate of pay. If a teacher receives extra students, but does not meet or exceed the qualifying threshold of total students, the pro rata daily sub rate will be unpaid to anyone. This additional pay will be based on ½ day of sub pay if the additional students are present in the teachers' classroom for more than 1 and up to 3.75 hours, or a full day of sub pay if more than 3.75 hours.

This provision will sunset at the end of the 20-21 contract year, so that the fiscal impact and administrative impact can be evaluated. Any extension beyond 20-21 will need to be negotiated

Proposed Language Change to the 2021-22 Master Agreement

5. Compensation for teachers who absorb students from an unfilled absence - Pay teachers for absorbing the students of another teacher's classroom (when a sub is not available) as follows:

- No additional pay if a teacher has additional students for 1 hour or less.
- If a teacher is assigned students from another classroom, and the total number of students (normal class roster plus additional students from another classroom) exceed 32 (elementary) or 36 (MS or HS), the teachers impacted will be paid the pro rata amount (equally divided among teachers receiving extra students) of the sub teacher daily rate of pay. If a teacher receives extra students, but does not meet or exceed the qualifying threshold of total students, the pro rata daily sub rate will be unpaid to anyone. This additional pay will be based on ½ day of sub pay if the

additional students are present in the teachers' classroom for more than 1 and up to 3.75 hours, or a full day of sub pay if more than 3.75 hours.

This provision will automatically sunset, without any action by either party, at the end of the 21-22 contract year, so that the fiscal impact and administrative impact can be evaluated. Any extension beyond 21-22 will need to be negotiated.

Although the following clarifications will not be included in the text 2021-2022 Master Agreement, the parties have agreed to the following to provide context for this addendum:

Clarifications Regarding Proposed Language Change to the 2021-22 Master Agreement

- The language highlighted in yellow in the "Proposed Language Change to the 2021-22 Master Agreement" section indicates the change that has been proposed to the current language of the 2021-22 Master Agreement.
- This proposal does not re-open negotiations for the 2021-22 Master Agreement. This proposal only addresses the singular change to the language regarding compensation for teachers who absorb students from an unfilled absence. No other items will be negotiated.
- Teachers can submit for such duty pay retroactively to the beginning of the 2021-22 school year.
- The rate of compensation offered will not change from the current language.
- The amount of time this provision will remain in effect in the Master Agreement shall be through the 2021-22 contract term, but GIEA is welcome to negotiate this provision for the 2022-23 Master Agreement and beyond, if they so choose.
- This letter of approval agreeing to the language change in the 2021-22 Master Agreement will need to be signed by the GIEA Leadership (President & Chief Negotiator) and submitted to Dr. Grover on or before October 1st.

Signed Michelle L. Carter Michelle Carter, GIEA Board President

Date: 9-30-21

Signature: Karmyn Barnes Karmyn Barnes, GIEA Chief Negotiator

Date: 9/30/21

Addendum to the 2021-22 Master Agreement Between the Grand Island Public Schools Board and the Grand Island Education Association

The following addendum is added to and will replace entirely the existing Article 3, Section 5 of the 2021-22 Master Agreement, as approved at the October 14, 2021 Board Meeting by board action of the Grand Island Public Schools Board of Education and by written consent of the Grand Island Education Association.

This addendum shall be in effect for the remainder of the term of the 2021-22 Master Agreement. All other provisions of the 2021-2022 Master Agreement shall continue in effect without alteration or change.

Article 3-Section 5: Compensation for teachers who absorb students from an unfilled absence

5. Compensation for teachers who absorb students from an unfilled absence - Pay teachers for absorbing the students of another teacher's classroom (when a sub is not available) as follows:

- No additional pay if a teacher has additional students for 1 hour or less.
- If a teacher is assigned students from another classroom, and the total number of students (normal class roster plus additional students from another classroom) exceed 32 (elementary) or 36 (MS or HS), the teachers impacted will be paid the pro rata amount (equally divided among teachers receiving extra students) of the sub teacher daily rate of pay. If a teacher receives extra students, but does not meet or exceed the qualifying threshold of total students, the pro rata daily sub rate will be unpaid to anyone. This additional pay will be based on ½ day of sub pay if the additional students are present in the teachers' classroom for more than 1 and up to 3.75 hours, or a full day of sub pay if more than 3.75 hours.

This provision will automatically sunset, without any action by either party, at the end of the 21-22 contract year, so that the fiscal impact and administrative impact can be evaluated. Any extension beyond 21-22 will need to be negotiated.

Kristi Spellman, Director of Child Nutrition

October 14, 2021

Nutrition Services Proposal

Budget: Nutrition Services Personnel

I would like to propose a pay increase for our substitutes in the Nutrition Services Department. We have very reliable subs that are extremely important to our program. We currently have several people who have subbed for us for several years on an ongoing basis, and I feel like we need to compensate them for their important service.

Nutrition Services (non-retired) substitute workers' pay rate will increase by one step each year if he/she has substituted for Nutrition Services a **minimum of 30 days (work shifts) the prior year.**

Forty-two cents is the step increment of job code 64100, Nutrition Services Assistants.

The total increase in payroll would be approximately \$1,300, based on expenses from the 2020-21 budget cycle. This is a small cost to the department, but it will have a large impact for our substitutes and shows our appreciation for their commitment to working for us.

Our subs are:

Marilyn Medbery- Sub start date: 8-2016

Sheri Wetzel – Sub start date: 8-2011

Jane Schneider – Sub start date: 8-2016

Diane Geiger – Sub start date: 3-2016



Students who thrive.



I propose that this pay-rate increase take effect for the December 2021 payroll, pending approval by the Board of Education at their November 11th Board Meeting.



EMPOWER PERSONALIZE DESIGN PARTNER

www.gips.org | 123 S. Webb Rd. PO Box 4904, Grand Island, NE 68802-4904 | (308) 385-5900 | @GIPublicSchools

Every Student, Every Day, a Success!



GIPS FOR ALL
2021 - 2022

ESSER III Uses

Disclaimer



- Grand Island Public Schools was not required to put students and staff in masks in order to gain access to ESSERs III Funds. It was a requirement of the school district to have a “Safe Return to School Plan.” However, the school district was not required to mask in order to receive these funds.

ESSERs III Grant Process

- Small group work lead by Dr. Dexter and including Administrative Cabinet Members and Mr. Dan Petsch was conducted to determine possible uses of ESSERs III Funds.
- Goals and priorities for the use of ESSERs III Funds were developed based on the district's strategic plan, stakeholder feedback, and the immediate needs of Grand Island Public Schools Students and Staff.
- Stakeholder group feedback from the Master Facility Plan and stakeholder feedback from a district wide survey regarding the use of ESSERs III Funds was strongly taken into consideration.
- Capital Improvements utilizing the funds were proposed to the Facilities & Finance Committee, after Mr. Petsch and Dr. Schroeder consulted with CMBA to generate a "project list" aligned to the district's capital improvement goals.
- The ESSERs III Grant Application was submitted to NDE by the September 15th deadline and is awaiting final approval by NDE.

Results of District ESSER III Survey

Highest level of support

Highest approval for added teaching supports and supplies

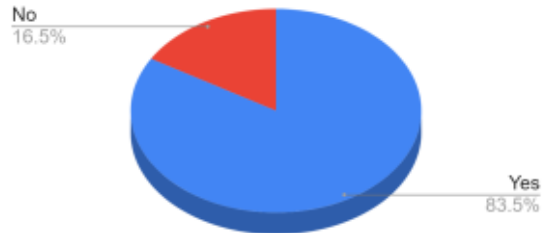
Moderate level of support

Highest approval for HVAC and Extended Learning Opportunities

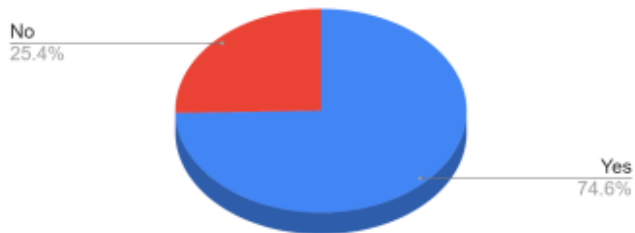
Lower level of support

Adjustments made to items involving hiring, incl. refocusing equity work

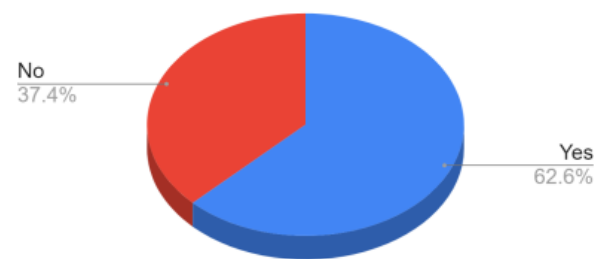
Resources and Materials



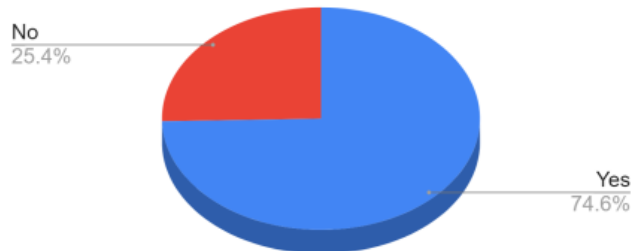
Facility Improvements



Personnel to be hired

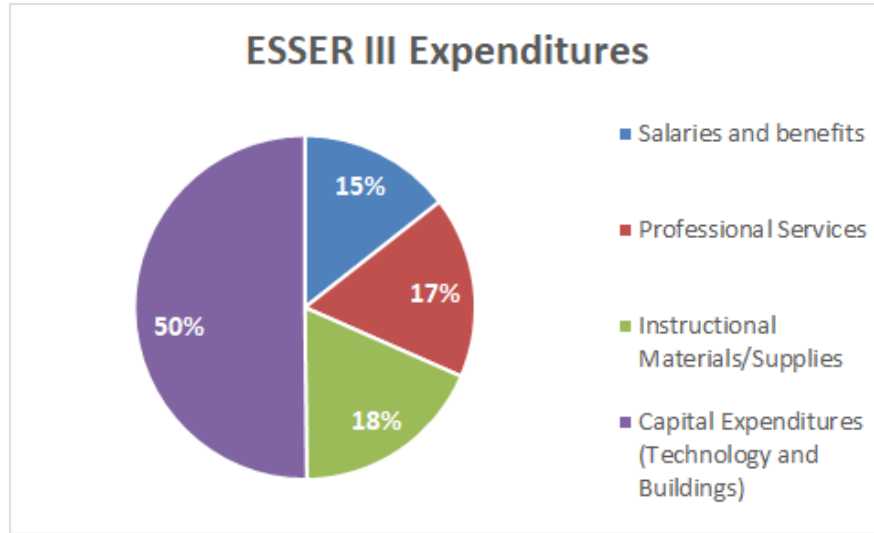


Training/Other Areas



GIPS FOR ALL
2021 - 2022

Summary of Overall Expenditures for ESSER III



- **Planning for the future, the majority of expenditures will improve or enhance our schools and facilities**
- **Next is helping teachers with added high quality instructional materials to address unfinished learning, and providing extracurricular or outside the teaching-day supports**
- **Finally, positions like academic support coaches and family liaison for parents who speak Somali or Arabic**

Salaries and benefits	Professional Services	Instructional Materials/Supplies	Capital Expenditures (Technology and Buildings)	Total
\$2,607,478	\$3,071,950	\$3,290,163	\$9,032,610	\$18,002,201



GIPS FOR ALL
2021 - 2022

Building Projects Aligned to Stakeholder Feedback & District Goals

- Safety & Security for access control and health screening provided by security vestibules across the district
- Additional dining and commons spaces where needed
- HVAC improvements
- Additional classroom spaces for skills programming for special education students at the elementary school level
- Additional space to support the fine arts through additional square footage for band/choir at the middle school and high school level
- Additional equipment to support extra curricular program through equipment replacement in the high school weight room

Facilities, Safety & Access

Capital Projects Pre-Approved by NDE

<i>School Building Name</i>	<i>Project Approved</i>	<i>Amount</i>
Howard Elementary	Security Vestibule Renovation	\$27,176.00
Lincoln Elementary	Security Vestibule Renovation	\$59,448.00
Wasmer Elementary	Security Vestibule Renovation	\$84,925.00
West Lawn Elementary	Security Vestibule Renovation	\$63,936.00
Walnut Middle School	Security Vestibule Renovation	\$362,629.50
Walnut Middle School	Security Vestibule Addition	\$196,504.50
Knickrehm Elementary	Security Vestibule Addition	\$107,434.00
Knickrehm Elementary	HVAC Upgrades	\$710,534.00
Newell Elementary	Security Vestibule Renovation	\$485,401.50
Newell Elementary	Classroom Renovation	\$235,601.50
Gates Elementary	Security Vestibule Renovation	\$393,909.50
Gates Elementary	Commons/Kitchen Renovation	\$333,909.50
Gates Elementary	Commons/Kitchen Addition	\$1,520,409.50
Gates Elementary	Skills Addition	\$513,309.50
Westridge Middle School	Security Vestibule Renovation	\$57,085.00
Westridge Middle School	Commons Addition	\$572,285.00
Westridge Middle School	Band/Choir Addition	\$1,145,885.00
Grand Island Senior High School	Security Vestibule Renovation	\$418,162.50
Grand Island Senior High School	Band/Commons Addition	\$1,421,162.50
Grand Island Senior High School	Weightroom Equipment Purchase	\$197,900.95
Grand Island Senior High School	Category 6 & 6A Ethernet Cabling	\$125,000.00

Summary of Federal Purpose & Amount for ESSER III

The Grand Island Public Schools will use ESSER III funds for:

Teaching/Classroom

- K-12 high quality instructional materials, academic coaching, resources, & PLC supports
- Promote college and career ready experiences and support teachers needing certifications to teach AP/Dual Credit courses
- Added Summer and After School Learning opportunities

Engagement

- Provide equitable parent outreach by Family Liaison with language skills in Arabic/Somali

Facilities, Safety & Access

- Added transportation routes
- Added cleaning supplies and PPE
- Facilities improvements including HVAC, security vestibules, and enlarged band areas

Equity

- Mental health tele-therapy for students
- Provide Equity training and professional learning to support strategic plan

Technology

- Technology updates (devices, hardware and infrastructure)



GIPS FOR ALL
2021 - 2022

Master Facility Plan

- These building improvements will be added to the updated Master Facility Plan, which will be updated and released after the first of the year.
- A key point for stakeholders to keep in mind is that the ESSERs III money needs to be spent by the Fall of 2024.
- We will work as quickly and as efficiently to create a lasting investment for our students and stakeholders.
- The process of using the \$9 million currently allocated for building improvements will be tempered by a variety of factors: (1) the expedited timeline we are on for completing these building projects; (2) potential supply chain disruptions; (3) the labor market, and (4) addressing the most immediate needs of our learners.

Facilities, Safety & Access

Grand Island Public Schools - Staff

2021-2022

Staff Calendar

Students=170.5
 Teachers=187
 PTC Days=3
 Plan/Prep=5
 Prof Dev=8.5

Qtr: Oct. 15, Dec. 17,
 March 4, May 20

1st Tri=Nov 5
 2nd Tri=Feb 18
 3rd Tri=May 20

July 21						
Su	M	Tu	W	Th	F	Sa
			1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 21						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

January 22						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

May 22						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

October 21						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

February 22						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

June 22						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

November 21						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

March 22						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

July 22						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

August 21						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

December 21						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April 22						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

August 22						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Events

New Staff	Aug 2, 3, 4
Dist Welcome/ Sch Imprv	Aug 5
Dist CIA	Aug 6
Sch Imprv	Aug 9
Plan/Prep	Aug 10
k, 6, 9 Students - 2/2:15 p	Aug 11
k-5 Students - 2pm	Aug 12
1-5 Students 2pm	Aug 13
No Kdg Stude: - 2 pm	Aug 13
6-12 Students reg dismiss	Aug 12-13
Sch Imprv	Sept 3
Labor Day	Sept 6
District PD	Sept 27
PTC	Oct 11-13
PTC - .5 (am)	Oct 14
Sch Imprv - .5 pm	Oct 14
Comp Day	Oct 15
Trimester	Nov 5
Plan/Prep	Nov 8
Fall Break	District 22-23 Nov 24-26
District PD	Nov 29
2pm Dismissal	Dec 17
Winter Break	Dec 20 - 31
Plan/Prep	Jan 3
Dist PD	Jan 24
PTC	Feb 7-9
PTC - .5 (am)	Feb 10
Plan/Prep - .5 pm	Feb 10
Comp Day	Feb 11
Trimester	Feb 18
Spring Break	March 7-11
Sch Imprv	Plan/Prep March 28
April Break	April 15 - 18
Last Day 11	May 20
Sch Imprv	May 23
Plan/Prep	May 23
Emergency Makeup Days	May 24-27
May 15 Graduation	

BOE Apprvd. 12/10/2020

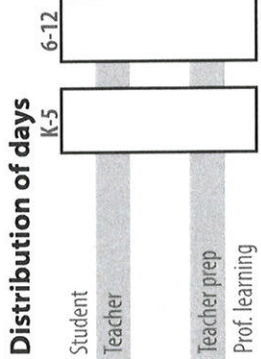


**2021-2022
GIPS Student Calendar**

Elementary: []
Students dismissed at 2 p.m. Wednesdays for teacher prep and planning

Middle: []
Students dismissed at 2:15 p.m. on first Wednesday monthly for prof. learning

GISH: 8:05 a.m. - 3:40 p.m.



Quarter dates
Oct. 15; Dec. 17; March 4; May 20.

Trimester dates
Nov. 5; Feb. 18; May 20.

Make-up days
May 23-27

Calendar legend

12	No school for students
24	In school
4	2 p.m. dismissal elementary
	K-5, 2 p.m. dismissal
	6-8, 2:15 p.m. dismissal

AUGUST

Mon	Tues	Wed	Thurs	Fri
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

AUGUST

11.....K, 6, 9 students (2/2:15 p.m.)
12.....K-5 students (2 p.m. dismissal)
13.....Grades 1-5 (2 p.m.)
13.....No Kindergarten
12-13 ..6-12 students (regular dismissal)

SEPTEMBER

Mon	Tues	Wed	Thurs	Fri
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

SEPTEMBER

3.....No School; District PD
6.....No School; Labor Day
27.....No School; District PD

OCTOBER

Mon	Tues	Wed	Thurs	Fri
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

OCTOBER

11-14..Parent Teacher Conferences
11-13 ..K-5, 2 p.m. dismissal;
6-12 → 6-9, 2:15 p.m. dismissal
14-15 ..No School

NOVEMBER

Mon	Tues	Wed	Thurs	Fri
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

NOVEMBER

8.....No School
24-26...No School: Fall break
29.....No School; District PD
→ 22-26 Fall Break

DECEMBER

Mon	Tues	Wed	Thurs	Fri
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

DECEMBER

17.....K-5, 2 p.m. dismissal
.....6-12, 2:15 p.m. dismissal
20-31 ..No school: Winter break

JANUARY

Mon	Tues	Wed	Thurs	Fri
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

JANUARY

3.....No School
4.....K-12 students return
24.....No School; District PD

FEBRUARY

Mon	Tues	Wed	Thurs	Fri
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28				

FEBRUARY

7-10Parent Teacher Conference
7-9K-5, 2 p.m. dismissal;
6-9, 2:15 p.m. dismissal
10-11 ..No School

MARCH

Mon	Tues	Wed	Thurs	Fri
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

MARCH

7-11No School: Spring break

APRIL

Mon	Tues	Wed	Thurs	Fri
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

APRIL

15-18....No School: April break

MAY

Mon	Tues	Wed	Thurs	Fri
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

MAY

15.....GISH Graduation
20.....Students' last day (11 a.m.)

September 22, 2021

Grand Island School Board President Hinkle,

On behalf of the Grand Island Education Association, we agree to the change outlined below to the 2021-22 Master Agreement between the Grand Island Public Schools Board of Education and the Grand Island Education Association, as indicated by our signatures below. We also understand and agree to the clarifications outlined below regarding the change. We agree that all other provisions of the 2021-2022 Master Agreement shall continue in effect without alteration or change.

Original Language from 2021-22 Master Agreement

5. Compensation for teachers who absorb students from an unfilled absence - Pay teachers for absorbing the students of another teacher's classroom (when a sub is not available) as follows:

- No additional pay if a teacher has additional students for 1 hour or less.
- If a teacher is assigned students from another classroom, and the total number of students (normal class roster plus additional students from another classroom) exceed 32 (elementary) or 36 (MS or HS), the teachers impacted will be paid the pro rata amount (equally divided among teachers receiving extra students) of the sub teacher daily rate of pay. If a teacher receives extra students, but does not meet or exceed the qualifying threshold of total students, the pro rata daily sub rate will be unpaid to anyone. This additional pay will be based on ½ day of sub pay if the additional students are present in the teachers' classroom for more than 1 and up to 3.75 hours, or a full day of sub pay if more than 3.75 hours.

This provision will sunset at the end of the 20-21 contract year, so that the fiscal impact and administrative impact can be evaluated. Any extension beyond 20-21 will need to be negotiated

Proposed Language Change to the 2021-22 Master Agreement

5. Compensation for teachers who absorb students from an unfilled absence - Pay teachers for absorbing the students of another teacher's classroom (when a sub is not available) as follows:

- No additional pay if a teacher has additional students for 1 hour or less.
- If a teacher is assigned students from another classroom, and the total number of students (normal class roster plus additional students from another classroom) exceed 32 (elementary) or 36 (MS or HS), the teachers impacted will be paid the pro rata amount (equally divided among teachers receiving extra students) of the sub teacher daily rate of pay. If a teacher receives extra students, but does not meet or exceed the qualifying threshold of total students, the pro rata daily sub rate will be unpaid to anyone. This additional pay will be based on ½ day of sub pay if the

additional students are present in the teachers' classroom for more than 1 and up to 3.75 hours, or a full day of sub pay if more than 3.75 hours.

This provision will automatically sunset, without any action by either party, at the end of the 21-22 contract year, so that the fiscal impact and administrative impact can be evaluated. Any extension beyond 21-22 will need to be negotiated.

Although the following clarifications will not be included in the text 2021-2022 Master Agreement, the parties have agreed to the following to provide context for this addendum:

Clarifications Regarding Proposed Language Change to the 2021-22 Master Agreement

- The language highlighted in yellow in the "Proposed Language Change to the 2021-22 Master Agreement" section indicates the change that has been proposed to the current language of the 2021-22 Master Agreement.
- This proposal does not re-open negotiations for the 2021-22 Master Agreement. This proposal only addresses the singular change to the language regarding compensation for teachers who absorb students from an unfilled absence. No other items will be negotiated.
- Teachers can submit for such duty pay retroactively to the beginning of the 2021-22 school year.
- The rate of compensation offered will not change from the current language.
- The amount of time this provision will remain in effect in the Master Agreement shall be through the 2021-22 contract term, but GIEA is welcome to negotiate this provision for the 2022-23 Master Agreement and beyond, if they so choose.
- This letter of approval agreeing to the language change in the 2021-22 Master Agreement will need to be signed by the GIEA Leadership (President & Chief Negotiator) and submitted to Dr. Grover on or before October 1st.

Signed Michelle L. Carter Michelle Carter, GIEA Board President

Date: 9-30-21

Signature: Karmyn Barnes Karmyn Barnes, GIEA Chief Negotiator

Date: 9/30/21

Addendum to the 2021-22 Master Agreement Between the Grand Island Public Schools Board and the Grand Island Education Association

The following addendum is added to and will replace entirely the existing Article 3, Section 5 of the 2021-22 Master Agreement, as approved at the October 14, 2021 Board Meeting by board action of the Grand Island Public Schools Board of Education and by written consent of the Grand Island Education Association.

This addendum shall be in effect for the remainder of the term of the 2021-22 Master Agreement. All other provisions of the 2021-2022 Master Agreement shall continue in effect without alteration or change.

Article 3-Section 5: Compensation for teachers who absorb students from an unfilled absence

5. Compensation for teachers who absorb students from an unfilled absence - Pay teachers for absorbing the students of another teacher's classroom (when a sub is not available) as follows:

- No additional pay if a teacher has additional students for 1 hour or less.

- If a teacher is assigned students from another classroom, and the total number of students (normal class roster plus additional students from another classroom) exceed 32 (elementary) or 36 (MS or HS), the teachers impacted will be paid the pro rata amount (equally divided among teachers receiving extra students) of the sub teacher daily rate of pay. If a teacher receives extra students, but does not meet or exceed the qualifying threshold of total students, the pro rata daily sub rate will be unpaid to anyone. This additional pay will be based on ½ day of sub pay if the additional students are present in the teachers' classroom for more than 1 and up to 3.75 hours, or a full day of sub pay if more than 3.75 hours.

This provision will automatically sunset, without any action by either party, at the end of the 21-22 contract year, so that the fiscal impact and administrative impact can be evaluated. Any extension beyond 21-22 will need to be negotiated.

MEMORANDUM OF UNDERSTANDING

Between Grand Island Public Schools and YWCA
Satellite Childcare Services

THIS MEMORANDUM OF UNDERSTANDING is by and between the Young Women's Christian Association of Grand Island, Nebraska, Inc. (YWCA) and Grand Island Public Schools (GIPS). GIPS has its primary place of business at the Kneale Administration Building, 123 South Webb Road, P.O. Box 4904, Grand Island, Nebraska, 68802, and its Early Learning Center at O'Connor Learning Center, at 2208 N. Webb Road, Grand Island, NE 68803. YWCA has its primary place of business at 211 E. Fonner Park Rd., Grand Island, NE 68801 and its Satellite Childcare Services at the O'Connor Learning Center, at 2208 N. Webb Road, Grand Island, NE 68803.

WHEREAS, GIPS and YWCA desire to cooperate with each other to establish a satellite childcare center, independently operated by YWCA, on property owned by GIPS at the O'Connor Learning Center.

NOW THEREFORE, in consideration of the above recitals and the mutual covenants contained herein, the parties agree that YWCA will provide satellite childcare services at the O'Connor Learning Center under the following terms and conditions:

1. Child Care Services

YWCA will offer child care services in two classrooms at the O'Connor Learning Center, at 2208 N. Webb Road, Grand Island, NE 68803, Monday through Friday, from approximately 7:00 a.m. to 6:00 p.m. with a planned starting date of January 3, 2022. The satellite childcare services will be offered twelve (12) months per year regardless of whether school is in session. The calendar of operations will correspond to the calendar of YWCA Child Development Center that is operated by YWCA. The YWCA satellite childcare services will be closed for major holidays that correspond to YWCA Child Development Center calendar. YWCA will comply with Nebraska Department of Health and Human Services child care center licensing regulations which are located at <https://dhhs.ne.gov/licensure/Documents/CCC391-3.pdf>, and are hereby incorporated by this reference. Capacity will be limited to 40 children. The satellite childcare services will be dedicated to three to five year old children.

2. Payment

Payment for satellite childcare services will be made by parents/guardians/responsible party, directly to the YWCA using its online payment system that is established and controlled by the YWCA. No payment will be paid for individual childcare services to GIPS. Money will not be held by YWCA at the satellite location.

3. YWCA Will Conduct Required Background Checks for its Staff

YWCA is responsible to conduct background checks for its staff to be in compliance with all standards of operation and care as required by the Nebraska Department of Health and Human Services and all applicable local, state and federal laws.

4. Space, Utilities, and Furnishings

GIPS will provide YWCA with the sole use of space in classrooms 144 and 145 for its satellite childcare services. In addition, YWCA will have shared access to the following spaces: playground, gymnasium, active sensory room, quiet sensory room, parent room, staff break room, staff work room, and wellness room. GIPS will not charge rent for the use of the space, will not charge for utilities, and will not charge for use of GIPS furnishings. GIPS will provide use of telephone service, internet, and utilities. YWCA will have access to printers and copiers. GIPS will bill YWCA for copies made with timely reimbursement from YWCA. GIPS will provide furnishings for each classroom (144 and 145) as described in Attachment 1. YWCA will provide all remaining materials and supplies. Each party shall retain ownership of the furnishings, materials, equipment and supplies that it provides.

5. Staffing

YWCA will hire, train, pay, and supervise all YWCA staff members in accordance with DHHS licensing requirements.

6. Safety and Building Access

GIPS will provide YWCA staff assigned to the satellite site with a security badge to access the building. GIPS will provide a direct dial telephone line to classrooms 144 and 145 and an aiphone in one of the assigned classrooms. YWCA agrees to follow all safety and security protocols of GIPS. GIPS and YWCA will participate in joint emergency protocols and drills following GIPS policies and procedures and any additional Nebraska DHHS licensing requirements.

7. Nutrition Services

YWCA will contract with GIPS Nutrition Services to provide meals and snacks.

8. Custodial Services

GIPS will provide custodial services. YWCA agrees to follow all GIPS cleaning and custodial protocols. YWCA agrees to make classrooms 144 and 145 available for summer cleaning on mutually agreed upon dates.

9. Illness Policies

GIPS agrees to allow children at YWCA to have access to the school nurse during hours that a school nurse is on duty. YWCA agrees to follow GIPS illness and medication policies unless YWCA illness policies and licensing requirements are more stringent than GIPS illness policies. YWCA agrees that at least one staff member who has been medication trained will be present at all times at the O'Connor Learning Center.

10. Signage

YWCA may have a 6' x 5' sign near the entrance on the outside of the O'Connor Learning Center which is subject to approval by GIPS.

11. Pandemic Procedures

YWCA will follow all GIPS' health, safety, screening, and attendance policies related to the COVID-19 pandemic.

12. Liability Insurance

YWCA agrees to obtain and maintain liability insurance for the satellite site in the amount of at least One Million Dollars with GIPS listed as the Certificate Holder.

13. Release from Agreement

YWCA or GIPS may be released from this understanding at any time for any reason by providing 60 days' written notice that they intend to end the agreement.

14. Authority to Sign

The parties signing this Memorandum of Understanding verify that they are duly authorized to sign on behalf of GIPS and the YWCA with appropriate board authorization.

15. No Partnership, Agency or Joint Venture

No partnership, agency or joint venture is created by this Memorandum of Understanding and neither GIPS nor YWCA shall have the right to act for the other or to incur any obligation or liability on behalf of the other.

16. Indemnification

GIPS shall indemnify and hold harmless YWCA, its agents, officials and employees from and against any and all claims, causes of action, losses, liabilities, damages, costs and expenses (including attorney’s fees and court costs) for personal injury, bodily injury or property damage arising from GIPS’s negligence, misconduct, breach of contract or any other liability imposed on it under the common law, statute, rule or regulation. YWCA shall indemnify and hold harmless GIPS its agents, officials and employees from and against any and all claims, causes of action, losses, liabilities, damages, costs and expenses (including attorney’s fees and court costs) for personal injury, bodily injury or property damage arising from YWCA negligence, misconduct, breach of contract, or any other liability imposed on it under the common law, statute, rule or regulation.

17. Compliance with GIPS’ Policies

YWCA and its employees/staff will comply with the GIPS’ prohibition against discrimination (Policy 1310-Nondiscrimination), its prohibition against harassment (Policy 1311-Harassment), its prohibition against corporal punishment (Policy 8451-Physical Restraint and Seclusion), its prohibition against physical or sexual abuse of students (Policy 8551-Abuse of Students by Employees), and its prohibition against bullying (Policy 8455 – Bullying and Harassment). YWCA and its employees/staff will maintain a standard of personal conduct toward the students and GIPS employees that is polite, helpful, professional and of high moral character.

18. Independent Contractor Status

YWCA is and shall be considered an independent contractor and shall not be held or deemed in any way to be the agent or employee of the school district. No officer, employee, staff or agent of the YWCA shall be deemed to be an officer, employee or agent of the school district.

19. Notices

All written notices and correspondence to GIPS shall be delivered to the GIPS’ Associate Superintendent at 123 South Webb Road, P.O. Box 4904, Grand Island, Nebraska, 68802. All written notices and correspondence to the YWCA shall be delivered to its Executive Director at 211 E. Fonner Park Rd., Grand Island, Nebraska, 68801.

20. Comply with all local, state, and federal laws

YWCA shall comply with all local, state and federal regulations including the following:

Neb. Rev. Stat. § 4-114, which requires the use of the federal immigration verification system (E-verify or an equivalent federal program) to determine the work eligibility status of new employees physically performing services within the State of Nebraska;

Nebraska Fair Labor Standards, Neb. Rev. Stat. §73-102 to §73-105; and Neb. Rev. Stat. §48-1122, which prohibits discrimination against any employee or applicant for employment with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin; and

Americans with Disabilities Act of 1990.

21. Headings

The headings in this Memorandum of Understanding are for convenience only and shall have no substantive or procedural effects in construing this Agreement.

Executed Date: _____

YWCA:

GIPS:

Amy Bennett, Executive Director
YWCA

Bonnie Hinkle, President of the
GIPS Board of Education for Hall
County School District 2

Amanda Kreutzer, Chair/President
Board of Directors of YWCA - GI

Attachment 1

Block area shelf (3)	https://www.lakeshorelearning.com/products/classroom-furniture/storage-units/classic-birch-preschool-storage-unit/p/JJ168
Hollow blocks (1 set)	https://www.lakeshorelearning.com/products/blocks-manipulatives/unit-blocks-accessories/lakeshore-hardwood-hollow-blocks/p/FF349
Hardwood blocks (1 set)	https://www.lakeshorelearning.com/products/blocks-manipulatives/unit-blocks-accessories/hardwood-unit-blocks-starter-set/p/B250A
Music center shelf (1)	https://www.lakeshorelearning.com/products/classroom-furniture/storage-units/classic-birch-span-stylewhite-space-nowrap8-cubby-span-storage-unit/p/JJ165
Table toys shelf (2)	https://www.lakeshorelearning.com/products/classroom-furniture/storage-units/classic-birch-cubbies-shelves-large-storage-unit/p/JJ764
Cubbies (1)	https://www.lakeshorelearning.com/products/classroom-furniture/storage-units/classic-birch-span-stylewhite-space-nowrap20-cubby-span-storage-unit/p/JJ166
Sensory table	https://www.lakeshorelearning.com/products/sand-water/sand-water-tables/giant-clear-view-water-play-table/p/LA719
Easel (1)	https://www.lakeshorelearning.com/products/arts-crafts/art-easels-drying-racks/space-saver-mobile-art-center/p/EE365
Art Shelf Large (1)	https://www.lakeshorelearning.com/products/classroom-furniture/storage-units/classic-birch-spacemaker-storage-unit/p/JJ156
Art shelf small (1)	https://www.lakeshorelearning.com/products/classroom-furniture/storage-units/classic-birch-spacemaker-storage-unit/p/JJ156
Turtle pond shelf (1)	https://www.lakeshorelearning.com/products/classroom-furniture/storage-units/classic-birch-span-stylewhite-space-nowrap2-shelf-span-space-saver-storage-unit/p/JJ164
Book shelf(1)	https://www.lakeshorelearning.com/products/classroom-furniture/storage-units/help-yourself-bookstand-with-storage/p/JJ853
Reading area shelf (1)	https://www.lakeshorelearning.com/products/classroom-furniture/storage-units/classic-birch-preschool-storage-unit/p/JJ168

Tables (24x36) (2)	https://www.lakeshorelearning.com/products/classroom-furniture/tables-desks/classic-adjustable-rectangular-tables/p/CN441
Science center shelf (1)	https://www.lakeshorelearning.com/products/classroom-furniture/storage-units/classic-birch-span-stylewhite-space-nowrap12-cubby-span-storage-unit/p/JJ633
Read and Relax couch (1)	https://www.lakeshorelearning.com/products/classroom-furniture/chairs-seating/read-relax-comfy-couch/p/RR364
Tables (30x60) (1)	https://www.lakeshorelearning.com/products/classroom-furniture/tables-desks/heavy-duty-adjustable-rectangular-tables/p/DG583
Kitchen Set (1)	https://www.lakeshorelearning.com/products/dramatic-play/play-furniture/lakeshore-hardwood-kitchen-set/p/LC250X
Dr. Play Wardrobe Shelf (1)	https://www.lakeshorelearning.com/products/classroom-furniture/dramatic-play-furniture/space-saver-dress-up-center/p/WB885
Dr. Play Table/chairs (1)	https://www.lakeshorelearning.com/products/classroom-furniture/dramatic-play-furniture/butcher-block-table-and-chair-set/p/JJ845
Dr. play shelf (1)	https://www.lakeshorelearning.com/products/infants-toddlers/furniture/classic-birch-toddler-storage-unit/p/JJ167
Student chairs 9.5 inch (5)	https://www.lakeshorelearning.com/products/classroom-furniture/chairs-seating/heavy-duty-stacking-chairs/p/DG506
Student chairs 11.5 inch (10)	https://www.lakeshorelearning.com/products/classroom-furniture/chairs-seating/heavy-duty-stacking-chairs/p/DG506
Student chairs 13.5 inch (10)	https://www.lakeshorelearning.com/products/classroom-furniture/chairs-seating/heavy-duty-stacking-chairs/p/DG506
Larger chairs (3) 17.5 inch (3)	https://www.lakeshorelearning.com/products/classroom-furniture/chairs-seating/heavy-duty-stacking-chairs/p/DG506
Light table (1)	https://www.lakeshorelearning.com/products/blocks-manipulatives/light-tables-accessories/space-saver-color-changing-light-table/p/LL526
Big Book Shelf (1)	https://www.lakeshorelearning.com/products/classroom-furniture/storage-units/classic-birch-magnetic-write-wipe-big-book-center/p/JJ987

Teaching Cart (1)	https://www.lakeshorelearning.com/products/classroom-furniture/storage-units/classic-birch-store-it-all-teaching-center/p/JJ832
Plastic bins for cubbies (40)	https://www.lakeshorelearning.com/products/teaching-resources/bins-organizers/lakeshore-clear-view-storage-box/p/LC91
Changing table	https://www.lakeshorelearning.com/products/infants-toddlers/furniture/step-on-up-toddler-changing-table/p/AA490
Teacher desk (1)	
Office chair (1)	
File cabinet (1)	
File cabinet (conference room) (1)	

**eliminating racism
empowering women**

ywca

Grand Island

**Child Development Center
Satelite Site**



GIPS FOR ALL
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ESSER III Uses

Disclaimer



- Grand Island Public Schools was not required to put students and staff in masks in order to gain access to ESSERs III Funds. It was a requirement of the school district to have a “Safe Return to School Plan.” However, the school district was not required to mask in order to receive these funds.

ESSERs III Grant Process

- Small group work lead by Dr. Dexter and including Administrative Cabinet Members and Mr. Dan Petsch was conducted to determine possible uses of ESSERs III Funds.
- Goals and priorities for the use of ESSERs III Funds were developed based on the district's strategic plan, stakeholder feedback, and the immediate needs of Grand Island Public Schools Students and Staff.
- Stakeholder group feedback from the Master Facility Plan and stakeholder feedback from a district wide survey regarding the use of ESSERs III Funds was strongly taken into consideration.
- Capital Improvements utilizing the funds were proposed to the Facilities & Finance Committee, after Mr. Petsch and Dr. Schroeder consulted with CMBA to generate a "project list" aligned to the district's capital improvement goals.
- The ESSERs III Grant Application was submitted to NDE by the September 15th deadline and is awaiting final approval by NDE.

Results of District ESSER III Survey

Highest level of support

Highest approval for added teaching supports and supplies

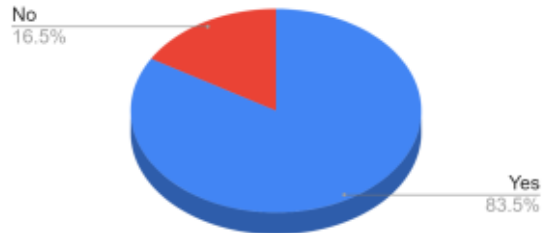
Moderate level of support

Highest approval for HVAC and Extended Learning Opportunities

Lower level of support

Adjustments made to items involving hiring, incl. refocusing equity work

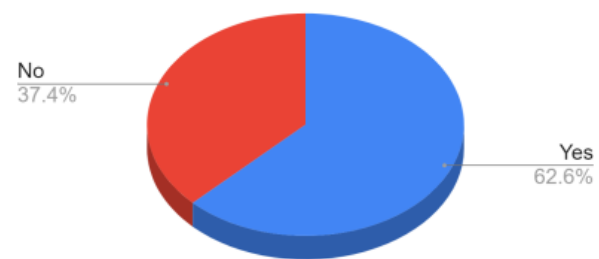
Resources and Materials



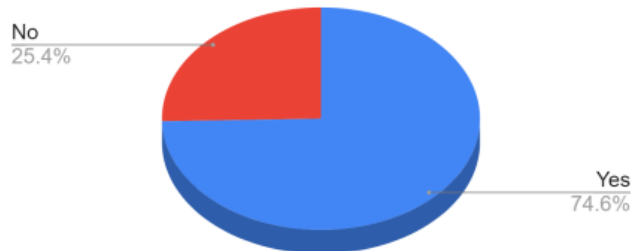
Facility Improvements



Personnel to be hired

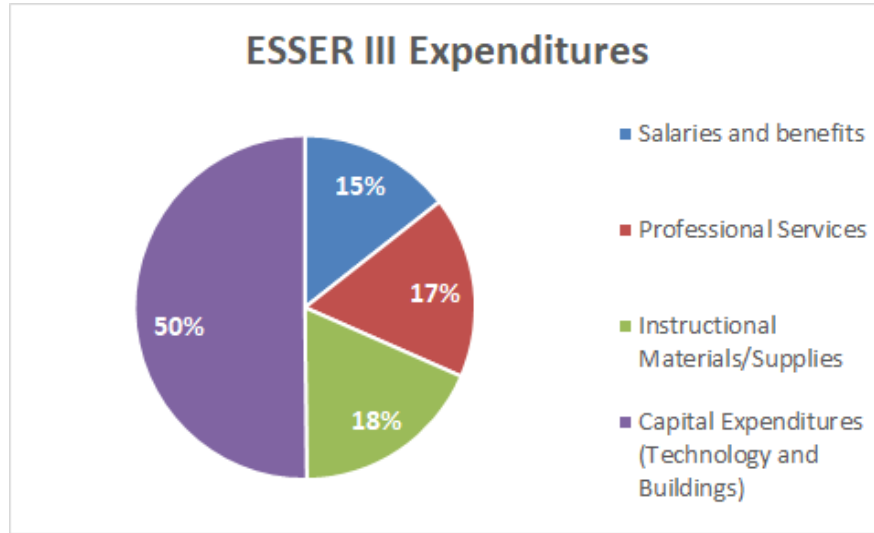


Training/Other Areas



GIPS FOR ALL
2021 - 2022

Summary of Overall Expenditures for ESSER III



- **Planning for the future, the majority of expenditures will improve or enhance our schools and facilities**
- **Next is helping teachers with added high quality instructional materials to address unfinished learning, and providing extracurricular or outside the teaching-day supports**
- **Finally, positions like academic support coaches and family liaison for parents who speak Somali or Arabic**

Salaries and benefits	Professional Services	Instructional Materials/Supplies	Capital Expenditures (Technology and Buildings)	Total
\$2,607,478	\$3,071,950	\$3,290,163	\$9,032,610	\$18,002,201

Building Projects Aligned to Stakeholder Feedback & District Goals

- Safety & Security for access control and health screening provided by security vestibules across the district
- Additional dining and commons spaces where needed
- HVAC improvements
- Additional classroom spaces for skills programming for special education students at the elementary school level
- Additional space to support the fine arts through additional square footage for band/choir at the middle school and high school level
- Additional equipment to support extra curricular program through equipment replacement in the high school weight room

Facilities, Safety & Access

Capital Projects Pre-Approved by NDE

<i>School Building Name</i>	<i>Project Approved</i>	<i>Amount</i>
Howard Elementary	Security Vestibule Renovation	\$27,176.00
Lincoln Elementary	Security Vestibule Renovation	\$59,448.00
Wasmer Elementary	Security Vestibule Renovation	\$84,925.00
West Lawn Elementary	Security Vestibule Renovation	\$63,936.00
Walnut Middle School	Security Vestibule Renovation	\$362,629.50
Walnut Middle School	Security Vestibule Addition	\$196,504.50
Knickrehm Elementary	Security Vestibule Addition	\$107,434.00
Knickrehm Elementary	HVAC Upgrades	\$710,534.00
Newell Elementary	Security Vestibule Renovation	\$485,401.50
Newell Elementary	Classroom Renovation	\$235,601.50
Gates Elementary	Security Vestibule Renovation	\$393,909.50
Gates Elementary	Commons/Kitchen Renovation	\$333,909.50
Gates Elementary	Commons/Kitchen Addition	\$1,520,409.50
Gates Elementary	Skills Addition	\$513,309.50
Westridge Middle School	Security Vestibule Renovation	\$57,085.00
Westridge Middle School	Commons Addition	\$572,285.00
Westridge Middle School	Band/Choir Addition	\$1,145,885.00
Grand Island Senior High School	Security Vestibule Renovation	\$418,162.50
Grand Island Senior High School	Band/Commons Addition	\$1,421,162.50
Grand Island Senior High School	Weightroom Equipment Purchase	\$197,900.95
Grand Island Senior High School	Category 6 & 6A Ethernet Cabling	\$125,000.00

Summary of Federal Purpose & Amount for ESSER III

The Grand Island Public Schools will use ESSER III funds for:

Teaching/Classroom

- K-12 high quality instructional materials, academic coaching, resources, & PLC supports
- Promote college and career ready experiences and support teachers needing certifications to teach AP/Dual Credit courses
- Added Summer and After School Learning opportunities

Engagement

- Provide equitable parent outreach by Family Liaison with language skills in Arabic/Somali

Facilities, Safety & Access

- Added transportation routes
- Added cleaning supplies and PPE
- Facilities improvements including HVAC, security vestibules, and enlarged band areas

Equity

- Mental health tele-therapy for students
- Provide Equity training and professional learning to support strategic plan

Technology

- Technology updates (devices, hardware and infrastructure)



GIPS FOR ALL
2021 - 2022

Master Facility Plan

- These building improvements will be added to the updated Master Facility Plan, which will be updated and released after the first of the year.
- A key point for stakeholders to keep in mind is that the ESSERs III money needs to be spent by the Fall of 2024.
- We will work as quickly and as efficiently to create a lasting investment for our students and stakeholders.
- The process of using the \$9 million currently allocated for building improvements will be tempered by a variety of factors: (1) the expedited timeline we are on for completing these building projects; (2) potential supply chain disruptions; (3) the labor market, and (4) addressing the most immediate needs of our learners.

Facilities, Safety & Access

Every Student, Every Day, A Success! In educating students, we teach hearts as well as minds.

BOE Policy Committee Meeting – Monday, September 13, 2021 – 4:30pm – Zoom

*Students prepared to make positive contributions to society and thrive in an ever-changing world.
Empower - Personalize - Design - Partner*

Members present:

Joshua Hawley
Terry Brown
Ericka Wolfe
Dr. Robin Dexter
Dr. Tawana Grover

Review minutes from August 9, 2021: Approved as written.

Review Agenda for Changes or Additions: None at this time.

Policies for Sept 9, 2021 BOE Agenda for First Reading: 2111 Board Operating Principles, 2210 Board Organizational Meeting, 2216 Board of Education Student Member, 2220 Board Officers, 4480 Contracts, Agreements and Memorandum of Understanding, 7705 Special Education Policies, 8320 Compulsory Attendance ages, 9420 Distribution of Advertising and Promotional

Policies for Sept 9, 2021 BOE Agenda for Final Reading: 2230 Board Committees

Meeting dates and times:

October 11, 2021 4:30PM - Zoom

Policies for Review:

1310 Nondiscrimination - Dr. Dexter shared research on the specific language related to hairstyles to be included in the policy updates on this 1310, 6215 and 6411. Research clarified that term race includes hair texture, hair type or protective hairstyles with specific examples provided. This is the only proposed update to the policies. Move forward to BOE for approval.

6215 Bullying and Harassment (Staff) - Please see updates under Policies for Review - 1310 Nondiscrimination as it applies to this policy 6215, 1310 and 6411. Move forward to BOE for approval.

6411 Equal Opportunity and Affirmative Action - Please see updates under Policies for Review - 1310 Nondiscrimination as it applies to this policy, 1310, and 6215. Move forward to BOE for approval.

MOU OLC and YWCA - Dr. Dexter shared that this MOU has already been presented to BOE as information. YWCA proposed minor changes through their legal review. Policy committee asked to review updates, Dr. Dexter would like to present to BOE at October meeting to move forward with proposed wrap around childcare services with YWCA at O'Connor Learning Center. Policy had no further updates or questions, move forward to BOE for approval.

Tabled:

Every Student, Every Day, A Success! In educating students, we teach hearts as well as minds.

This policy is still with the Board Governance Committee.
3212 Superintendent Evaluation

Discussion:

Safe2Help, Hotline - no updates at this time.

CNEA Joint Board - Rules of Governance - Dr. Dexter shared with Policy committee for review. This is how GIPS governs with ESU. Dr. Schroeder will present to Facilities & Finance Committee for review also.

COVID Exec Order 9.9.2021 - Dr. Dexter shared documents related to President Biden's Executive Order regarding COVID vaccinations and employee requirements. KSB Law Firm is conducting research for how the President's directives will apply to our district.

Policies to be Worked On:

GIPS Needs Analysis - no updates at this time.

Online Learning - no updates at this time.

CoOp Activity Agreements - no updates at this time.

Graduation credits - NDE requires 200 and GIPS requires 240 - no updates at this time.

Early graduation - no updates at this time.

7310 Standards Adoption - tabled until further notice.

Reporter for October 14, 2021 Board Meeting: Ericka Wolfe (September 13 and October 11 minutes)

Next meeting: October 11, 2021 at 4:30PM via Zoom

Every Student, Every Day, A Success! In educating students, we teach hearts as well as minds.

BOE Policy Committee Meeting – Monday, October 11, 2021 – 4:30pm – Zoom

*Students prepared to make positive contributions to society and thrive in an ever-changing world.
Empower - Personalize - Design - Partner*

Members present:

Lindsey Jurgens
Terry Brown
Erika Wolfe
Dr. Robin Dexter
Dr. Tawana Grover

Review minutes from September 13, 2021: Approved as written.

Review Agenda for Changes or Additions: None at this time.

Policies for October 14, 2021 BOE Agenda for First Reading: 1310 Nondiscrimination, 6215 Bullying and Harassment (Staff), 6411 Equal Opportunity and Affirmative Action, 8455 Bullying and Harassment (Students)

Policies for October 14, 2021 BOE Agenda for Final Reading: 2111 Board Operating Principles, 2210 Board Organizational Meeting, 2216 Board of Education Student Member, 2220 Board Officers, 4480 Contracts, Agreements and Memorandum of Understanding, 7705 Special Education Policies, 8320 Compulsory Attendance ages, 9420 Distribution of Advertising and Promotional

Meeting dates and times:

November 8, 2021 4:30PM - Zoom

Policies for Review:

8312 Excessive Absenteeism - Dr. Dexter shared that this policy is being evaluated and reviewed with social workers and will be reviewed by legal as well. Dr. Dexter shared with Policy committee about how the process of attendance monitoring operates in GIPS at established absence points (3 days, 5 days, etc) and how it has evolved over time. Proposed updates to this policy come from a need to focus social worker efforts on the higher number of absences. GIPS works in cooperation with the district attorney's office in a positive and proactive way to help families plan improvements to attendance. A flow chart is being developed to track interventions throughout the attendance monitoring process. A recent program established at the high school level, called Night Owl, is an example of positive and proactive approach to improving attendance and graduation rates. Improvements have also been made tracking attendance in Synergy at building level. Dr. Dexter will bring back further updates on this policy.

8430 Student Appearance - Dr Dexter and Principal Gilbertson have been working on updates to this policy. Current policy has left the discretion at the school level. This is a challenging topic that has to take into account differences in male and female appearance as well as equity and bias. Dr. Dexter will bring back further updates and discussion on this policy. leaving that discretion at the school level.

Every Student, Every Day, A Success! In educating students, we teach hearts as well as minds.

Tabled:

This policy is still with the Board Governance Committee.
3212 Superintendent Evaluation

Discussion:

Good News Club - Dr. Dexter explained the nature of this organization and the request to reserve elementary school buildings for meeting use. Requirements for an organization to request space and use it in GIPS are established and have been met by the organization.

Policies to be Worked On:

GIPS Needs Analysis - no updates at this time.

Online Learning - no updates at this time.

CoOp Activity Agreements - no updates at this time.

Graduation credits - NDE requires 200 and GIPS requires 240 - no updates at this time.

Early graduation - no updates at this time.

7310 Standards Adoption - tabled until further notice.

Reporter for October 14, 2021 Board Meeting: Ericka Wolfe (September 13 and October 11 minutes)

Next meeting: November 8, 2021 at 4:30PM via Zoom