

GIPS BOE Regular Meeting
Thursday, April 14, 2022 4:30 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. Acceptance of Agendas From Standing Committees

4.3. Claims as submitted

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. 4640 INFORMATION TECHNOLOGY MANAGEMENT on First
Read

4.7.2. 8415 MEDICATIONS IN SCHOOL on First Read

4.7.3. 8741 EARLY GRADUATION on First Read

4.8. Approval of Agenda as submitted

5. SPECIAL RECOGNITION

5.1. State Speech Duo Champions

Speaker(s): Jonathan Boyd

5.2. Scholastic Art Awards of Nebraska

Speaker(s): Micki Nuss and Kasey Lammers

5.3. State Championship Unified Cheerleaders

Speaker(s): Taryn Wright, Alicia Lechner, and Jesse Arends

5.4. Skills USA State Champions

Speaker(s): Spencer Trout and Eric Sell

6. CAMPUS HIGHLIGHTS

6.1. The impact of WIN (What I Need Time)

Speaker(s): Hannah Pogue-7th grade ELA Teacher, Brad Wolfe-Principal

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. , Obj 3.1 Every student is provided a personalized environment for learning.

6.2. Informing instructional decisions through the use of technology

Speaker(s): Jim Tews, Principal, Michelle Thorne, Academic Support Coach, McClain Botsford and Emerald Miles-2nd grade teachers

Goals: Strategic Plan Objective 02 - GIPS will ensure that learning is enabled through safe, comfortable, and welcoming environments., Strategic Plan Objective 05 - GIPS will employ data to continuously improve teaching and learning.

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. Robotics Update

Speaker(s): Mr. Dan Phillips, Mr. Alex Kemnitz, Grand Island Senior High Students

10.2. Review of the 2021 Annual Report

Speaker(s): Mitchell Roush, Kelli Mayhew, Bibi Luevano

Goals: Obj 3.1 Every student is provided a personalized environment for learning., Obj 3.2 Community partnerships that increase supports to students and families

10.3. New Full Time Equivalent positions added to budget for 2022-2023 school year

Speaker(s): Kristen Irely

10.4. RESOLUTION #20220414 AUTHORIZING INCREASE IN MICRO-PURCHASE THRESHOLD

Speaker(s): Dr. Dexter

10.5. Revision to Policy 4312 due to ESSER Fund Requirements

Speaker(s): Dr. Dexter

10.6. Construction Update

Speaker(s): Mr. Petsch

10.7. Student Representative Report

Speaker(s): Ms. Isabela Prado Gomez

10.8. Superintendent Report

Speaker(s): Dr. Grover

11. ACTION ITEMS

11.1. Grand Island Public Schools Superintendent of Schools Employment Contract

Speaker(s): Dr. Ken Schroeder

11.2. New Full Time Equivalent positions added to budget for 2022-2023 school year

Speaker(s): Kristen Irely

11.3. Blocksi Technology Classroom Management Solution

Speaker(s): Cory Gearhart

Goals: Obj 2.2 Every student has access to rigorous, relevant coursework. , Obj 1.3 Every student learns in a safe and resourced environment

11.4. New ELA Standards Adoption

Speaker(s): Dr. Bills and Mrs. Kuhl

Goals: Obj 2.2 Every student has access to rigorous, relevant coursework. , GIPS has committed to the "adoption and implementation of high-quality instructional materials aligned to grade-level standards

11.5. Request for funding for a new Algebra Resource Adoption

Speaker(s): Dr. Danielle Buhrman

Goals: Obj 2.2 Every student has access to rigorous, relevant coursework. , GIPS has committed to the "adoption and implementation of high-quality instructional materials aligned to grade-level standards

11.6. Request for funding for a new 4-12 Social Studies Resources Adoption

Speaker(s): Dr. Evan Lee

Goals: Obj 2.2 Every student has access to rigorous, relevant coursework. , GIPS has committed to the "adoption and implementation of high-quality instructional materials aligned to grade-level standards

11.7. Website and Communication Vendor

Speaker(s): Mitch Roush

11.8. Engineering Letter of Intent for Knickrehm Elementary

Speaker(s): Mr. Dan Petsch

11.9. RESOLUTION #20220414 AUTHORIZING INCREASE IN MICRO-PURCHASE THRESHOLD

Speaker(s): Dr. Dexter

11.10. Revision to Policy 4312 due to ESSER Fund Requirements

Speaker(s): Dr. Dexter

12. REPORTS

12.1. Grand Island Public Schools Foundation Report

Speaker(s): Mrs. Jurgens

12.2. NASB Monthly Update

Speaker(s): Board President

13. EXECUTIVE SESSION FOR THE PURPOSE OF DISCUSSING PERSONNEL MATTERS 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, NE-
BRASKA
Notice is hereby given
that a meeting of the
Board of Education of Hall
County School District 2,
A.K.A. Grand Island Pub-
lic Schools, Grand
Island, Nebraska, will be
held on Thursday, April
14, 2022 at 4:30 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 Superintend-
ent.
Dr. Robin R. Dexter,
Board Secretary
7 ZNEZ

GRAND ISLAND PUBLIC SCHOOL/Classified

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

ORDER NUMBER 1066428

Rhame Sures, 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: 04/07/2022

RECEIVED APR 11 2022

TOTAL AD COST: 16.73
FILED ON: 4/7/2022

Subscribed in my presence and sworn to before me this 7 day
of April, 2022

My commission expires November 8, 2025

Casey Harvey
Notary Public

State of Nebraska - General Notary
CASEY HARVEY
My Commission Expires
November 8, 2025

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 Lisa Albers in open and public session on Monday, March 14, 2022 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 5:30 PM.

Lisa Albers: Present
Carlos Barcenas: Present
Dan Brosz: Present
Terry Brown: Present
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 5:30pm

2. ROLL CALL

Roll call was taken at 5:30pm

3. MISSION STATEMENT

Mr. Barcenas read the mission statement.

4. CONSENT AGENDA

4.1. Minutes from the previous month's meeting

4.2. Acceptance of Agendas From Standing Committees

Finance and Facilities Committee

Next Meeting Date: April 5 at 7:30 am

Leading for Learning Committee

Next Meeting Date: April 12 at 4:00 pm

Personnel Committee

Next Meeting Date: April 7 at 8:30 am

Policy Committee

Next Meeting Date: April 11, 2022 at 4:30 pm

Public Relations and Partnership Development Committee

Next Meeting Date: April 8, 2022 at 8:00 am

Governance Committee

Next Meeting Date: April 6, 2022 at 7:30 am

GNSA/Legislative Committee

Next Meeting Date: March 14 at 4:30 pm

4.3. Grant Report Update

4.4. Claims as submitted

4.5. Bid Proposals as submitted

4.6. Staff Adjustments as submitted

4.7. Treasurer's Report as submitted

4.8. Approval of Agenda as submitted

Check No 80776 Albers, Check No 80868 Brown, Check No 81290 Barcenas, Jurgens, and Wolfe. Abstained from voting on above check numbers due to conflict but approved all other agenda items submitted.

Approve the agenda as submitted. Passed with a motion by Carlos Barcenas and a second by Terry Brown.

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

5. CAMPUS HIGHLIGHTS

5.1. Gates Gators will share how they deliver Tier 2 interventions that align with the functions of behavior.

Mr. Eckerman and Mrs. Velasquez spoke about the Gates Gators and how they have delivered Tier 2 interventions that align with the functions of behavior. Having a strong Tier I positive support implementation has allowed the school to really know which students are in need of intentional Tier 2 support.

5.2. Seedling Mile Campus Highlight--Schoolwide and Classroom Expectations supported by Literacy and Student Ownership

Charity LaBrie spoke about the increased student ownership behaviorally and academically as a schoolwide goal for Seedling Mile.

6. REQUESTS TO ADDRESS THE BOARD

7. RECESS

8. RECONVENE FROM RECESS

9. INFORMATION ITEMS

9.1. GIPS Foundation - Add it Up to Opportunity Staff and Board Campaign

Mrs. Skalberg and Alicia Lechtner gave an update on the activities of the GIPS Foundation and introduced the annual Add it Up Opportunity Staff and Board Campaign.

9.2. Expediting Childfind Process

Renee Engel presented the Expediting Childfind Process asking to provide new technology for the SPED program.

9.3. Fine Arts Instrument Purchases

Dr. Lee presented the proposal to purchase instruments for the GISH Fine Arts program to ensure all students interested can participate regardless of ability to purchase an instrument.

9.4. Blocks Technology Classroom Management Solution

Mr. Cory Gearhart provided an online technology solution for classroom, classroom management, and web filtering on and off-site.

9.5. New ELA Standards Adoption

Dr. Bills and Mrs. Kuhl provided policy 7310: The board of education may vote to adopt the academic content standards recommended by the State Board of Education (State Board).

9.6. Request for funding for a new Algebra Resource Adoption

Dr. Buhrman presented the Grand Island Public Schools' need for high school math resources that provide curricular resources which closely align to our vision of instruction, GIPS mathematics commitments, and provide students "standards-based instruction where students collaborate, think critically, and persevere through rigorous authentic tasks."

9.7. Request for funding for a new 4-12 Social Studies Resources Adoption

Dr. Lee presented the GIPS support for high-quality instructional materials that are strongly aligned to content area standards and reflect the instructional shifts within the college and career-ready standards.

9.8. Website and Communication Vendor

Jennifer Worthington and Mitch Roush presented the need for an updated GIPS website.

9.9. Engineering Letter of Intent for Knickrehm Elementary

Mr. Petsch presented the ESSER III project for Knickrehm Elementary.

9.10. Construction Update

Mr. Petsch presented the construction update.

9.11. Student Representative Report

Ms. Isabela Prado Gomez gave the student representative report.

9.12. Superintendent Report

Dr. Grover presented the superintendent report.

10. ACTION ITEMS

10.1. Policy 8420 STUDENT APPEARANCE

Dr. Dexter presented the draft changes to policy 8430 Student Appearance.

Motion to approve policy 8430 STUDENT APPEARANCE as presented Passed with a motion by Carlos Barcenas and a second by Terry Brown.

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

10.2. Expediting Childfind Process

Recommendation to approve the purchase as presented Passed with a motion by Bonnie Hinkle and a second by Erika Wolfe.

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

10.3. Memo of Agreement (MOA) Between Grand Island Public Schools and the Grand Island Public Schools Foundation

Approve the agreement as presented. Passed with a motion by Dan Brosz and a second by Terry Brown.

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

10.4. Fine Arts Instrument Purchases

Move to approve Fine Arts instrument purchases as presented Passed with a motion by Erika Wolfe and a second by Lindsey Jurgens.

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

10.5. IT-SysCloud Backup Solution for GSuite

Motion to approve as presented. Passed with a motion by Carlos Barcenaz and a second by Terry Brown.

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

10.6. Engineering Letter of Intent for Grand Island Senior High

Motion to approve as presented. Passed with a motion by Carlos Barcenaz and a second by Terry Brown.

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

10.7. Engineering Letter of Intent for Gates Elementary

Motion to approve as presented. Passed with a motion by Erika Wolfe and a second by Terry Brown.

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

11. REPORTS

11.1. Grand Island Public Schools Foundation Report

No report with the presentation made earlier.

11.2. NASB Monthly Update

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

12. EXECUTIVE SESSION FOR THE PURPOSE OF LEGAL UPDATES, SUPERINTENDENT EVALUATION AND CONTRACT BECAUSE IT IS IN THE BEST INTEREST OF THE PUBLIC TO DISCUSS THIS MATTER IN CLOSED SESSION

The Board convened to Executive Session at 8:24 p.m.

The recommendation for the Board to convene to executive session for the purpose of discussing legal updates, superintendent evaluation, and contract. Passed with a motion by Carlos Barcenas and a second by Dan Brosz.

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

13. RECONVENE FROM EXECUTIVE SESSION

The Board reconvened from Executive Session at 9:35 p.m.

The recommendation that the Board reconvene from executive session Passed with a motion by Bonnie Hinkle and a second by Carlos Barcenas.

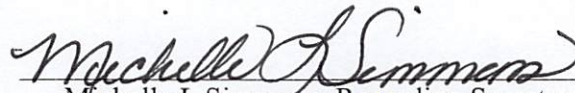
Lisa Albers: Yea, Carlos Barcenas: Yea, Dan Brosz: Yea, Terry Brown: Yea, Joshua Hawley: Yea, Bonnie Hinkle: Yea, Dave Hulinsky: Yea, Lindsey Jurgens: Yea, Erika Wolfe: Yea

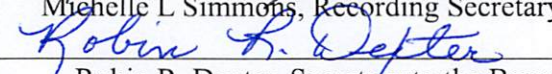
14. NOTIFICATION OF UPCOMING BOARD MEETINGS

Board of Education Meeting: Thursday, April 14, 2022 at 5:30 PM

15. ADJOURNMENT

All business having been completed, the meeting was adjourned at 9:36 p.m.


Michelle L. Simmons, Recording Secretary


Robin R. Dexter, Secretary to the Board

Students who thrive.



To: Leading for Learning BOE Committee
From: Dr. Toni Palmer
RE: Meeting: April 12th, 2022, Virtual
4:00 PM-5:30 PM

New Business:

- GIPS Pk-12 Literacy Coalition-Dr. Bills, Cara Kuhl
- Pk-12 Math Committee-Dr. Buhrman
- SpringMath Geometry Pilot-Dr. Burman
- L4L Curriculum Resource/Standards Adoption-Dr. Palmer

Next Meeting: May 10 @ 4:00 Zoom

Dr. Ken Schroeder
Chief Financial Officer
123 South Webb Road
P.O. Box 4904
Grand Island, NE 68802-4904

Phone: (308) 385-5900 x 1144
Fax: (308) 385-5949
Email: kschroeder@gips.org
Web: www.gips.org

April 4, 2022

TO: GIPS Legislative Committee
From: Mr. Schroeder
RE: Legislative Committee Minutes
Location: Zoom

OLD BUSINESS:

1. Senators Reception Last Week

STANDING BUSINESS:

1. NASB Legislative Update-Mrs. Lisa Albers
2. Review upcoming hearings/bills using bill tracker. (In April Meeting Folder)
3. Follow up on any information or “calls to action” from Angela’s Office

NEW BUSINESS:

1. Review NCSA Legislative Update (In April Meeting Folder)

NEXT MEETING: Monday, April 11, 2022 @ 4:30 via zoom

Kneale Administration Building

Dr. Grover, Superintendent



Minutes Governance Committee Meeting April 6, 2022

ATTENDING:

Dr. Grover, Dr. Dexter, Mrs. Albers, Mr. Barcenas, Dr. Brosz, Mrs. Hinkle and Mrs. Simmons

1. Board Members – attendance/review data –
2. National Conference – report out
3. GIEA Suit & Other Things
4. State Board of Education Candidates
5. Book Study
6. Governance Items
7. Next Meeting -- 05/04/2022 @7:30am

Kneale Administration Building



Dr. Ken Schroeder
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123 South Webb Road
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Fax: (308) 385-5949

Email: kschroeder@gips.org

Web: www.gips.org

TO: Facilities & Finance Committee
From: Mr. Petsch, Mrs. Grim, and Mr. Schroeder
RE: Monthly F & F Agenda
Location: Virtual

NEW BUSINESS:

1. Activity Fund Claims – Mr. Schroeder
2. Community Redevelopment Authority & Regional Planning Commission Notices
3. Request for Proposals
 - o Tennis Court Reconditioning
4. Information Technology Update – Mr. Gearhart
5. Nutrition Services Update – Mrs. Spellman
6. Spring Math Needs Analysis - Dr. Buhrman
7. Geometry Pilot Needs Analysis - Dr. Buhrman
8. Blackboard Website & Communication Platform Needs Analysis - Mrs. Worthington & Mr. Roush
9. Medical Sciences Academy Fundraising Update - Mrs. Traci Skalberg, Melissa Griffith, Ed Hannon
10. Activities Activity Accounts & Relationships with Outside Support Entities - Mrs. Cindy Wells, Traci Skalberg Dr. Dexter, & Dr. Schroeder
 - o Activity Meals-Purchasing method and allowable purchases
 - o Transferring of Team Fundraising Funds to Foundation Accounts & Workload created for Foundation by Maintain Such Accounts
 - o Relationship with Foundation & Boosters
 - o Hoops Mania and Other Fundraising in Respect to Custodial Support, Liability Insurance, & Use of Facilities
11. Heartland Athletic Conference Admission Fees for 2022-23 - Dr. Dexter & Mrs. Cindy Wells
12. District-Approved Purchases & Rewards Programs - Dr. Schroeder & Dr. Dexter
13. Master Facility Plan Board Planning Date - July 8th, 2022 from 12:00 - 4:00 PM in Board Room

14. ESSERs III Building Project Update & Contracts – Mr. Petsch & Mr. Schroeder
 - o Gates Elementary
 - o GISH
 - o Knickrehm
15. Building Projects\Ten Year Plan Update – Mr. Petsch
 - o Old ELC Demolition
 - o Medical Academies Pathway Project Update & Contingencies Plan (Islander Annex)
16. Project List Update - Mr. Petsch
17. Professional Development & Budgeting Consultation Services - Dr. Schroeder
18. Review of FY 2022-23 Budget Projections - Dr. Schroeder
19. Review of Depreciation, Special Building, General Fund Cash Flow, & Payroll Summary – Mr. Schroeder
20. Federal Programs Update and Financial Report(s) – Dr. Schroeder
21. Superintendent Pay Transparency Notice - Dr. Schroeder
22. Open Agenda Items as Necessary – F&F Team

NEXT MEETING: **Tuesday, May 3rd at 7:30 a.m.**

Kneale Administration Building

Public Relations and Partnership Development Committee
Agenda

Friday, April 8, 2022

8:00 - 9:30 a.m.

Join Zoom Meeting

<https://gips-org.zoom.us/j/4511336008>



Beat on the Street - *All*

Blackboard Contract - *Roush*

Annual Report & Board Report - *Roush & Mayhew*

Staff Appreciation Week - *Worthington*

NebSPRA Summer Conference - *Roush*

SkillsUSA - *Roush*

Social CUES and GIPD - *Worthington*

Communications Survey - *Worthington*

Senior Spotlights & Graduation Video - *Mayhew*

Communication Analytics - *Roush*

- Social Media
- New Collateral
- Notable Media Coverage
- Timely Communications

Interns and Summer Projects - *Roush*

Next Meeting: Friday, May 6, 2022 - 8:00 AM (Jennifer will be gone)

123 South Webb Road • Grand Island, NE 68802-4904
308 385-5900 • Fax 308 385-5949 • jworthington@gips.org • www.gips.org

Every Student, Every Day, a Success

Personnel Committee Agenda

April 7th , 2022 8:32 AM-9:47AM

In attendance:

Kristen Irej District Lead

Dr. Dan Brosz

Bonnie Hinkle

Dr. Tawana Grover

Terry Brown

HR Projects and Initiatives

- o Staffing
- o Recruitment
- o Retention

122 certified non-renewals

147 open positions for 2022-2023

76 out of 147 filled for 2022-2023 school year

EAP Kick off

Communication sent to all employees

New Additional Mental Health Resources for Employees

Dear Employee & Family Members:

We are pleased to announce an additional **free benefit** for you and your family members: an Employee Assistance Program—or EPA, for short.

This new program is in addition to our existing program with our local provider Wholeness Healing. As a GIPS employee or family member you may use either or both programs.

You will receive communications from the Educators EAP this week. A brief explanation of some of their services are listed below.

Your EAP offers a broad array of tools and services to help with problems that might affect your personal or work life. All these benefits are also open to your family members!

Just a few examples of these include:

Marriage & Family * Stress * Legal Problems * Debt * Childcare * Elder Care * Grief * Pet Problems *
Education Planning * Scholarships * Depression * Taxes * Wills * Smoking Cessation * Wellness *
Adoption * Substance Abuse * Mental Health * Divorce

In addition, your EAP offers thousands of personal and professional development opportunities, from over 8,000 trainings to one-on-one telephonic coaching in the following areas:

Certified Financial Coaching * Balancing Life at Work and Home * Resilience * Effective
Communication * Home Purchasing * Student Debt * Yoga & Relaxation for Beginners * Workplace
Conflict * Retirement * Succeeding as a Supervisor

Your EAP also provides a comprehensive Wellness Coaching benefit designed to help you tackle stressful issues and champion better health and overall well-being. The program includes assistance with: losing weight, improving nutrition, getting fit, stopping tobacco use, and reducing stress.

To access your EAP, simply call the **toll-free number 1-800-252-4555** to talk with a counselor or coach who will work with you to address your needs. You can also visit your EAP online at www.EducatorsEAP.com for thousands of problem-solving resources and self-help tools.

Your EAP is a free benefit and your confidentiality is assured. No information about your use of the program is given to us as your employer unless you sign a release of information authorizing this.

If you have any questions or would like additional information please feel free to reach out to HR.

Sincerely,

Kristen Ireby

Staff Adjustments

- Review Staff Adjustments (not provided at meeting)

Students who thrive.



To: Leading for Learning BOE Committee
From: Dr. Toni Palmer
RE: Meeting: April 12th, 2022, Virtual
4:00 PM-5:30 PM

New Business:

- GIPS Pk-12 Literacy Coalition-Dr. Bills, Cara Kuhl
- Pk-12 Math Committee-Dr. Buhrman
- SpringMath Geometry Pilot-Dr. Burman
- L4L Curriculum Resource/Standards Adoption-Dr. Palmer

Next Meeting: May 10 @ 4:00 Zoom

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

BOE Policy Committee Meeting – **April 11, 2022** – 4:30pm – Zoom

Students prepared to make positive contributions to society and thrive in an ever-changing world.

Empower - Personalize - Design - Partner

1. Review Notes from March 7, 2021 – 1.1.

2. Review Agenda for changes or additions – 2.1.

3. April 14, 2022 Policy on First Read:

8415 Medications in School

Narcan Update

8741 Early Graduation

4640 Information Technology Management

April 14, 2022 Policy on Final Read:

None

Addition:

3.1. Resolution #20220414 Authorizing Increase in Micro-Purchase Threshold

3.2. Policy 4312 for info/action

4. NEXT MEETING:

May 9, 2022 – 4:30pm - Zoom

5. Board role in policy adoption/approval processes:

- Board adopts or approves policy based on federal, state, and/or local statute requirements
- Board adopts or approves policy based on the need for formal guidance for certain issues with input from staff /students/community as appropriate

6. Policy for review:

6.1. Student Handbook Review

6.2. 4462 DISTRICT APPROVED PURCHASES AND REWARDS PROGRAMS

6.3. 8720 GRADING AND REPORTING

6.4. 8740 GRADUATION REQUIREMENTS

7. Policy Questions and Discussion:

7.1. DRAFT 4315 Activity Accounts and Relationships with Supporting Entities

8. Moved to Board Governance Committee

3212 SUPERINTENDENT EVALUATION

9. Working on:

Online Learning

Update on progress to date

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

Grand Island Public Schools

Claims Listing

April 14, 2022

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
81557	Hiland Dairy Foods Company LLC	Milk	\$11,312.36
81558	Amazon Cap Services Inc	General Supplies	\$1,524.99
81559	Cline Williams Wright Johnson	Contracted Legal Services	\$1,205.00
81560	Essential Personnel Inc	Cleaning Services	\$2,519.46
81561	Grand Island Utilities Dept	Electricity	\$5,136.03
81562	Grapple Institute LLC	Employee Training and Development Services	\$750.00
81563	Holiday Express	Student Transportation	\$460.00
81564	Woodwards Disposal Service Inc	Refuse Disposal	\$295.00
81565	First Bankcard Center/Visa	Employee Training and Development Services	\$2,761.00
81566	First Bankcard Center/Visa	Miscellaneous Expenditures	\$3,499.00
81567	First Bankcard Center/Visa	Dues and Fees	\$623.73
81568	First Bankcard Center/Visa	Employee Training and Development Services	\$140.00
81569	First Bankcard Center/Visa	General Supplies	\$134.40
81570	First Bankcard Center/Visa	Employee Training and Development Services	\$9,600.00
81571	First Bankcard Center/Visa	Employee Training and Development Services	\$293.06
81572	First Bankcard Center/Visa	Travel	\$3,129.49
81573	First Bankcard Center/Visa	General Supplies	\$313.42
81574	First Bankcard Center/Visa	Employee Training and Development Services	\$60.00
81575	First Bankcard Center/Visa	General Supplies	\$5,903.28
81576	First Bankcard Center/Visa	Books & Periodicals	\$107.97
81577	First Bankcard Center/Visa	Employee Training and Development Services	\$260.00
81578	First Bankcard Center/Visa	Travel	\$4,014.81
81579	First Bankcard Center/Visa	Books & Periodicals	\$151.91
81580	First Bankcard Center/Visa	Distance Education and Telecommunications	\$95.00
81581	First Bankcard Center/Visa	Web Based Software	\$19.84
81582	Amber Ruttman	Miscellaneous Expenditures	\$210.35
81583	Grand Island Public Schools Nutrition Sv	Employee Benefits	\$2,552.25
81584	Kayla Pelton	Miscellaneous Expenditures	\$412.75
81585	Mark Stegman	Miscellaneous Expenditures	\$75.65
81586	ORIGO Education Inc	Books & Periodicals	\$4,799.40
81587	Perry Guthery Haase & Gessford PC	Contracted Legal Services	\$9,547.16
81588	Readsters, LLC	Books & Periodicals	\$12,746.80
81589	Sams Club Direct	General Supplies	\$118.66
81590	Office Depot	Instructional Materials Warehouse	\$3,198.12
81591	ORIGO Education Inc	General Supplies	\$108.90
81592	Hiland Dairy Foods Company LLC	Milk	\$14,020.32
81593	Amazon Cap Services Inc	Books & Periodicals	\$5,014.97
81594	Bosselman Energy Inc	General Supplies	\$17.79
81595	Computer Hardware	Technology Supplies	\$14,988.00
81596	Copycat Instant Printing	Printing & Binding	\$488.98
81597	Eakes Office Solutions	Furniture and Fixtures	\$690.30
81598	Grand Island Utilities Dept	Electricity	\$11,507.21
81599	Island Indoor Climate	Technical Services	\$292.00
81600	Island Supply Company	General Supplies	\$38.60
81601	KSB School Law PC LLO	Contracted Legal Services	\$565.00
81602	The Prophet Corporation	General Supplies	\$285.43
81603	University of Nebraska - Lincoln .	Employee Training and Development Services	\$200.00
81604	First Bankcard Center/Visa	Miscellaneous Expenditures	\$66.75
81605	First Bankcard Center/Visa	General Supplies	\$77.34
81606	First Bankcard Center/Visa	Travel	\$20,059.79
81607	First Bankcard Center/Visa	Travel	\$15,633.16
81608	First Bankcard Center/Visa	General Supplies	\$583.78

Grand Island Public Schools

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<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
81609	Century Link	Distance Education and Telecommunications	\$530.60
81610	Charter Communications Holdings LLC	Distance Education and Telecommunications	\$59.99
81611	Midwest Alarm Services	Technical Services	\$496.26
81612	Staples Business Credit	Instructional Materials Warehouse	\$1,059.86
81613	Super Saver	General Supplies	\$248.22
81614	Super Saver Five Points	General Supplies	\$1,731.82
81615	Sams Club Direct	General Supplies	\$771.62
81616	First Bankcard Center/Visa	General Supplies	\$22.43
81617	First Bankcard Center/Visa	Miscellaneous Expenditures	\$36.75
81618	First Bankcard Center/Visa	Travel	\$90.33
81619	First Bankcard Center/Visa	Dues and Fees	\$644.56
81620	First Bankcard Center/Visa	General Supplies	\$293.97
81621	First Bankcard Center/Visa	Employee Training and Development Services	\$159.99
81622	First Bankcard Center/Visa	Travel	\$2,460.20
81623	First Bankcard Center/Visa	General Supplies	\$85.00
81624	First Bankcard Center/Visa	Books & Periodicals	\$66.94
81625	First Bankcard Center/Visa	Advertising	\$1,674.75
81626	DAS State Accounting - Central Finance	Distance Education and Telecommunications	\$259.49
81627	Nebraska Association Of School Boards	Dues and Fees	\$9,944.00
81628	Sparq Data Solutions Inc	Dues and Fees	\$2,100.00
81629	Unite Private Networks LLC	Distance Education and Telecommunications	\$25,868.30
81630	Hiland Dairy Foods Company LLC	Milk	\$2,855.36
81631	Cash-Wa Distributing	Food	\$49,849.70
81632	Chesterman Company	Soda	\$122.92
81633	Culligan of Grand Island	General Supplies	\$376.25
81634	EMS Linq Inc	Technical Services	\$283.20
81635	Greenberg Fruit Company	Produce	\$1,559.51
81636	Midwest Restaurant Supply LLC	Repairs and Maintenance Services	\$110.00
81637	Peterson Farms Fresh Inc	Produce	\$3,464.16
81638	US Foods - Grand Island	Food	\$13,771.97
81639	HyVee	Food	\$201.09
81640	First Bankcard Center/Visa	General Supplies	\$25.48
81641	First Bankcard Center/Visa	Miscellaneous Expenditures	\$37.45
81642	First Bankcard Center/Visa	Employee Training and Development Services	\$1,926.40
81643	Century Link	Technical Services	\$600.24
81644	NAPA Auto Parts of Grand Island	General Supplies	\$53.99
81645	Pearson Clinical Assessment	General Supplies	\$992.67
81646	Networkfleet Inc.	Repairs and Maintenance Services	\$3,377.44
81647	Grand Island Public Schools	Miscellaneous Expenditures	\$12,773.14
81648	AKRS Equipment Solutions Inc	General Supplies	\$104.25
81649	Amazon Cap Services Inc	General Supplies	\$3,956.97
81650	Aramark Uniform Services	Technical Services	\$415.48
81651	Aramark Uniform Services	Technical Services	\$137.12
81652	Blick Art Materials	General Supplies	\$563.98
81653	Capital Business Systems Inc	Technical Services	\$15,262.71
81654	Capital Business Systems, Inc	Technical Services	\$53.10
81655	Cline Williams Wright Johnson	Contracted Legal Services	\$200.00
81656	Clint Hansen	Employee Training and Development Services	\$560.00
81657	Cornhusker Marriott Hotel	Travel	\$247.00
81658	Cummins Central Power	Technical Services	\$242.92
81659	Engineering Technologies Inc	Professional Services	\$4,860.00
81660	Grand Island Utilities Dept	Electricity	\$40,714.99

Grand Island Public Schools

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<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
81661	Symmetry Energy Solutions LLC	Utility Services	\$5,378.15
81662	Symmetry Energy Solutions LLC	Utility Services	\$71.54
81663	Symmetry Energy Solutions LLC	Utility Services	\$238.86
81664	Symmetry Energy Solutions LLC	Utility Services	\$726.59
81665	Symmetry Energy Solutions LLC	Utility Services	\$247.12
81666	Symmetry Energy Solutions LLC	Utility Services	\$1,096.33
81667	Symmetry Energy Solutions LLC	Utility Services	\$2,929.91
81668	Symmetry Energy Solutions LLC	Utility Services	\$2,781.72
81669	Symmetry Energy Solutions LLC	Utility Services	\$1,847.97
81670	Symmetry Energy Solutions LLC	Utility Services	\$2,784.79
81671	Symmetry Energy Solutions LLC	Utility Services	\$1,264.21
81672	Symmetry Energy Solutions LLC	Utility Services	\$2,180.43
81673	Symmetry Energy Solutions LLC	Utility Services	\$549.80
81674	Symmetry Energy Solutions LLC	Utility Services	\$6,542.95
81675	Symmetry Energy Solutions LLC	Utility Services	\$5,250.36
81676	Symmetry Energy Solutions LLC	Utility Services	\$1,003.70
81677	Symmetry Energy Solutions LLC	Utility Services	\$1,072.55
81678	Symmetry Energy Solutions LLC	Utility Services	\$221.14
81679	Symmetry Energy Solutions LLC	Utility Services	\$435.74
81680	Symmetry Energy Solutions LLC	Utility Services	\$963.52
81681	Symmetry Energy Solutions LLC	Utility Services	\$4,504.06
81682	Verizon Wireless	Distance Education and Telecommunications	\$483.18
81683	Verizon Wireless	Distance Education and Telecommunications	\$882.92
81684	Verizon Wireless	Distance Education and Telecommunications	\$517.40
81685	Alyssa Seamann	Professional Services	\$160.00
81686	Andrew Moss	Professional Services	\$135.00
81687	Andy Schneider	Mileage Paid to Staff	\$87.81
81688	Ann M Schleicher	Professional Services	\$160.00
81689	Antonia Rodriguez	Professional Services	\$160.00
81690	April Sundberg	Professional Services	\$837.50
81691	Audrey Reimers	Professional Services	\$25.00
81692	Christina Mullins	Professional Services	\$25.00
81693	Daniel Phillips	Travel	\$284.25
81694	Deborah Renae Meyer	Professional Services	\$25.00
81695	Gina Lou O'Neill	Professional Services	\$160.00
81696	Gracie Schied	Professional Services	\$160.00
81697	Holly Schurman	Professional Services	\$3,248.44
81698	Jennifer J Nickel	Professional Services	\$2,382.50
81699	John Schultz	Mileage Paid to Staff	\$69.32
81700	Kailey Schleicher	Professional Services	\$160.00
81701	Kienna Norgaard	Professional Services	\$135.00
81702	Makenna Smallcomb	Professional Services	\$160.00
81703	Maria R Muir	Professional Services	\$160.00
81704	Maribel Strong	Professional Services	\$160.00
81705	Marla Rischling	Mileage Paid to Staff	\$64.70
81706	Mica Malone	Professional Services	\$160.00
81707	Mindy Moyer	Professional Services	\$1,525.00
81708	Office Depot	Instructional Materials Warehouse	\$633.40
81709	Quill Corporation	General Supplies	\$661.73
81710	RAKA	Technical Services	\$1,522.35
81711	Robin Richelle Seim	Professional Services	\$50.00
81712	Sally Smith	Mileage Paid to Staff	\$15.25

Grand Island Public Schools

Claims Listing

April 14, 2022

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
81713	Samantha Lynn Smith	Professional Services	\$160.00
81714	Sandra K Scherbarth	Professional Services	\$160.00
81715	Sarah Nedrig	Mileage Paid to Staff	\$2.34
81716	Sarah Rogers	Professional Services	\$160.00
81717	Two Men and a Truck - Omaha	Technical Services	\$2,415.00
81718	AKRS Equipment Solutions Inc	General Supplies	\$1,199.09
81719	Alacia Glandt	Mileage Paid to Staff	\$12.90
81720	Alpha Rehabilitation PC	Professional Education Services	\$1,119.74
81721	Ashley Walker	Mileage Paid to Staff	\$16.61
81722	Essential Personnel Inc	Cleaning Services	\$3,693.93
81723	Grand Island Utilities Dept	Electricity	\$28,042.01
81724	Heather Alexander	Mileage Paid to Staff	\$8.60
81725	Jamie Bisbee	Mileage Paid to Staff	\$2.40
81726	Quentin Zeller	Mileage Paid to Staff	\$55.46
81727	Symmetry Energy Solutions LLC	Utility Services	\$305.78
81728	Symmetry Energy Solutions LLC	Utility Services	\$935.05
81729	Symmetry Energy Solutions LLC	Utility Services	\$5,559.37
81730	Symmetry Energy Solutions LLC	Utility Services	\$15.97
81731	Symmetry Energy Solutions LLC	Utility Services	\$1,387.41
81732	Symmetry Energy Solutions LLC	Utility Services	\$722.80
81733	Symmetry Energy Solutions LLC	Utility Services	\$70.83
81734	Symmetry Energy Solutions LLC	Utility Services	\$399.26
81735	Symmetry Energy Solutions LLC	Utility Services	\$152.48
81736	Symmetry Energy Solutions LLC	Utility Services	\$881.75
81737	Symmetry Energy Solutions LLC	Utility Services	\$964.02
81738	Symmetry Energy Solutions LLC	Utility Services	\$2,773.23
81739	Symmetry Energy Solutions LLC	Utility Services	\$1,463.20
81740	Symmetry Energy Solutions LLC	Utility Services	\$84.42
81741	Symmetry Energy Solutions LLC	Utility Services	\$4,331.60
81742	Symmetry Energy Solutions LLC	Utility Services	\$709.28
81743	Symmetry Energy Solutions LLC	Utility Services	\$520.55
81744	Symmetry Energy Solutions LLC	Utility Services	\$2,744.01
81745	Symmetry Energy Solutions LLC	Utility Services	\$1,487.92
81746	Symmetry Energy Solutions LLC	Utility Services	\$2,907.24
81747	The Supply Room Inc	Miscellaneous Expenditures	\$1,095.00
81748	Grand Island Public Schools Activity Fun	Miscellaneous Expenditures	\$19.88
81749	Mid-Nebraska Disposal Inc	Refuse Disposal	\$345.20
81750	Midwest Connect LLC	General Supplies	\$631.95
81751	Alexis M Alvarez	Professional Services	\$160.00
81752	Amazon Cap Services Inc	General Supplies	\$5,013.33
81753	Angel Chaulk	Professional Services	\$160.00
81754	Angela Amack	Lobbyist Fees and Expenses	\$9,090.25
81755	Beth Brandt	Professional Services	\$160.00
81756	Briseida Flamenco	Professional Services	\$160.00
81757	Caroline Voss	Professional Services	\$160.00
81758	Grand Island Utilities Dept	Electricity	\$13,210.03
81759	Hannah Karabel	Professional Services	\$160.00
81760	Janalee M Hudiburgh	Professional Services	\$50.00
81761	Jaycee Gentleman	Professional Services	\$25.00
81762	Jordan Gydesen	Professional Services	\$160.00
81763	Kayla Ensz Darrough	Professional Services	\$210.00
81764	Kylie Yendra	Professional Services	\$160.00

Grand Island Public Schools

Claims Listing

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<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
81765	Leisa Gracia	Professional Services	\$25.00
81766	Lori L Eastwood	Professional Services	\$160.00
81767	Lrene Jo Braun	Professional Services	\$1,314.94
81768	Nikkia Anders	Professional Services	\$135.00
81769	Sarah Ellen Gumb	Professional Services	\$160.00
81770	Shanna J Taylor	Professional Services	\$135.00
81771	Shannon Hardenberger	Professional Services	\$160.00
81772	Stacy Klassen	Professional Services	\$160.00
81773	Symmetry Energy Solutions LLC	Utility Services	\$3,624.29
81774	Symmetry Energy Solutions LLC	Utility Services	\$291.08
81775	Symmetry Energy Solutions LLC	Utility Services	\$2,393.18
81776	Symmetry Energy Solutions LLC	Utility Services	\$1,164.76
81777	Symmetry Energy Solutions LLC	Utility Services	\$2,991.97
81778	Symmetry Energy Solutions LLC	Utility Services	\$208.93
81779	Wauneta Fletcher	Professional Services	\$135.00
81780	Hiland Dairy Foods Company LLC	Milk	\$12,097.41
81781	Grand Island Public Schools	Repairs and Maintenance Services	\$129.68
81782	Amazon Cap Services Inc	Books & Periodicals	\$4,384.33
81783	Amazon Cap Services Inc	General Supplies	\$1,518.50
81784	Amazon Cap Services Inc	General Supplies	\$463.02
81785	Apple Computer Inc	General Supplies	\$756.00
81786	Aramark Uniform Services	Technical Services	\$276.30
81787	Chris's Car Wash & Quick Lube	Repairs and Maintenance Services	\$6.40
81788	Essential Personnel Inc	Cleaning Services	\$3,424.00
81789	Five Points Bank	General Supplies	\$303.50
81790	Google LLC (77-0493581)	Web Based Software	\$49.08
81791	Grand Island Utilities Dept	Electricity	\$810.20
81792	Grapple Institute LLC	Employee Training and Development Services	\$750.00
81793	Holiday Express	Student Transportation Services	\$2,990.00
81794	Kelly Supply Co	General Supplies	\$1,424.56
81795	Kolossal Media LLC	Employee Training and Development Services	\$1,875.00
81796	TK Elevator Corporation	Technical Services	\$3,323.46
81797	UniFirst Corporation	Technical Services	\$328.00
81798	UniFirst Corporation	General Supplies	\$383.22
81799	Village Cleaners	Technical Services	\$467.64
81800	Village Cleaners	Technical Services	\$72.16
81801	Westside Community Schools	Professional Education Services	\$1,054.00
81802	Yandas Music	General Supplies	\$2,126.52
81803	Dina Goscha	Miscellaneous Expenditures	\$75.00
81804	Rentokil North America Inc	Technical Services	\$112.00
81805	Sams Club Direct	General Supplies	\$72.16
81806	Century Link	Distance Education and Telecommunications	\$197.73
81807	Jennifer Skrdla	Mileage Paid to Staff	\$7.39
81808	Northwestern Energy	Utility Services	\$9,694.54
81809	Danny Oberg	Rentals	\$3,100.00
81810	Hiland Dairy Foods Company LLC	Milk	\$14,757.45
81811	Almquist Maltzahn Galloway & Luth	Employee Benefits	\$612.00
81812	Amazon Cap Services Inc	Books & Periodicals	\$3,268.07
81813	Amazon Cap Services Inc	General Supplies	\$1,098.26
81814	Amazon Cap Services Inc	General Supplies	\$2,042.19
81815	Amazon Cap Services Inc	General Supplies	\$1,259.15
81816	Aramark Uniform Services	Technical Services	\$207.74

Grand Island Public Schools

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<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
81817	Blick Art Materials	General Supplies	\$281.95
81818	Capital Business Systems, Inc	Technical Services	\$302.43
81819	Grand Island Express Inc	Repairs and Maintenance Services	\$32.56
81820	Grand Island Utilities Dept	Electricity	\$33,878.47
81821	Gustave A Larson Company	General Supplies	\$3,347.98
81822	Holiday Express	Student Transportation	\$20,375.00
81823	Idea Bank Marketing	Professional Services	\$2,293.50
81824	Island Sprinkler Supply	General Supplies	\$153.52
81825	Legacy Outdoor Advertising LLC	Advertising	\$700.00
81826	Symmetry Energy Solutions LLC	Utility Services	\$1,067.29
81827	The Hearing Clinic Inc	Professional Education Services	\$2,677.00
81828	Trego Dugan Aviation of Grand Island Inc	General Supplies	\$564.00
81829	University Of Nebr at Lincoln	Professional Education Services	\$6.75
81830	Verizon Wireless	Distance Education and Telecommunications	\$120.03
81831	Woodwards Disposal Service Inc	Refuse Disposal	\$295.00
81833	Century Link	Technical Services	\$124.16
81834	Office Depot	General Supplies	\$341.71
81835	On To College	Professional Services	\$36,380.00
81836	Grand Island Public Schools Nutrition Sv	Employee Benefits	\$2,832.00
81837	Charter Communications Holdings LLC	Distance Education and Telecommunications	\$59.99
81838	Clearly Communications	Distance Education and Telecommunications	\$1,021.80
81839	Mid-Nebraska Disposal Inc	Refuse Disposal	\$11,280.60
81840	Paper Tiger Shredding Inc	Refuse Disposal	\$330.00
81841	Unite Private Networks LLC	Distance Education and Telecommunications	\$25,868.30
81842	Hiland Dairy Foods Company LLC	Milk	\$11,683.54
81843	Mid-Nebraska Disposal Inc	Refuse Disposal	\$743.60
81844	Amazon Cap Services Inc	General Supplies	\$122.58
81845	Barbara Knuth	Mileage Paid to Staff	\$26.33
81846	Blanca Estela Almaguer	Mileage Paid to Staff	\$25.39
81847	Carolyn Arends	Mileage Paid to Staff	\$22.05
81848	Cash-Wa Distributing	Food	\$88,041.15
81849	Chesterman Company	Soda	\$426.62
81850	Dawn Bell	Mileage Paid to Staff	\$16.50
81851	Dina Goscha	Mileage Paid to Staff	\$27.03
81852	Evelyn R Seim	Mileage Paid to Staff	\$38.03
81853	Grand Island Public Schools	Miscellaneous Expenditures	\$2,461.70
81854	Greenberg Fruit Company	Produce	\$12,196.52
81855	Heather Olin	Mileage Paid to Staff	\$3.51
81856	Kevin Harpham	Mileage Paid to Staff	\$21.94
81857	LeAnn Masat	Mileage Paid to Staff	\$11.70
81858	Midwest Restaurant Supply LLC	Repairs and Maintenance Services	\$2,842.92
81859	Pan-O-Gold Baking Co	Bread	\$5,150.44
81860	Pepsi-Cola Company	Soda	\$269.89
81861	Peterson Farms Fresh Inc	Produce	\$10,825.50
81862	Renee Schwieger	Mileage Paid to Staff	\$20.48
81863	Suzanne Marie Amerson	Mileage Paid to Staff	\$3.16
81864	Teresa Abuwisha	Mileage Paid to Staff	\$12.64
81865	US Foods - Grand Island	Food	\$35,546.28
81866	Ace Hardware	General Supplies	\$1,502.85
81867	AcroMat	Custodial Supplies Warehouse	\$1,569.05
81868	Alexander Kemnitz	Mileage Paid to Staff	\$28.08
81869	Alexandra Tjaden	Travel	\$196.00

Grand Island Public Schools

Claims Listing

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<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
81870	Alisa Grim	Mileage Paid to Staff	\$29.07
81871	Amanda Smith	Mileage Paid to Staff	\$9.47
81872	Amazon Cap Services Inc	General Supplies	\$79.98
81873	Amy Richards	General Supplies	\$27.98
81874	Angela M Harder	Travel	\$166.00
81875	Anneris Shafer	Mileage Paid to Staff	\$23.17
81876	Anya Covarrubias	Mileage Paid to Staff	\$39.08
81877	Aramark Uniform Services	Technical Services	\$356.46
81878	Ashley Tomjack	Mileage Paid to Staff	\$87.77
81879	Audriana Kaelin Camacho	Mileage Paid to Staff	\$35.21
81880	Awards Plus	General Supplies	\$402.25
81881	B & H Photo-Video Inc	Instructional Materials Warehouse	\$764.64
81882	Banner Solutions	General Supplies	\$61.82
81883	Barnes And Noble Bookstore	Books & Periodicals	\$279.50
81884	Becky Gdowski	Mileage Paid to Staff	\$54.05
81885	Benjamin Marten	General Supplies	\$46.19
81886	Blick Art Materials	General Supplies	\$191.34
81887	Border States Industries Inc	General Supplies	\$14,497.95
81888	Bosselman Energy Inc	General Supplies	\$72.50
81889	Bound To Stay Bound Books	Books & Periodicals	\$266.09
81890	Brenda Anderson	Mileage Paid to Staff	\$50.48
81891	Brittney Bills	Mileage Paid to Staff	\$33.46
81892	Builders Warehouse	General Supplies	\$22.98
81893	Cara Kuhl	Mileage Paid to Staff	\$21.53
81894	Catherine Davis	Employee Training and Development Services	\$25.00
81895	CDW Government	Equipment	\$261.24
81896	Central Community College	Miscellaneous Expenditures	\$975.00
81897	Chelsea Cuin Rafael	Technical Services	\$132.00
81898	Christine Jepson	Professional Services	\$100.00
81899	Christine Kier	General Supplies	\$183.32
81900	Cindy Salas	Technical Services	\$12.00
81901	Communications Engineering	Technical Services	\$7,444.00
81902	Communications Supply Corp	General Supplies	\$2,347.50
81903	Constance L Palu	Mileage Paid to Staff	\$31.59
81904	Construction Rental	General Supplies	\$104.00
81905	CoolSpeak Dream Funding	Professional Education Services	\$71,000.00
81906	Copycat Instant Printing	General Supplies	\$1,957.23
81907	Creative Cabinets Inc	General Supplies	\$345.24
81908	Creighton Prep High School	Miscellaneous Expenditures	\$72.00
81909	Crescent Electric Supply	General Supplies	\$561.43
81910	Culligan of Grand Island	Technical Services	\$22.50
81911	Dan Petsch	Mileage Paid to Staff	\$140.28
81912	Daniel Fullerton	Mileage Paid to Staff	\$49.14
81913	Daniel Phillips	Mileage Paid to Staff	\$72.07
81914	Danielle Buhrman	Mileage Paid to Staff	\$26.21
81915	Danny Medbery	Mileage Paid to Parents	\$210.60
81916	Darrell Holley	Mileage Paid to Staff	\$56.16
81917	Data Management Inc	General Supplies	\$541.01
81918	Dawn Deuel-Rutt	Mileage Paid to Staff	\$33.99
81919	Deb Monson	Travel	\$30.00
81920	Decker Equipment	General Supplies	\$104.45
81921	Demco	General Supplies	\$476.87

Grand Island Public Schools

Claims Listing

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<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
81922	Devin Duren	Mileage Paid to Staff	\$11.70
81923	Dobesh Land Leveling	Technical Services	\$660.00
81924	Eakes Office Solutions	General Supplies	\$2,051.18
81925	Earth's Birthday Project	General Supplies	\$80.75
81926	Eberl Plumbing & Drain	Technical Services	\$1,720.00
81927	Edclub Inc	Technology Supplies	\$229.00
81928	Educational Service Unit 10	Professional Education Services	\$3,544.03
81929	Educational Service Unit 7	Professional Education Services	\$1,852.50
81930	Educational Service Unit 9	Professional Education Services	\$9,735.00
81931	Educational Servie Unit 3	Employee Training and Development Services	\$120.00
81932	Egan Supply Company	Custodial Supplies Warehouse	\$4,460.76
81933	Ekram Saleh	Technical Services	\$24.00
81934	Elda Leticia Martinez Cruz	Mileage Paid to Staff	\$38.49
81935	Emily McPherson	Mileage Paid to Staff	\$10.30
81936	Emily Olmedo Hernandez	Technical Services	\$126.00
81937	Engineering Technologies Inc	Professional Services	\$71,433.78
81938	Essink Bros Drywall Inc	General Supplies	\$3,870.74
81939	Evan Lee	Mileage Paid to Staff	\$28.02
81940	Fastenal	General Supplies	\$1,857.05
81941	Follett School Solutions Inc	Books & Periodicals	\$6,154.27
81942	GI Family Radio KRGI	Advertising	\$250.00
81943	Glendy Cervantes	Mileage Paid to Staff	\$7.02
81944	Grand Island Evangelical Free Church	General Supplies	\$800.00
81945	Grand Island Physical Therapy	Professional Education Services	\$36,539.11
81946	Green Fifth & Eddy Shops	Repairs and Maintenance Services	\$846.73
81947	Greg Morrow	Mileage Paid to Staff	\$38.38
81948	Grones Outdoor Power & Battery	General Supplies	\$53.90
81949	Gumdrop Books	Books & Periodicals	\$1,394.62
81950	Gustave A Larson Company	General Supplies	\$5,391.61
81951	Halli A Chramosta	Mileage Paid to Staff	\$11.70
81952	Head Start Family Dev Program	Professional Services	\$28,825.43
81953	Heath McClellan	Mileage Paid to Staff	\$22.82
81954	Hello Hero	Professional Services	\$43,920.00
81955	Hesslegesser Electric	General Supplies	\$1,117.61
81956	Hooker Bros Sand & Gravel Inc	General Supplies	\$668.02
81957	Hotsy Equipment Co	General Supplies	\$34.00
81958	ID Wholesaler	General Supplies	\$395.15
81959	Imagination City Childrens Museum Inc	General Supplies	\$15.00
81960	Insulation Systems Inc	Technical Services	\$2,468.30
81961	Interstate All Battery Center	General Supplies	\$1,364.05
81962	Island Indoor Climate	Technical Services	\$141.00
81963	Jacqueline Juarez Meier	Mileage Paid to Staff	\$14.15
81964	Jaehyun Kim	Mileage Paid to Staff	\$29.60
81965	Jaime Wattier	Mileage Paid to Staff	\$6.31
81966	James Boggs	Mileage Paid to Staff	\$9.36
81967	JDR Consulting LLC	Professional Services	\$700.00
81968	Jeffrey Balz	Mileage Paid to Staff	\$12.28
81969	Jennifer Hahn	Mileage Paid to Staff	\$82.19
81970	Jennifer Nowicki	General Supplies	\$21.97
81971	Jennifer Skrdla	Mileage Paid to Staff	\$22.58
81972	Jenny Lynn Rother	Mileage Paid to Staff	\$88.04
81973	Jerrys Sheet Metal	General Supplies	\$286.00

Grand Island Public Schools

Claims Listing

April 14, 2022

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
81974	JoAnn Jaros	Mileage Paid to Staff	\$76.99
81975	Johnson Hardware	General Supplies	\$489.00
81976	Jon-Eric Sell	Mileage Paid to Staff	\$45.63
81977	Journeyed-Microsoft LAR	General Supplies	\$107.96
81978	JP Boiler Service LLC	General Supplies	\$5,250.00
81979	Judith Grimes	Mileage Paid to Staff	\$9.42
81980	Judy Weinrich	Professional Services	\$100.00
81981	JW Pepper Son Inc	General Supplies	\$863.00
81982	Karisa Dubbs	Mileage Paid to Staff	\$63.47
81983	Karma L Lewandowski	Mileage Paid to Staff	\$37.03
81984	Katherine Nootz	Mileage Paid to Staff	\$150.87
81985	Kelly Supply Co	General Supplies	\$2,386.83
81986	Kelly Zeckser	Miscellaneous Expenditures	\$103.63
81987	Kendall/Hunt Publishing Co	Books & Periodicals	\$798.00
81988	Kens Appliance Inc	General Supplies	\$240.00
81989	Kevin Watson	Mileage Paid to Staff	\$14.04
81990	Kidwell Inc	Web Based Software	\$1,600.00
81991	Kimberly Foley	Mileage Paid to Staff	\$11.58
81992	Kristin Watson	Mileage Paid to Staff	\$17.08
81993	Krysta Huse	Travel	\$30.00
81994	Lakeshore Learning Materials	General Supplies	\$3,472.79
81995	Lanie Holbrook	Professional Services	\$500.00
81996	Laura Johnson	Mileage Paid to Staff	\$59.94
81997	Lauren Schumacher	Mileage Paid to Staff	\$14.27
81998	Leadership Platform Acquisition Corp	Miscellaneous Expenditures	\$3,493.00
81999	Logic of English Inc	General Supplies	\$22.44
82000	Loria Thunker	Mileage Paid to Staff	\$46.86
82001	LUNA Language Services	Technical Services	\$897.50
82002	Lynn Bender	Mileage Paid to Staff	\$11.52
82003	Marco Jiminez	Technical Services	\$93.00
82004	Maria Vasquez Melchor	Mileage Paid to Staff	\$46.27
82005	Marks Plumbing Parts	General Supplies	\$1,447.77
82006	Marla Rischling	Mileage Paid to Staff	\$64.70
82007	Marty Markvicka	Mileage Paid to Staff	\$23.58
82008	Mary Catherine Cairns	Mileage Paid to Staff	\$14.21
82009	Matheson Tri Gas Inc	General Supplies	\$260.93
82010	Mead Lumber Company	General Supplies	\$672.23
82011	Mechanical Sales Inc	General Supplies	\$3,285.00
82012	Melissa Luthi-Placke	Employee Training and Development Services	\$25.00
82013	Menards	General Supplies	\$4,108.22
82014	Meredith Davis	Mileage Paid to Staff	\$133.43
82015	Michaela Ellis	General Supplies	\$21.57
82016	Michala A Soundy	Travel	\$174.36
82017	Midwest Alarm Services	Technical Services	\$324.64
82018	Midwest Restaurant Supply LLC	General Supplies	\$937.50
82019	Midwest Tennis & Track	General Supplies	\$260.00
82020	Mindy Ulmer	Employee Training and Development Services	\$25.00
82021	Morgan Eihusen	Mileage Paid to Staff	\$39.48
82022	Mosaic at Bethphage Village	Professional Education Services	\$11,781.00
82023	MSC Industrial Supply Co Inc	General Supplies	\$1,432.19
82024	Multi-Health Systems	General Supplies	\$353.99
82025	Music In Motion	General Supplies	\$52.95

Grand Island Public Schools

Claims Listing

April 14, 2022

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
82026	NAPA Auto Parts of Grand Island	General Supplies	\$1,190.54
82027	National Energy Control Corp	General Supplies	\$898.57
82028	NCECBVI	Employee Training and Development Services	\$50.00
82029	Nichole Stoltenberg	Mileage Paid to Staff	\$38.61
82030	Nicole Marie Ninemire	Mileage Paid to Staff	\$16.97
82031	Nicole Zulkoski	Professional Services	\$160.00
82032	One Source	Technical Services	\$767.50
82033	Oscar Morales	Mileage Paid to Staff	\$16.26
82034	Otis Elevator Company	Technical Services	\$4,158.81
82035	Overhead Door Of Grand Island	Repairs and Maintenance Services	\$301.96
82036	Patricia Reyes	Professional Services	\$100.00
82037	Platte Valley Communications	General Supplies	\$623.38
82038	Playcore Wisconsin Inc	General Supplies	\$5,014.70
82039	Pomp's Tire Service Inc	Repairs and Maintenance Services	\$609.12
82040	Positive Promotions Inc	General Supplies	\$157.38
82041	PPG Architectural Finishes Inc	General Supplies	\$784.68
82042	Preston James E	Mileage Paid to Staff	\$29.84
82043	Rachel Schiley	Mileage Paid to Staff	\$14.22
82044	Read To Them Inc	Books & Periodicals	\$4,206.20
82045	Really Good Stuff Inc	General Supplies	\$55.99
82046	Really Great Reading Company LLC	General Supplies	\$3,431.00
82047	Reams Sprinkler Supply Co	General Supplies	\$290.47
82048	Rebecca Christensen	Mileage Paid to Staff	\$7.02
82049	Rentokil North America Inc	Technical Services	\$2,015.00
82050	Robert Bishop	Mileage Paid to Staff	\$33.98
82051	Rons Music	General Supplies	\$89.96
82052	Rosemary Gomez	Mileage Paid to Staff	\$41.94
82053	Safety-Kleen Corporation	Technical Services	\$206.12
82054	Sandra Ellen Ponce	Mileage Paid to Parents	\$101.79
82055	Sarah K Henry	Mileage Paid to Staff	\$86.40
82056	Sarah Nedrig	Mileage Paid to Staff	\$1.87
82057	Scholastic Book Clubs Inc	Books & Periodicals	\$210.50
82058	Scholastic Inc.	Books & Periodicals	\$839.85
82059	School Health Corporation	General Supplies	\$342.40
82060	SectorNow LLC	Professional Services	\$1,666.00
82061	Shayla Renee Carstens	Professional Services	\$160.00
82062	Shelby Wallick	Mileage Paid to Staff	\$11.99
82063	Sherwin Williams Company	General Supplies	\$764.02
82064	Shiffler Equipment Sales Inc	General Supplies	\$3,771.23
82065	Sportsgraphics	General Supplies	\$2,825.00
82066	Stacie Faber	Mileage Paid to Staff	\$39.25
82067	Staples Business Credit	General Supplies	\$53.89
82068	State Glass Inc	General Supplies	\$223.06
82069	State Steel Supply Co	General Supplies	\$95.35
82070	Stelling Brass & Winds	General Supplies	\$2,225.00
82071	Stephanie Allen	Professional Services	\$25.00
82072	Stephanie N Frankforter	Mileage Paid to Staff	\$28.08
82073	Striv Inc	Audio-Visual Materials	\$1,985.69
82074	Suyapa Gonzalez	Mileage Paid to Staff	\$34.98
82075	Tally Creative Inc	Advertising	\$331.85
82076	Tannor Tobler	Mileage Paid to Staff	\$44.22
82077	Teacher Direct	General Supplies	\$187.92

Grand Island Public Schools

Claims Listing

April 14, 2022

<u>Reference No</u>	<u>Payee</u>	<u>Description</u>	<u>Amount</u>
82078	The Home Depot Pro	Custodial Supplies Warehouse	\$34,003.15
82079	Theresa Beck	Mileage Paid to Staff	\$78.85
82080	Therese Hulme	Mileage Paid to Staff	\$29.25
82081	TK Elevator Corporation	Technical Services	\$1,185.97
82082	Tom Dinsdale Chevrolet Cadillac	Repairs and Maintenance Services	\$767.40
82083	Toni Palmer	Mileage Paid to Staff	\$43.64
82084	Toofast Supply	General Supplies	\$1,161.86
82085	Travas G Wright	Mileage Paid to Staff	\$44.28
82086	Tri City Sign Company	Technical Services	\$287.85
82087	Tri-Cities Roofing and Sheet Metal	Technical Services	\$8,472.00
82088	US Awards Inc	General Supplies	\$923.44
82089	Veritiv Operating Company	Instructional Materials Warehouse	\$570.00
82090	Voyager Sopris Learning Inc	Books & Periodicals	\$379.50
82091	Wendy Louder	General Supplies	\$25.96
82092	Winsupply of Grand Island	General Supplies	\$7,368.13
82093	Zaid H Al Hamadani	Technical Services	\$12.00
Wire	Central Nebraska Education Agency	Rentals of Land & Buildings	\$45,000.00
Wire	Holiday Express	Student Transportation	\$176,238.88
Wire	MedSurety	Employee Benefits	\$436.00
Wire	Cannon Moss Brygger & Assoc	Professional Services	\$111,574.00
Wire	Grand Island Public Schools Activity Fund	Fund Transfers to Activities Fund	\$335,900.00
Wire	Central Nebraska Education Agency	Rentals of Land & Buildings	\$45,000.00
Wire	Hamilton Long Distance Company	Technology Network Services	\$65,500.00
		March Claims	\$2,202,772.08
		March 15, 2022 Payroll	\$8,374,118.04
			<u>\$10,576,890.12</u>

Kneale Administration Building



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

March 31, 2022

RE: Proposals Received for Recondition Tennis Courts
@ Grand Island Senior High School

ESTIMATE:
\$75,000

BUDGET:
Special Building Fund

PROPOSALS GIVEN TO:
Mid America Golf
Hellas Construction

Midwest Tennis and Track
Pro Track and Tennis

PROPOSALS RECEIVED:

Supplier	Installation Cost	Bond Cost	Total Project Cost	Completion Date
Midwest Tennis and Track	\$59,980	\$450	\$60,430	July 16, 2022
Pro Track and Tennis	\$51,000	\$1,020	\$52,020	16 days

RECOMMENDATION:

It is recommended to approve the proposal from Pro Track and Tennis for a total of \$52,020. This is under the estimate of \$75,000 and will be funded through the Special Building Fund.

Dan O. Petsch
Director of Buildings & Grounds

GRAND ISLAND PUBLIC SCHOOLS
Grand Island, Nebraska

STAFF ADJUSTMENT
 April 14, 2022

Certified New Hires

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>	<u>Degree/ Level</u>	<u>College/ University</u>	<u>Replaces/ Reason</u>
Taeller Ansley	Special Education/1.0 FTE/ TBD	08/09/22	BA	Hastings College	K. Rhamy
Chasta Borland	Special Education/1.0 FTE/ TBD	08/09/22	MA	University of Nebraska Kearney	Open
Sadie Carr	5th Grade Teacher/1.0 FTE/ West Lawn	08/09/22	BA	York College	C. Wetzel
Claudia Demko Reno	Social Emotional Cognitive Coach/1.0 FTE/TBD	08/09/22	MA+45	Doane University	R. Shilley
Corinne Ellerson	English/1.0 FTE/Senior High	08/09/22	MA	Texas A&M University Corpus Cristi	C. Mendyk
Haley Engler	Special Education/1.0 FTE/ TBD	08/09/22	BA	Wayne State College	K. Eriksen
Luis Fernandez Ruiz	Spanish/1.0 FTE/Senior High	02/21/22	MA+45	University of Alcala	New Position
Denise Howie	English/1.0 FTE/Senior High	08/09/22	MA	Hastings College	Open
Sydney Jarzynka	Speech Language Pathologist/ 1.0 FTE/TBD	08/09/22	MA	University of Nebraska Kearney	B. Kruger
Jonathan Kubicka	Special Education/1.0 FTE/ TBD	08/09/22	BA	University of Nebraska Kearney	K. Horky
Jasmin Kunz	Speech Therapy/1.0 FTE/TBD	08/09/22	MA+09	University of Nebraska Lincoln	R. Christen -sen

Certified New Hires(Continued)

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>	<u>Degree/ Level</u>	<u>College/ University</u>	<u>Replaces/ Reason</u>
Emily Niedfelt	2nd Grade Teacher/1.0 FTE/ Howard	08/09/22	BA	University of Nebraska Kearney	J. Dillon
Maddison O'Neill	2nd Grade Teacher/1.0 FTE/ Wasmer	08/09/22	BA	University of Nebraska Kearney	M. Botsford
Caitlin Orton	Kindergarten Teacher/1.0 FTE/ West Lawn	08/09/22	BA	Hastings College	K. Wulls- chleger
Alexander Paxton	Special Education/1.0 FTE/ Starr	08/09/22	BA	Hastings College	M. Irmen
Kristeen Peng	3rd Grade Teacher/1.0 FTE/ Dodge	08/09/22	BA	University of Nebraska Kearney	A. Thomp- son
Katelin Probasco	Speech Language Pathologist/ 1.0 FTE/TBD	08/09/22	MA	University of Nebraska Kearney	Open
Kalee Reams	3rd Grade Teacher/1.0 FTE/ Shoemaker	08/09/22	BA	University of Nebraska Kearney	M. Allbury
Sydney Simmons	2nd Grade Teacher/1.0 FTE/ Shoemaker	08/09/22	BA	Fort Hays State University	A. Gustaf- son
Andrew Streck	4th Grade Teacher/1.0 FTE/ Starr	08/09/22	BA	Hastings College	T. Conway
Andrea Wiens	Mathematics Teacher/1.0 FTE/ Walnut	08/09/22	MA	University of Nebraska Lincoln	B. Alberts
Christa Woodworth	Nurse/1.0 FTE/Barr	03/31/22	BA+18	Creighton University	W. Leiding

New Hire/Extra Standard Assignment

<u>Name</u>	<u>Extra-Standard Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Aly Alexander	LGBTSA Club Sponsor/Senior High	01/01/22	M. Lowe
Gary Alexander	Theater Fall/Senior High	08/11/21	Student Need
Ken DeFrank	ELO Athletic Coordinator/Senior High	03/14/22	New Position
Tiffany Gapp	Senior Show Choir Band Director/ Senior High	08/09/21	J. Hansen
Tristen Gardner	Senior Fall and Spring Cheerleading Sponsor/Senior High	08/15/22	A. Lechner
Samantha Hanks	Musical/Senior High	01/14/22	J. LaBrie
Brian Whitecalf	LGBTSA Club Sponsor/Senior High	01/01/22	M. Lowe

Classified New Hires

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Starting Date</u>	<u>Replaces/Reason</u>
Esther Acosta Cortes	Nutrition Services Assistant/Barr	.50	03/14/22	T. Fieldgrove
July Andrade	Head Server/Stolley Park	.8125	04/01/22	T. Honaker
Elmer Behring	Summer Yard Worker/Kneale	1.0	04/11/22	Seasonal Hire
Hayleigh Clayton	Paraeducator/Starr	.9375	03/30/22	A. Ramirez
Nicole Criss	Paraeducator/Starr	.50	04/05/22	A. Lopez
Randy Curran	Summer Yard Worker/Kneale	1.0	04/11/22	Seasonal Hire
Katelyn Flickinger	Assistant Secretary/Senior High	1.0	03/07/22	P. Christensen
Benjamin Frazier	IT Technician/Kneale	1.0	03/14/22	A. Barribo
Ingrid Gomez	Special Education Paraprofessional/ Success Academy	.9375	03/14/22	M. Atkins
Samuel Goscha	Summer Yard Worker/Kneale	1.0	03/28/22	Seasonal Hire

Classified New Hires (Continued)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Starting Date</u>	<u>Replaces/Reason</u>
Charlie Hill	Special Education Paraeducator/ Barr CBI	.9375	03/28/22	A. Magana
Kylie Horne	Special Education Paraeducator/ Gates	.9375	03/14/22	G. Best
Migena Hoxha	Special Education Paraeducator/ Westridge CBI	.9375	03/14/22	Z. Johanson
Mark Jones	Summer Yard Worker/Kneale	1.0	04/11/22	Seasonal Hire
Robert Knapp	Summer Yard Worker/Kneale	1.0	04/11/22	Seasonal Hire
Teresa Molina	Family Connected Center Coordinator/Walnut	1.0	04/04/22	M. Vasquez Melchor
Eddie Nowka	Summer Yard Worker/Kneale	1.0	04/11/22	Seasonal Hire
Dulce Pantoja- Fernandez	Paraeducator/O'Connor Learning Center	.50	03/21/22	A. Rodriguez
Rodney Puente	Assistant Custodian/Senior High	1.0	03/14/22	D. Witherspoon
Maria Ramirez	Bilingual Paraeducator/Barr	.9375	03/30/22	S. Martinez Campos
Haley Roush	Homebound Tutor/Virtual	Varies	03/28/22	New Position
Greg Stearley	Assistant Custodian/Westridge	1.0	04/01/22	N. Joslyn
Yesenia Tejeda	Bilingual Paraeducator/Walnut	.9375	04/07/22	I. Cruz

Certified Resignations

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Holly Castonguay	Kindergarten/1.0 FTE/ Dodge	Personal	03/21/22
Joanne Garrison	Welcome Center Coordinator/1.0 FTE/Kneale	Personal	04/04/22

Certified Resignations(Continued)

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Kelly Herlick	Special Education Deaf and Hard of Hearing/ 1.0 FTE/Stolley Park	Personal	05/23/22
Wendy Leiding	Registered Nurse/1.0 FTE/Barr	Personal	02/25/22

Certified Extra Standard Resignations

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Michael Lough	LGBTSA Club Sponsor/Senior High	Personal	08/05/21
Alicia Lechner	Senior Fall and Spring Cheerleading Sponsor/ Senior High	Personal	05/20/22

Classified Resignations

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Reason</u>	<u>Effective</u>
Helen Batenhorst	Nutrition Services Elementary Supervisor/1.0 FTE/Kneale	Retirement	06/10/22
Jacob Buck	Assistant Custodian/.50 FTE/Seedling Mile	New Position	03/21/22
Ivette Cruz	Bilingual Paraeducator/.9375 FTE/Walnut	Resignation	04/08/22
Madelyn Feek	Special Education Paraeducator/.9375 FTE/ Barr	New Position	03/21/22
Katelyn Flickinger	Assistant Secretary/1.0 FTE/Senior High	Resignation	03/10/22
Dina Goscha	Nutrition Services Assistant/1.0 FTE/Walnut	New Position	03/25/22
Deniss Guerrero Cervantes	Bilingual Paraeducator/.9375 FTE/Shoemaker	Resignation	03/25/22

Classified Resignations(Continued)

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Reason</u>	<u>Effective</u>
Tonya Honaker	Head Server/.8125 FTE/Stolley Park	Resignation	03/29/22
Edward Job	Custodian/.50 FTE/CNC	Retirement	4/04/22
Nicolas Joslyn	Assistant Custodian/1.0 FTE/Westridge	Long Term Disability	03/04/22
Abbigal Lopez	Preschool Paraeducator/1.0 FTE/Starr	Resignation	03/21/22
Catherin Macias	Bilingual Paraeducator/.50 FTE/O'Connor Learning Center	Resignation	03/04/22
Cindy Martin	Custodian/Success Academy	Retirement	02/08/22
Saida Martinez Campos	Paraeducator/.9375 FTE/Wasmer	Resignation	03/04/22
Leticia Morales-Leal	Bilingual Paraeducator/.6875 FTE/Barr Noon Monitor/.3125 FTE/Barr	Visa Expired	02/04/22
Katherine Nootz	IT Technician/1.0 FTE/Kneale	Retirement	06/01/22
Betty Peterson	Paraeducator/.875 FTE/West Lawn	Retirement	05/20/22
Elsy Ramos	Food Service Server/.5313 FTE/Knickrehm	Retirement	03/31/22
Cody Schniernbeck	Head Server/.875 FTE/Engleman	Resignation	03/17/22
Tracy Shuck	Nutrition Services Manager/.25 FTE/Walnut	Resignation	05/20/22
SueLynn Stout	Skills Academy Paraeducator/.9375 FTE/Dodge	Resignation	03/04/22
Gayle Wilsey	Assistant Custodian/1.0 FTE/Dodge	Retirement	06/03/22
Susan Wilson	Assistant Custodian/1.0 FTE/O'Connor Learning Center	Resignation	02/23/22

Certified Changes

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Morgan Wheeler	SECL Coach/1.0 FTE/ District	Special Education Deaf and Hard of Hearing/1.0 FTE/Stolley Park	08/09/22	K. Herlick

Certified Changes/Extra Standard Assignments

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

Classified Changes

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Lucero Lozano	Bilingual Paraeducator/ .9375 FTE/Senior High	Assistant Secretary/ 1.0 FTE/Senior High	03/22/22	K. Flickinger
Tracey Shuck	Nutrition Services Manager/1.0 FTE/ Walnut	Nutrition Services Manager/.25 FTE/ Walnut	04/07/22	New Position
Lynne Smith	Campus Monitor/1.0 FTE/Senior High	Secretary/1.0 FTE/ Success Academy	03/21/22	L. Koch
Jennifer Urrutia Matzar	Paraeducator/.9375 FTE/Shoemaker	Bilingual Paraeducator/ .9375 FTE/Shoemaker	03/21/22	D. Guerrero Cervantes
Manal Yousif	Nutrition Services Assistant/.8125 FTE/ Barr	Nutrition Services Assistant/.46875 FTE/ Barr	03/24/22	Employee Request

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

**GRAND ISLAND PUBLIC SCHOOLS
Grand Island, Nebraska**

STAFF ADJUSTMENT

April 14, 2022

Certified New Hires

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>	<u>Degree/ Level</u>	<u>College/ University</u>	<u>Replaces/ Reason</u>
Taeller Ansley	Special Education/1.0 FTE/ TBD	08/09/22	BA	Hastings College	K. Rhamy
Erin Baker	Business Education/1.0 FTE/ Senior High	08/09/22	MA	Kaplan University	K. Carder
Chasta Borland	Special Education/1.0 FTE/ TBD	08/09/22	MA	University of Nebraska Kearney	Open
Sadie Carr	5th Grade/1.0 FTE/West Lawn	08/09/22	BA	York College	C. Wetzel
Claire Carpenter	1st Grade/1.0 FTE/Gates	08/09/22	BA	Doane University	C. Huddleston
Damian Causgrove	Mathematics/1.0 FTE/Senior High	08/09/22	BA+18	Peru State College	H. McClellan
Everardo Corona	Family Consumer Science/1.0 FTE/Westridge	08/09/22	BA	University of Nebraska Kearney	E. Urbanski
Claudia Demko Reno	Social Emotional Cognitive Coach/1.0 FTE/TBD	08/09/22	MA+45	Doane University	R. Shilley
Elisabeth Dieken	Special Education/1.0 FTE/ TBD	08/09/22	BA+36	Drury University	Open
Corinne Ellerson	English/1.0 FTE/Senior High	08/09/22	MA	Texas A&M University Corpus Cristi	C. Mendyk
Haley Engler	Special Education/1.0 FTE/ TBD	08/09/22	BA	Wayne State College	K. Eriksen
Kathryn Feezell	Special Education/1.0 FTE/ TBD	08/09/22	MA+9	Doane University	Open

Certified New Hires(Continued)

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>	<u>Degree/ Level</u>	<u>College/ University</u>	<u>Replaces/ Reason</u>
Luis Fernandez Ruiz	Spanish/1.0 FTE/Senior High	02/21/22	MA+45	University of Alcala	New Position
Shane Fernau	Counselor/1.0 FTE/Walnut	08/09/22	MA	Wayne State College	J. Westerby
Taylor Heinemann	Special Education/1.0 FTE/ TBD	08/09/22	BA+18	University of Nebraska Kearney	M. Tibbetts
Katie Helwick	Integration Specialist/.43 FTE/ West Lawn/Integration Specialist/.57 FTE/Jefferson	08/09/22	MA+45	Grand Canyon University	Open
Kaitlin Howell	Science/1.0 FTE/TBD	08/09/22	BA	Chadron State College	K. Jekins
Denise Howie	English/1.0 FTE/Senior High	08/09/22	MA	Hastings College	Open
Sydney Jarzynka	Speech Language Pathologist/ 1.0 FTE/TBD	08/09/22	MA	University of Nebraska Kearney	B. Kruger
Shelly Kirk	1st Grade/1.0 FTE/West Lawn	08/09/22	MA+18	Doane University	K. Mohling
Clarissa Kracl	Family consumer Science/1.0 FTE/Senior High	08/09/22	MA	Peru State College	S. Wallick
Jonathan Kubicka	Special Education/1.0 FTE/ TBD	08/09/22	BA	University of Nebraska Kearney	K. Horky
Jasmin Kunz	Speech Therapy/1.0 FTE/TBD	08/09/22	MA+09	University of Nebraska Lincoln	R. Christensen
Travis Minne	Special Education/1.0 FTE/ Skills Wyandotte	08/09/22	BA	University of Nebraska Kearney	M. Knuth

Certified New Hires(Continued)

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>	<u>Degree/ Level</u>	<u>College/ University</u>	<u>Replaces/ Reason</u>
Emily Niedfelt	2nd Grade Teacher/1.0 FTE/ Howard	08/09/22	BA	University of Nebraska Kearney	J. Dillon
Maddison O'Neill	2nd Grade Teacher/1.0 FTE/ Wasmer	08/09/22	BA	University of Nebraska Kearney	M. Botsford
Caitlin Orton	Kindergarten Teacher/1.0 FTE/ West Lawn	08/09/22	BA	Hastings College	K. Wullschleger
Alexander Paxton	Special Education/1.0 FTE/ Starr	08/09/22	BA	Hastings College	M. Irmén
Kristeen Peng	3rd Grade Teacher/1.0 FTE/ Dodge	08/09/22	BA	University of Nebraska Kearney	A. Thompson
Katelin Probasco	Speech Language Pathologist/ 1.0 FTE/TBD	08/09/22	MA	University of Nebraska Kearney	Open
Kalee Reams	3rd Grade Teacher/1.0 FTE/ Shoemaker	08/09/22	BA	University of Nebraska Kearney	M. Allbury
Rebecca Sanders	Special Education/1.0 FTE/TBD	08/09/22	BA	Hastings College	Open
Sydney Simmons	2nd Grade Teacher/1.0 FTE/ Shoemaker	08/09/22	BA	Fort Hays State University	A. Gustafson
Hannah (Stine) Pomajzl	Kindergarten/1.0 FTE/Starr	08/09/22	BA	University of Nebraska Kearney	B. Zakrewski
Andrew Streck	4th Grade/1.0 FTE/Starr	08/09/22	BA	Hastings College	T. Conway
E. Toben	Social Studies/1.0 FTE/Senior High	08/09/22	BA	University of Nebraska Kearney	Open

Certified New Hires(Continued)

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>	<u>Degree/ Level</u>	<u>College/ University</u>	<u>Replaces/ Reason</u>
Amanda Wademan	Special Education/1.0 FTE/ TBD	08/09/22	MA	University of Nebraska Kearney	C. Grunt
Andrea Wiens	Mathematics/1.0 FTE/Walnut	08/09/22	MA	University of Nebraska Lincoln	B. Alberts
Carlynn Williams	Special Education Diagnosis/ 1.0 FTE/TBD	08/09/22	MA+45	Doane University	Open
Kaleb Williams	5th Grade/1.0 FTE/Shoemaker	08/09/22	BA	Peru State College	R. Jakob
Christa Woodworth	Nurse/1.0 FTE/Barr	03/31/22	BA+18	Creighton University	W. Leiding

New Hire/Extra Standard Assignment

<u>Name</u>	<u>Extra-Standard Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Aly Alexander	LGBTSA Club Sponsor/Senior High	01/01/22	M. Lowe
Gary Alexander	Theater Fall/Senior High	08/11/21	Student Need
Ken DeFrank	ELO Athletic Coordinator/Senior High	03/14/22	New Position
Tiffany Gapp	Senior Show Choir Band Director/ Senior High	08/09/21	J. Hansen
Tristen Gardner	Senior Fall and Spring Cheerleading Sponsor/Senior High	08/15/22	A. Lechner
Samantha Hanks	Musical/Senior High	01/14/22	J. LaBrie
Brian Whitecalf	LGBTSA Club Sponsor/Senior High	01/01/22	M. Lowe

Classified New Hires

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Starting Date</u>	<u>Replaces/Reason</u>
Esther Acosta Cortes	Nutrition Services Assistant/Barr	.50	03/14/22	T. Fieldgrove
July Andrade	Head Server/Stolley Park	.8125	04/01/22	T. Honaker
Elmer Behring	Summer Yard Worker/Kneale	1.0	04/11/22	Seasonal Hire
Hayleigh Clayton	Paraeducator/Starr	.9375	03/30/22	A. Ramirez
Nicole Criss	Paraeducator/Starr	.50	04/05/22	A. Lopez
Randy Curran	Summer Yard Worker/Kneale	1.0	04/11/22	Seasonal Hire
Katelyn Flickinger	Assistant Secretary/Senior High	1.0	03/07/22	P. Christensen
Benjamin Frazier	IT Technician/Kneale	1.0	03/14/22	A. Barribo
Ingrid Gomez	Special Education Paraeducational/ Success Academy	.9375	03/14/22	M. Atkins
Samuel Goscha	Summer Yard Worker/Kneale	1.0	03/28/22	Seasonal Hire

Classified New Hires (Continued)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Starting Date</u>	<u>Replaces/Reason</u>
Charlie Hill	Special Education Paraeducator/ Barr CBI	.9375	03/28/22	A. Magana
Kylie Horne	Special Education Paraeducator/ Gates	.9375	03/14/22	G. Best
Migena Hoxha	Special Education Paraeducator/ Westridge CBI	.9375	03/14/22	Z. Johanson
Mark Jones	Summer Yard Worker/Kneale	1.0	04/11/22	Seasonal Hire
Robert Knapp	Summer Yard Worker/Kneale	1.0	04/11/22	Seasonal Hire
Teresa Molina	Family Connected Center Coordinator/Walnut	1.0	04/04/22	M. Vasquez Melchor

Eddie Nowka	Summer Yard Worker/Kneale	1.0	04/11/22	Seasonal Hire
Dulce Pantoja-Fernandez	Paraeducator/O'Connor Learning Center	.50	03/21/22	A. Rodriguez
Rodney Puente	Assistant Custodian/Senior High	1.0	03/14/22	D. Witherspoon
Maria Ramirez	Bilingual Paraeducator/Barr	.9375	03/30/22	S. Martinez Campos
Haley Roush	Homebound Tutor/Virtual	Varies	03/28/22	New Position
Greg Stearley	Assistant Custodian/Westridge	1.0	04/01/22	N. Joslyn
Yesenia Tejeda	Bilingual Paraeducator/Walnut	.9375	04/07/22	I. Cruz

Certified Resignations

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Melissa Beberniss	Assistant Principal/1.0 FTE/Barr	Personal	05/23/22
Holly Castonguay	Kindergarten/1.0 FTE/ Dodge	Personal	03/21/22

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Certified Resignations(Continued)

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Joanne Garrison	Welcome Center Coordinator/1.0 FTE/Kneale	Personal	04/04/22
Kelly Herlick	Special Education Deaf and Hard of Hearing/ 1.0 FTE/Stolley Park	Personal	05/23/22
Wendy Leiding	Registered Nurse/1.0 FTE/Barr	Personal	02/25/22

Certified Extra Standard Resignations

<u>Name</u>	<u>Assignment/Building</u>	<u>Reason</u>	<u>Effective</u>
Michael Lough	LGBTSA Club Sponsor/Senior High	Personal	08/05/21
Alicia Lechner	Senior Fall and Spring Cheerleading Sponsor/ Senior High	Personal	05/20/22

Classified Resignations

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Reason</u>	<u>Effective</u>
Helen Batenhorst	Nutrition Services Elementary Supervisor/1.0 FTE/Kneale	Retirement	06/10/22
Jacob Buck	Assistant Custodian/.50 FTE/Seedling Mile	New Position	03/21/22
Ivette Cruz	Bilingual Paraeducator/.9375 FTE/Walnut	Resignation	04/08/22
Madelyn Feek	Special Education Paraeducator/.9375 FTE/Barr	New Position	03/21/22
Katelyn Flickinger	Assistant Secretary/1.0 FTE/Senior High	Resignation	03/10/22
Dina Goscha	Nutrition Services Assistant/1.0 FTE/Walnut	New Position	03/25/22
Deniss Guerrero Cervantes	Bilingual Paraeducator/.9375 FTE/Shoemaker	Resignation	03/25/22

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Classified Resignations(Continued)

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Reason</u>	<u>Effective</u>
Tonya Honaker	Head Server/.8125 FTE/Stolley Park	Resignation	03/29/22
Edward Job	Custodian/.50 FTE/CNC	Retirement	4/04/22
Nicolas Joslyn	Assistant Custodian/1.0 FTE/Westridge	Long Term Disability	03/04/22
Abbigal Lopez	Preschool Paraeducator/1.0 FTE/Starr	Resignation	03/21/22
Catherin Macias	Bilingual Paraeducator/.50 FTE/O'Connor Learning Center	Resignation	03/04/22
Cindy Martin	Custodian/Success Academy	Retirement	02/08/22

Saida Martinez Campos	Paraeducator/.9375 FTE/Wasmer	Resignation	03/04/22
Leticia Morales-Leal	Bilingual Paraeducator/.6875 FTE/Barr Noon Monitor/.3125 FTE/Barr	Visa Expired	02/04/22
Katherine Nootz	IT Technician/1.0 FTE/Kneale	Retirement	06/01/22
Betty Peterson	Paraeducator/.875 FTE/West Lawn	Retirement	05/20/22
Elsy Ramos	Food Service Server/.5313 FTE/Knickrehm	Retirement	03/31/22
Cody Schniernbeck	Head Server/.875 FTE/Engleman	Resignation	03/17/22
Tracy Shuck	Nutrition Services Manager/.25 FTE/Walnut	Resignation	05/20/22
SueLynn Stout	Skills Academy Paraeducator/.9375 FTE/ Dodge	Resignation	03/04/22
Gayle Wilsey	Assistant Custodian/1.0 FTE/Dodge	Retirement	06/03/22
Susan Wilson	Assistant Custodian/1.0 FTE/O'Connor Learning Center	Resignation	02/23/22

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Certified Changes

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Morgan Wheeler	SECL Coach/1.0 FTE/ District	Special Education Deaf and Hard of Hearing/1.0 FTE/Stolley Park	08/09/22	K. Herlick

Certified Changes/Extra Standard Assignments

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

Classified Changes

<u>Name</u>	<u>Former Assignment</u>	<u>New Assignment</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Lucero Lozano	Bilingual Paraeducator/ .9375 FTE/Senior High	Assistant Secretary/ 1.0 FTE/Senior High	03/22/22	K. Flickinger
Tracey Shuck	Nutrition Services Manager/1.0 FTE/ Walnut	Nutrition Services Manager/.25 FTE/ Walnut	04/07/22	New Position
Lynne Smith	Campus Monitor/1.0 FTE/Senior High	Secretary/1.0 FTE/ Success Academy	03/21/22	L. Koch
Jennifer Urrutia Matzar	Paraeducator/.9375 FTE/Shoemaker	Bilingual Paraeducator/ .9375 FTE/Shoemaker	03/21/22	D. Guerrero Cervantes
Manal Yousif	Nutrition Services Assistant/.8125 FTE/ Barr	Nutrition Services Assistant/.46875 FTE/ Barr	03/24/22	Employee Request

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

Grand Island Public Schools

Fund Balances

Fiscal Year: 2021-2022

Month: April

Year: 2022

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	\$24,932,745.89	\$77,401,659.97	(\$72,266,026.33)	\$0.00	\$30,068,379.53
02	Depreciation	\$1,001,447.11	\$0.00	(\$76,754.02)	\$0.00	\$924,693.09
03	Employee Benefit	\$3,111,713.07	\$1,320.32	(\$6,748.39)	\$0.00	\$3,106,285.00
04	Contingency	\$1,068,223.51	\$984.26	\$0.00	\$0.00	\$1,069,207.77
05	Activities	\$2,479,082.68	\$1,262,947.07	(\$1,761,490.85)	\$0.00	\$1,980,538.90
06	School Nutrition	\$1,922,662.12	\$3,873,151.86	(\$4,193,399.72)	\$0.00	\$1,602,414.26
07	Bond	\$7,290,222.46	\$3,075,339.41	(\$4,969,064.57)	\$0.00	\$5,396,497.30
08	Special Building	\$2,320,635.70	\$676,711.81	(\$705,238.56)	\$0.00	\$2,292,108.95
09	Qualified Capitol Purpose Undertaking	\$1,103,543.62	\$530,157.01	(\$918,614.85)	\$0.00	\$715,085.78
10	Cooperative	\$1,251,935.11	\$0.00	(\$359,999.96)	\$0.00	\$891,935.15
Grand Total:		\$46,482,211.27	\$86,822,271.71	(\$85,257,337.25)	\$0.00	\$48,047,145.73

End of Report

GRAND ISLAND PUBLIC SCHOOLS

4640 Information Technology Management

The Grand Island Public Schools Board of Education is responsible for the control of all school system data stored on systems it operates and those maintained by third party providers with whom it contracts for services referred to as “cloud,” “Software-as-a-Service” (SaaS), “Infrastructure as a Service”(IaaS) or “Platform as a Service” (PaaS).

At the discretion of the Superintendent, the Chief Information Officer or a designee of the Chief Information Officer is hereby delegated to make and implement rules and procedures as deemed appropriate and to administer the information management program of the District to include:

1. interpreting policies and regulations;
2. developing and amending from time to time regulations, guidelines, procedures, rules and directives;
3. oversight of the selection and implementation of all enterprise software and hardware;
4. adopting and enforcing information security and data sharing practices;
5. assessing and reporting operational, information security and data privacy risk;
6. establishing and maintaining an industry standards-based information security program with training, testing and regular reviews;
7. and all other matters or actions necessary or appropriate to administer the information management program of the District.

Policy Adopted: XX.XX.XXXX

8514 MEDICATIONS IN SCHOOL

The Grand Island Public Schools believes that the primary responsibility for administering medication lies with the parent and physician. The district also recognizes that certain situations may exist in which it is necessary for medicines to be administered during the school day. Medication means any prescription or nonprescription drug intended for treatment or prevention of disease or to affect body function in humans. As such, the following conditions will apply:

- 1) The school administrator or designee will dispense any medication that is approved by the Food and Drug Administration, and may lawfully be sold over the counter without a prescription only with the written consent and instruction of the student's parent or guardian. Such medication will not be supplied by the district. Such medication will be provided in the original container and be properly labeled. Medications that are not approved by the Food and Drug Administration, including but not limited to herbal remedies, essential oils, dietary supplements and naturopathic medicines, will not be administered by the school district. The use of essential oils or essential oil diffusers will not be permitted in district facilities by students, staff or visitors. Essential oils and/or diffusers may cause student and staff health problems.
- 2) The school administrator or designee will dispense prescription medication that is approved by the Food and Drug Administration only with the written consent of the parent or guardian *and* with instructions of the prescribing physician. Except as noted in item 3 below, district personnel will not administer prescription medication unless it is brought to school in the prescription container, properly labeled, with the student's name, the physician's name and directions for administering.
- 3) With appropriate control procedures, the District may provide and personnel may administer certain medications for emergency and life-threatening events.
- 4) Students with asthma, anaphylaxis, or diabetes will be permitted to self-manage such medical conditions upon:
 - Development of an asthma, anaphylaxis, or diabetes medical management plan (GIPS Individualized Healthcare Plan-IHP) for the student which includes:
 - Authorization of the student's physician or other health care professional who prescribed the medication for treatment of the student's condition.
 - Receipt of a signed no liability statement from the parent or guardian

Students with such a medical management plan may possess the necessary medication to manage their medical condition upon the conditions established in the plan and not be subject to discipline for such possession. If the student uses or allows the medication to be used for any reason other than as prescribed or as provided in the plan or possesses the medication other than as provided in the plan the student shall be subject to discipline in accordance with the student conduct and drug-free school policies.

- 5) With written consent of the parent or guardian, the physician may be contacted by administration if further information is necessary.

Staff members shall not refer students to physicians for the purpose of recommending that a student receive medication. In addition, staff members shall not make such recommendations to parents. In situations in which physical or emotional dysfunction seems to exist, staff may recommend only that parents consider a medical examination for the student.

Administration of Narcan Nasal Spray

In an effort to ensure the health and safety of its students and staff, GIPS nurses, SRO, administrator and/or other staff as identified, will maintain and administer an opioid antagonist in

GRAND ISLAND PUBLIC SCHOOLS

its secondary schools. Naloxone, otherwise known by its brand name Narcan, will be administered for use during emergencies to any student or staff member experiencing a known or suspected opioid overdose regardless of a previous history of opioid abuse.

GIPS identified staff will participate in training developed by ADAPT PHARMA. The Narcan Nasal Spray will be administered based on assessment of symptoms and following administration guidelines provided by the medication supplier.

GIPS ~~The medical director~~ is responsible for having approved policies in place for re-ordering Naloxone in the event it is administered and to ensure that an adequate supply is continuously available in the buildings for use. Similarly, the administration of Naloxone to any student will be documented in their cumulative health record and for staff members, in their personnel file.

GIPS will store its supply of Naloxone in a secure, accessible, and temperate location consistent with the emergency response plan. The school nurse or personnel designated by the school administrator will inventory the supply of Naloxone on a weekly basis and record this information in a log which will be developed and/or maintained by the school nurse or their designated personnel/administrator. This record of information will include the date, time, and signature of the designated personnel performing the inventory.

The superintendent or designee shall develop comprehensive regulations governing student health services. Those regulations shall include the provision of all health services required by law, procedures for the maintenance of health records, and procedures for the administering of medication to students.

Legal Reference: Neb. Rev. Stat. § 71-6721 Medication Act, Terms, defined
 Neb. Rev. Stat. §§ 79-224 and 79-225

Policy Adopted–November 3, 1980
Policy Revised–June 8, 1992
Policy Revised–1-10-02
Policy Revised-12-11-03
Policy Revised 6-10-04
Policy Revised 7-13-06
Policy Revised: 09.09.2016
Policy Revised: 05.1.2017
Policy Reviewed: 10.08.2020
Policy Revised: ???.???.??

**8514.1 Grand Island Public Schools
Parental Consent for Medication**

In accordance with the Grand Island Public Schools Board Policy 8514, I give permission to administer the medication described below.

I understand that over-the-counter medication (such as aspirin, non-aspirin, antacids, cough medication, or throat lozenges) must be provided by the parent, must be in the original container and must be accompanied with parent instructions for administration. Medications that are not FDA approved, including but not limited to, herbal remedies, essential oils, dietary supplements and naturopathic medicines, will not be dispensed by the school district.

Prescription medication must also be in the original container and properly labeled with the student's name, the name of the medication, the dosage and times to be given, and name of the prescribing physician. Prescribed treatments will be described on a written prescription from the physician. The school nurse will contact the physician listed below if there are medical concerns with the treatment prescription.

All medications to be administered shall be stored at the school nurse's office or other secure location throughout the day. Except under conditions specified in item three of policy 8514, no medication will be administered without the completion of this form and the signature of the parent or guardian.

I understand that the prescribing physician may be contacted for further information.

Student

Grade

Medication

Name of Physician

Signature of Parent or Guardian

Date

Instructions for administering FDA approved over-the-counter medication:

Please list any allergy to medication or other concerns:

**8514.1 Escuelas Públicas de Grand Island
Consentimiento de los Padres para el Medicamento**

De acuerdo con la Póliza del Comité Escolar del Distrito de Grand Island 8514, doy permiso de administrar el medicamento descrito a continuación.

Entiendo que los medicamentos de venta libre (tales como aspirina, no aspirina, antiácidos, medicamentos contra la tos o pastillas para la garganta) deben ser proporcionados por el padre, deben estar en el envase original y deben ir acompañados con las instrucciones de los padres para la administración. Los medicamentos que no están aprobados por FDA, incluyendo pero no se limitan a remedios herbales, aceites esenciales, suplementos dietéticos y medicamentos naturopáticos, no serán administrados por el distrito escolar.

El medicamento recetado también debe estar en el envase original y estar debidamente etiquetado con el nombre del estudiante, el nombre del medicamento, la dosis y la hora que se debe dar y el nombre del médico que lo receta. Los tratamientos prescritos se describirán en una receta escrita por el médico. La enfermera de la escuela se comunicará con el médico indicado abajo si hay preocupaciones médicas con la receta del tratamiento.

Todos los medicamentos que se administraran se aguardaran en la oficina de la enfermera de la escuela u otro lugar seguro durante todo el día. Excepto en las condiciones especificadas en el artículo tres de la póliza 8514, no se administrara ningún medicamento sin completar este formulario y la firma del padre o tutor.

Entiendo que el médico que prescribe puede ser contactado para obtener más información.

Estudiante

Grado

Medicamento

Nombre del Medico

Firma del Padreo Tutor

Fecha

Instrucciones para administrar medicamentos sin receta aprobados por FDA:

Por favor indique cualquier alergia a medicamentos u otras preocupaciones:

8741 EARLY GRADUATION

A student who wishes to graduate from high school in less time than the ordinary eight (8) semester, grade 9-12 sequence, may request permission to complete graduation requirements on an alternate schedule. This request goes to the student's administrator.

The student and parents/guardians will consult with high school counselors and administrative personnel to develop a graduation plan. The student's parent or legal guardian must agree to the plan to graduate early.

A student who graduates early must complete all graduation requirements established by the board **and the Nebraska Department of Education to include state assessments**. The student who chooses early graduation from Grand Island Senior High to include **Alternative Programs, Success Academy** will be allowed to participate in the winter or spring graduation ceremonies **with full privileges**. **Early graduates may participate in the Senior Prom as long as they comply with the rules set up by the school**. In all other school activities, the early-out graduate will be treated as a graduated student.

Policy Approved: 07.11.2019

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

RESOLUTION #20220414 OF THE BOARD OF EDUCATION OF HALL COUNTY SCHOOL DISTRICT NO. 40-0002 A/K/A GRAND ISLAND PUBLIC SCHOOL DISTRICT REGARDING AUTHORIZING INCREASE IN MICRO-PURCHASE THRESHOLD

WHEREAS, from time to time, Hall County School District #2, commonly known as Grand Island Public Schools (the "District") purchases goods and services using federal funding subject to the procurement standards in 2 C.F.R. Part 200, Subpart D; and

WHEREAS, the District's procurement of such goods and services is subject to "4312 Internal Controls for Federal and State Awards" and

WHEREAS, the District is a non-Federal entity under the definition set forth in 2 C.F.R. § 200.1; and

WHEREAS, pursuant to 2 C.F.R. 200.320(a)(1)(ii), a non-Federal entity may award micro-purchases without soliciting competitive price or rate quotations if the non-Federal entity considers the price to be reasonable based on research, experience, purchase history or other information and documents that the non-Federal entity files accordingly; and

WHEREAS, pursuant to 2 C.F.R. 200.320(a)(1)(iii), a non-Federal entity is responsible for determining and documenting an appropriate micro-purchase threshold based on internal controls, an evaluation of risk, and its documented procurement procedures; and

WHEREAS, pursuant to 2 C.F.R. § 200.320(a)(1)(iv), a non-Federal entity may self-certify on an annual basis a micro-purchase threshold not to exceed \$50,000 and maintain documentation to be made available to a Federal awarding agency and auditors in accordance with 2 C.F.R. § 200.334; and

WHEREAS, pursuant to 2 C.F.R. § 200.320(a)(1)(iv), such self-certification must include (1) a justification for the threshold, (2) a clear identification of the threshold, and (3) supporting documentation, which, for public institutions, may be a "higher threshold consistent with State law"; and

WHEREAS, pursuant to 2 C.F.R. 200.320(a)(1)(iv), the Board of Education of the District now desires to adopt higher micro-purchase thresholds than those identified in 48 C.F.R. § 2.101.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE DISTRICT:

In accordance with 2 C.F.R. § 200.320(a)(1)(iv) and the applicable provisions of Nebraska law, the District hereby self-certifies the following micro-purchase threshold, which is a "higher threshold consistent with State law" under 2 C.F.R. § 200.320(a)(1)(iv)(C) for the reasons set forth in the recitals to this resolution:

\$35,000 for the purchase of supplies or services using simplified acquisition procedures not subject to competitive bidding under Nebraska law.

The self-certification made herein shall be effective as of the date hereof and shall be applicable until the end of the current fiscal year of the District, but shall not be applicable to Federal financial assistance awards issued prior to November 12, 2020, including financial assistance awards issued prior to that date under the Coronavirus Aid, Relief, and Economic Support (CARES) Act of 2020 (Pub. L. 116-136).

In the event that the District receives funding from a federal grantor agency that adopts a threshold more restrictive than those contained herein, the District shall comply with the more restrictive threshold when expending such funds.

The District shall maintain documentation to be made available to a Federal awarding agency, any pass-through entity, and auditors in accordance with 2 C.F.R. § 200.334.

The Superintendent of the District is hereby authorized to revise the Fiscal Management for Purchasing and Procurement Using Federal Funds Policy of the District to reflect the increased micro-purchase thresholds specified herein, and to take all such actions to carry into effect the purpose and intent of the foregoing resolution.

Dated April 14, 2022.

Hall County School District #2,
Commonly Known as Grand Island
Public Schools

BY: _____
President, Board of Education

ATTEST:

Secretary, Board of Education

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 \$35,000);
- 2) A procedure for small purchases (between \$35,000 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

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: 10.14.2021

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

GRAND ISLAND PUBLIC SCHOOLS SUPERINTENDENT OF SCHOOLS EMPLOYMENT CONTRACT

THIS CONTRACT is made by and between the Board of Education of Hall County School District 2, a/k/a Grand Island Public Schools (hereafter “Board”), and Dr. Tawana Grover (hereafter “Superintendent”).

NOW, THEREFORE, in accordance with action taken by the Board as recorded in the minutes of the meeting held on the 14th of April, 2022, the Board hereby agrees to employ the Superintendent and the Superintendent accepts such employment subject to the following terms and conditions:

1. **Term.** This Contract is for a term of three years, beginning on the 1st day of July, 2022 (“Commencement Date”) and ending on the 30th day of June, 2025 (“Termination Date”). During the term of this Contract each July 1st to June 30th is deemed one “Contract Year”.

2. **Salary.** The Superintendent’s annual salary for the July 1, 2022 to June 30, 2023 Contract Year shall be Two Hundred Ninety-Four Thousand and One Hundred Ninety-Nine Dollars and 36/100 Cents, (\$294,199.36). The annual salary shall be paid in equal installments in accordance with the Board’s policy governing payment of administrative staff employees. The annual salary for the second and third Contract Years will be set by the Board.

The Board and the Superintendent may by mutual agreement adjust the Superintendent’s salary during the term of this Contract. Any adjustment in the salary made during the term of this Contract shall be in the form of a written amendment and shall become a part of this Contract; provided, however, that: a) at no time during this Contract shall the Superintendent be paid at an annual salary rate, below the annual salary specified in the previous paragraph; b) in making any such salary adjustment it shall not be considered that the Board has extended or entered into a new contract; c) the Termination Date of this Contract shall not be extended unless the Board, by specific action, shall expressly extend such Termination Date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three years.

This Contract shall conform to the regulations governing deductions with reference to tax withholdings, Social Security, Medicare, and the School Employees Retirement Act, as those regulations apply to the salary and benefits stated herein. Other deductions may be withheld as agreed to by the parties to this Contract.

3. **Benefits.** As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

A. Leave. Paid leave is available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the Board, and (2) the paid leave day is taken on a day the Superintendent would otherwise be expected to be at work; and (3) the Superintendent has met the conditions for such leave to be taken as applicable to each specified form of paid leave, subject to the following:

Sick Leave - The Superintendent shall be allowed ten working days of sick leave each Contract Year. Unused sick leave may be carried over from one Contract Year to the next succeeding Contract Year for a maximum of ninety sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for a succeeding Contract Year or years until the accumulated number of days is less than ninety, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of ninety days.

Family Illness - Up to ten days for each Contract Year may be used from sick leave for family illness. Eligible family members include spouse, child, parent, brother, sister, grandparent (in-laws of the same) or other person living in the Superintendent's home as a family member.

Bereavement Leave - Three days per occurrence for each Contract Year are allowed for the death of an immediate family member. Immediate family members include spouse, child, parent, brother, sister, grandparent (in-laws of the same) or other person living in the Superintendent's home as a family member.

Holidays - The following days shall be holiday days and not working days: July 4th, Labor Day, Thanksgiving, Christmas Eve, Christmas Day, New Year's Day, and Memorial Day.

Vacation - The Superintendent shall be allowed ten days of vacation leave during each Contract Year. Unused vacation days may be carried over from one Contract Year to the next succeeding Contract Year, for a maximum of forty days of vacation. Each Contract Year, the Board will make a contribution to the Grand Island Public Schools 403(b) Plan

(the "403(b) Plan") in an amount equal to the value of up to five unused vacation days, as provided in Section 3.C. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year). Earned, but unused vacation, will be paid at the time of separation at the effective daily rate of pay at the time each vacation day first became available.

Professional & Consulting Leave – the Superintendent shall be entitled to an additional five days of paid leave for professional and consulting activities.

There is no carry-over or accumulation of family illness leave, bereavement leave, holiday leave or professional & consulting leave from one Contract Year to the next. Unused sick leave, family illness leave, bereavement leave, unused holidays or professional & consulting leave shall not be included in the wages due and payable at the time of the termination of employment.

Leave Log. The Superintendent shall maintain a vacation and sick leave log which shall be available to the Board for review and she shall communicate quarterly, in writing, with the Board President regarding the dates and total hours of paid leave taken in the preceding quarter. For the purpose of this section, the term "working days" shall not include Saturdays, Sundays, or legal holidays.

B. Health and Dental Insurance. The Board shall provide the Superintendent with, and pay the premiums for, employee coverage under the group health and dental insurance sponsored by the school district, consistent with the health and dental insurance options offered to certificated staff. The Superintendent may at her own expense select additional spouse, family or children insurance options through the school district's insurance plan.

C. Employer Retirement Contribution. In each Contract Year, the Board shall make a nonelective contribution to the 403(b) Plan on the Superintendent's behalf equal to Twenty Thousand Dollars (\$20,000) (the "Lump Sum Contribution"). In addition to the Lump Sum Contribution, if the Superintendent has reached the maximum vacation accrual permitted by Section 3.A, the Board shall make a nonelective contribution to the 403(b) Plan in an amount equal to the value of up to five vacation days at

Superintendent's daily compensation rate (the "Vacation Conversion Contribution"), determined as follows:

- (i) For purposes of this Section 3.C, the Superintendent's daily compensation rate for each Contract Year equals the Superintendent's annual salary provided in Section 2, divided by two hundred sixty (260).
- (ii) At the beginning of each Contract Year, the Board or its designee will determine whether the accrual of an additional ten (10) days of vacation (as provided in Section 3.A) would cause Superintendent's vacation day balance to exceed forty (40) days. If Superintendent's vacation day balance will not exceed that limit following such accrual, no Vacation Conversion Contribution will be made with respect to the Contract Year. Otherwise, the Board will make a Conversion Contribution on Superintendent's behalf equal to the daily compensation rate multiplied by the lesser of: (a) the number of vacation days that will not accrue due to the forty (40) day accrual limit in Section 3.A; or (b) five (5); provided that the Vacation Conversion Contribution shall be reduced as necessary to comply with the contribution limits imposed by the terms of the 403(b) Plan and the Internal Revenue Code.

4. **Dues.** The Superintendent shall attend appropriate professional meetings at the local, state and national levels at the expense of the Board and shall be reimbursed for ordinary and necessary expenses incurred relative to employment and consistent with Board policies, regulations, and guidelines. Before attending professional meetings at the national level, the Superintendent shall request the Board's approval. In addition, the Board shall pay the Superintendent's annual dues to professional organizations including, but not limited to, the American Association of School Administrators, Nebraska Council of School Administrators and others annually.

5. **Duties.** The Superintendent shall perform the duties usually and customarily performed by an individual who is employed as the superintendent of a school district that is comparable in size and composition, and shall include: (i) responsibility for the day to day administration of the instructional and business affairs of the school district; (ii) responsibility for the implementation of Board Policy; (iii) initiating all personnel actions that require Board action, including recommendations concerning termination, cancellation or non-renewals; organizing, administering and supervising the school district's supervisory staff; and, subject to Board approval, (iv) the selection, placement and transfer of personnel. The Superintendent shall report to the Board. The exact nature and extent of the Superintendent's duties shall be as defined from time to time by the

Board, in its sole discretion. The Superintendent shall in all respects diligently and faithfully perform the assigned duties as the Superintendent to the best of her professional ability. Dependable attendance at meetings of the Board and other assigned duties is an essential function of the Superintendent's position.

The areas of general administration, instruction, human resources, communications, government relations, and business affairs will be lodged with the Superintendent and administered by her with the assistance of her staff. The Superintendent shall from time to time suggest regulations, rules, and procedures deemed necessary for the well ordering of the school district and in general perform all duties incident to her office as prescribed by Board policy and such other duties as may be prescribed by the Board from time to time. In performing the foregoing duties, the Superintendent shall be subject to the laws of the State of Nebraska and the policies, regulations and directives of the Board.

The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the school district, and shall have primary responsibility for implementation of Board policy. In cases of no Board policy or an emergency, the Superintendent is authorized to take action as necessary or appropriate to the situation.

The Board, individually and collectively, shall promptly refer all substantive criticisms, complaints, and suggestions called to the Board's attention to the Superintendent for study and appropriate action. The Superintendent shall investigate such matters, or cause such matters to be investigated, and when requested or as is otherwise necessary, shall inform the Board of the results of such investigations. Requests by Board members for substantive information shall be made to the Superintendent and not to individual members of the school district's staff.

As required by Board policy, the Superintendent shall evaluate all Assistant and/or Associate Superintendents and report on the same to the Board.

The Superintendent shall be accessible to the Board and the leadership team by cellular phone, text messaging or electronic mail to respond to emergencies or time-sensitive issues that may arise during weekends, holidays, or before and after the regular office hours of 8:00 a.m. to 5:00 p.m., Monday through Friday, that could not otherwise be handled during regular office hours.

The Superintendent will devote substantially all of her available working time, skill and energy to performing the duties required by her position as Superintendent and will not engage in any other business or occupation except to the extent the same is expressly approved in advance and in writing by the Board; provided, however, that nothing herein shall be deemed or construed to limit or restrict the ability of the Superintendent to engage in activities that are incident to

the ownership or management of personal investments or to participate in professional activities such as consulting, speaking, writing or lecturing, so long as such activities do not interfere with the ability of the Superintendent to perform her duties hereunder or conflict with the interests of the District. For purposes of this paragraph, "working time" shall not include established breaks during the academic year (between the first day of the first quarter and the last day of the fourth quarter) during which students and teachers are not present within the District's school facilities; provided however, Superintendent may from time to time be required to perform such duties during these breaks and on weekends, as are usually and customarily performed by an individual who is employed as the superintendent of a school district.

6. Contract Termination, Cancellation and Amendment. The Superintendent's contract may be canceled, amended or terminated at any time during the term of the contract, in the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the school district, or which substantially inhibits her ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a Superintendent in the State of Nebraska; (2) conviction of a felony or misdemeanor or conviction of any crime involving dishonesty, false statement, abuse, substance abuse or legal impairment as a result of substance use, neglect or sexual misconduct; (3) any representations in this Contract being determined to be false or incorrect; and (4) just cause including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth; or (h) other conduct which interferes substantially with the continued performance of duties. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the school district by the Superintendent, shall be set-off from sums due to the Superintendent and, if the sums owing to the school district are in excess of the sums due to the Superintendent, the amount owing shall be immediately refunded by her.

This Contract shall immediately terminate in the event of the Superintendent's death and shall immediately terminate in the event the Superintendent is continuously disabled for a period of one hundred twenty (120) consecutive days, has exhausted all available leave, and is unable to return to

work on a full-time basis and perform the essential functions of her job, with or without reasonable accommodations.

The Board may, at its expense, require a certificate of health and physical fitness of the Superintendent at any time while this Contract is in force. Should the Superintendent be unable to perform her duties by reason of mental or physical incapacity, and said disability exists for a period exceeding her sick leave allowance, the Board may, in its discretion, make a proportionate reduction from the salary and benefits.

7. **Legal Requirements.** The Superintendent affirms that: (1) all information set-forth in her application for employment and other information provided by her in seeking employment are true and accurate, and if said information ceases to be true, she will advise the Board immediately; (2) the Superintendent has never been convicted or pled no contest or otherwise been adjudicated as having committed a felony, misdemeanor, or any other offense involving moral turpitude or any other offense involving abuse, neglect or sexual misconduct as defined by Sections 003.12 through 003.14 of 92 NAC 27; (3) the Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent; (4) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (5) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this Contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; (6) the Superintendent is not under contract with another board of education within the State of Nebraska or elsewhere covering any part of or all of the same time of performance as provided for in this Contract; and (7) there shall be no penalty for release of the Superintendent from this Contract, provided her resignation shall not become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date as agreed upon by Board and superintendent.

8. **Mileage Reimbursement & Office.** While traveling outside the school district on official duties the Board shall provide the Superintendent with a district-owned vehicle or shall reimburse her for such transportation at the rate established by the Internal Revenue Service for business mileage.

The Board will provide the Superintendent with a furnished office and incidental office equipment such as a desk top computer and a laptop computer. The Superintendent shall return all office equipment to the Board in good condition, subject to normal wear and tear, at the termination of employment.

9. **Professional Liability.** The Board agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in her official capacity as an agent/employee of the Board, including professional practice complaints, provided the incident or occurrence giving rise to the claim or action took place while she was acting in good faith to perform the assigned duties or directions of the Board, or the duties required by the law of Nebraska, and provided she reasonably believed her action to be in or not opposed to the best interest of the school district and provided she and the Board do not have adverse interests in the matter and with respect to any criminal action or proceeding, she had no reasonable cause to believe that her conduct was unlawful. In no case shall an individual Board member be considered personally liable for indemnifying the Superintendent against such demands, claims, suits, actions and legal proceedings.

10. **Superintendent's Evaluation.** The Superintendent and the Board shall initiate and assure that the Board's evaluation of the Superintendent is conducted and completed at least twice during the first year of employment and at least once annually thereafter pursuant to *Neb.Rev.Stat. §79-828(2)*. The Board shall adopt an evaluation format and shall evaluate the Superintendent pursuant thereto.

To conclude the evaluation, the Board shall meet in executive session for the purpose of discussing the results of the evaluation and any related matters, such as the terms of the Superintendent's Contract. The results of the evaluation and any conclusions drawn by the Board shall be shared with the Superintendent, both verbally, and in the form of a written summary. The Superintendent shall have the right to respond to the results either during an executive session, or in writing, in compliance with the Open Meetings Act. Any written response, along with the written summary of the results, shall be made a part of the Superintendent's personnel file. Following the Superintendent's evaluation or her written response, and at the request of either party, the Board may meet with the Superintendent in executive session to discuss the matter further, in compliance with the Open Meetings Act.

In addition to the results of the Board's evaluation of the Superintendent, the Superintendent and the Board, and other appropriate school officials, shall meet at least once annually for the purpose of establishing goals and objectives for the ensuing school year. Said goals and objectives shall be reduced to writing. The results of the Superintendent's evaluation and the attainment of previously established goals and objectives shall be among the criteria by which the Superintendent is evaluated as herein provided. This annual meeting shall normally be held during the spring.

11. **Headings.** The headings contained in this Contract are for convenience or reference only and may not be utilized in construing or interpreting this Contract.

12. **Amendments.** Any amendment to this Agreement must be in writing and signed by both parties.

13. **Savings Clause.** If, during the term of this Contract, it is found that a specific clause of the Contract is illegal or unenforceable under either federal or state law, the remainder of the Contract not affected by such ruling shall remain in force, unless such illegality or unenforceability would defeat an essential purpose of the Contract.

14. **Governing Law.** This Contract shall be governed by the laws of the State of Nebraska. The parties designate Hall County, Nebraska to be the proper jurisdiction and venue for any suit arising out of this Contract.

Tawana Grover, Ed.D. Ph.D.,
Superintendent

Lisa Albers,
President, Board of Education,
Hall County School District 2,
a/k/a Grand Island Public Schools

Superintendent Pay Transparency Notice - Proposed Contract for Dr. Tawana Grover

Notice is hereby given that the Board of Education has approval of a proposed Superintendent employment contract on its regular board meeting agenda for the Thursday, April 14, 2022 at 4:30 pm to be held at the Kneale Administration Building, Board of Education meeting room in Hall County, Nebraska. The actual (FY22-23) and estimated (FY23-24 & FY24-25) cost to the District and Superintendent if the proposed contract is approved for the three year term of the contract are:

2022 - 2023 (07-01-2022 through 06-30-2023)

Description	Employer Expense	Employee Expense
Salary	\$294,199.36	\$0.00
FICA - Social Security (\$147,000 * 6.2%) Max	\$9,114.00	-\$9,114.00
FICA - Medicare 1.45% (2.35% >\$200,000) EE Only	\$4,265.89	-\$5,113.68
Retirement - 9.8778% (EE) *101% (ER)	\$29,060.42	-\$28,772.70
Possible Unused Vacation Days converted to TSA	\$5,657.68	\$0.00
District Contribution to 403(b)	\$20,000.00	\$0.00
Nebraska Council of School Administrators	\$335.00	\$0.00
Association for Supervision and Curriculum	\$239.00	\$0.00
American Association of School Administrators	\$470.00	\$0.00
Federal Income Tax (estimated)	\$0.00	-\$42,364.71
State Income Tax (estimated)	\$0.00	-\$15,092.43
Long Term Disability Insurance	\$647.24	-\$647.24
Health Insurance (projected)	\$8,980.10	\$0.00
Dental Insurance (projected)	\$354.48	\$0.00
Cost to Employer	<u>\$373,323.17</u>	\$0.00
Cost to Employee		<u>-\$101,104.76</u>

2023 - 2024 (07-01-2023 through 06-30-2024)

Description	Employer Expense	Employee Expense
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GRAND ISLAND PUBLIC SCHOOLS SUPERINTENDENT OF SCHOOLS EMPLOYMENT CONTRACT

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NOW, THEREFORE, in accordance with action taken by the Board as recorded in the minutes of the meeting held on the 14th of April, 2022, the Board hereby agrees to employ the Superintendent and the Superintendent accepts such employment subject to the following terms and conditions:

1. **Term.** This Contract is for a term of three years, beginning on the 1st day of July, 2022 ("Commencement Date") and ending on the 30th day of June, 2025 ("Termination Date"). During the term of this Contract each July 1st to June 30th is deemed one "Contract Year".

2. **Salary.** The Superintendent's annual salary for the July 1, 2022 to June 30, 2023 Contract Year shall be Two Hundred Ninety-Four Thousand and One Hundred Ninety-Nine Dollars and 36/100 Cents, (\$294,199.36). The annual salary shall be paid in equal installments in accordance with the Board's policy governing payment of administrative staff employees. The annual salary for the second and third Contract Years will be set by the Board.

The Board and the Superintendent may by mutual agreement adjust the Superintendent's salary during the term of this Contract. Any adjustment in the salary made during the term of this Contract shall be in the form of a written amendment and shall become a part of this Contract; provided, however, that: a) at no time during this Contract shall the Superintendent be paid at an annual salary rate, below the annual salary specified in the previous paragraph; b) in making any such salary adjustment it shall not be considered that the Board has extended or entered into a new contract; c) the Termination Date of this Contract shall not be extended unless the Board, by specific action, shall expressly extend such Termination Date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three years.

This Contract shall conform to the regulations governing deductions with reference to tax withholdings, Social Security, Medicare, and the School Employees Retirement Act, as those regulations apply to the salary and benefits stated herein. Other deductions may be withheld as agreed to by the parties to this Contract.

3. **Benefits.** As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

A. Leave. Paid leave is available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the Board, and (2) the paid leave day is taken on a day the Superintendent would otherwise be expected to be at work; and (3) the Superintendent has met the conditions for such leave to be taken as applicable to each specified form of paid leave, subject to the following:

Sick Leave - The Superintendent shall be allowed ten working days of sick leave each Contract Year. Unused sick leave may be carried over from one Contract Year to the next succeeding Contract Year for a maximum of ninety sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for a succeeding Contract Year or years until the accumulated number of days is less than ninety, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of ninety days.

Family Illness - Up to ten days for each Contract Year may be used from sick leave for family illness. Eligible family members include spouse, child, parent, brother, sister, grandparent (in-laws of the same) or other person living in the Superintendent's home as a family member.

Bereavement Leave - Three days per occurrence for each Contract Year are allowed for the death of an immediate family member. Immediate family members include spouse, child, parent, brother, sister, grandparent (in-laws of the same) or other person living in the Superintendent's home as a family member.

Holidays - The following days shall be holiday days and not working days: July 4th, Labor Day, Thanksgiving, Christmas Eve, Christmas Day, New Year's Day, and Memorial Day.

Vacation - The Superintendent shall be allowed ten days of vacation leave during each Contract Year. Unused vacation days may be carried over from one Contract Year to the next succeeding Contract Year, for a maximum of forty days of vacation. Each Contract Year, the Board will make a contribution to the Grand Island Public Schools 403(b) Plan

(the "403(b) Plan") in an amount equal to the value of up to five unused vacation days, as provided in Section 3.C. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year). Earned, but unused vacation, will be paid at the time of separation at the effective daily rate of pay at the time each vacation day first became available.

Professional & Consulting Leave – the Superintendent shall be entitled to an additional five days of paid leave for professional and consulting activities.

There is no carry-over or accumulation of family illness leave, bereavement leave, holiday leave or professional & consulting leave from one Contract Year to the next. Unused sick leave, family illness leave, bereavement leave, unused holidays or professional & consulting leave shall not be included in the wages due and payable at the time of the termination of employment.

Leave Log. The Superintendent shall maintain a vacation and sick leave log which shall be available to the Board for review and she shall communicate quarterly, in writing, with the Board President regarding the dates and total hours of paid leave taken in the preceding quarter. For the purpose of this section, the term "working days" shall not include Saturdays, Sundays, or legal holidays.

B. Health and Dental Insurance. The Board shall provide the Superintendent with, and pay the premiums for, employee coverage under the group health and dental insurance sponsored by the school district, consistent with the health and dental insurance options offered to certificated staff. The Superintendent may at her own expense select additional spouse, family or children insurance options through the school district's insurance plan.

C. Employer Retirement Contribution. In each Contract Year, the Board shall make a nonelective contribution to the 403(b) Plan on the Superintendent's behalf equal to Twenty Thousand Dollars (\$20,000) (the "Lump Sum Contribution"). In addition to the Lump Sum Contribution, if the Superintendent has reached the maximum vacation accrual permitted by Section 3.A, the Board shall make a nonelective contribution to the 403(b) Plan in an amount equal to the value of up to five vacation days at

Superintendent's daily compensation rate (the "Vacation Conversion Contribution"), determined as follows:

- (i) For purposes of this Section 3.C, the Superintendent's daily compensation rate for each Contract Year equals the Superintendent's annual salary provided in Section 2, divided by two hundred sixty (260).
- (ii) At the beginning of each Contract Year, the Board or its designee will determine whether the accrual of an additional ten (10) days of vacation (as provided in Section 3.A) would cause Superintendent's vacation day balance to exceed forty (40) days. If Superintendent's vacation day balance will not exceed that limit following such accrual, no Vacation Conversion Contribution will be made with respect to the Contract Year. Otherwise, the Board will make a Conversion Contribution on Superintendent's behalf equal to the daily compensation rate multiplied by the lesser of: (a) the number of vacation days that will not accrue due to the forty (40) day accrual limit in Section 3.A; or (b) five (5); provided that the Vacation Conversion Contribution shall be reduced as necessary to comply with the contribution limits imposed by the terms of the 403(b) Plan and the Internal Revenue Code.

4. **Dues.** The Superintendent shall attend appropriate professional meetings at the local, state and national levels at the expense of the Board and shall be reimbursed for ordinary and necessary expenses incurred relative to employment and consistent with Board policies, regulations, and guidelines. Before attending professional meetings at the national level, the Superintendent shall request the Board's approval. In addition, the Board shall pay the Superintendent's annual dues to professional organizations including, but not limited to, the American Association of School Administrators, Nebraska Council of School Administrators and others annually.

5. **Duties.** The Superintendent shall perform the duties usually and customarily performed by an individual who is employed as the superintendent of a school district that is comparable in size and composition, and shall include: (i) responsibility for the day to day administration of the instructional and business affairs of the school district; (ii) responsibility for the implementation of Board Policy; (iii) initiating all personnel actions that require Board action, including recommendations concerning termination, cancellation or non-renewals; organizing, administering and supervising the school district's supervisory staff; and, subject to Board approval, (iv) the selection, placement and transfer of personnel. The Superintendent shall report to the Board. The exact nature and extent of the Superintendent's duties shall be as defined from time to time by the

Board, in its sole discretion. The Superintendent shall in all respects diligently and faithfully perform the assigned duties as the Superintendent to the best of her professional ability. Dependable attendance at meetings of the Board and other assigned duties is an essential function of the Superintendent's position.

The areas of general administration, instruction, human resources, communications, government relations, and business affairs will be lodged with the Superintendent and administered by her with the assistance of her staff. The Superintendent shall from time to time suggest regulations, rules, and procedures deemed necessary for the well ordering of the school district and in general perform all duties incident to her office as prescribed by Board policy and such other duties as may be prescribed by the Board from time to time. In performing the foregoing duties, the Superintendent shall be subject to the laws of the State of Nebraska and the policies, regulations and directives of the Board.

The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the school district, and shall have primary responsibility for implementation of Board policy. In cases of no Board policy or an emergency, the Superintendent is authorized to take action as necessary or appropriate to the situation.

The Board, individually and collectively, shall promptly refer all substantive criticisms, complaints, and suggestions called to the Board's attention to the Superintendent for study and appropriate action. The Superintendent shall investigate such matters, or cause such matters to be investigated, and when requested or as is otherwise necessary, shall inform the Board of the results of such investigations. Requests by Board members for substantive information shall be made to the Superintendent and not to individual members of the school district's staff.

As required by Board policy, the Superintendent shall evaluate all Assistant and/or Associate Superintendents and report on the same to the Board.

The Superintendent shall be accessible to the Board and the leadership team by cellular phone, text messaging or electronic mail to respond to emergencies or time-sensitive issues that may arise during weekends, holidays, or before and after the regular office hours of 8:00 a.m. to 5:00 p.m., Monday through Friday, that could not otherwise be handled during regular office hours.

The Superintendent will devote substantially all of her available working time, skill and energy to performing the duties required by her position as Superintendent and will not engage in any other business or occupation except to the extent the same is expressly approved in advance and in writing by the Board; provided, however, that nothing herein shall be deemed or construed to limit or restrict the ability of the Superintendent to engage in activities that are incident to

the ownership or management of personal investments or to participate in professional activities such as consulting, speaking, writing or lecturing, so long as such activities do not interfere with the ability of the Superintendent to perform her duties hereunder or conflict with the interests of the District. For purposes of this paragraph, "working time" shall not include established breaks during the academic year (between the first day of the first quarter and the last day of the fourth quarter) during which students and teachers are not present within the District's school facilities; provided however, Superintendent may from time to time be required to perform such duties during these breaks and on weekends, as are usually and customarily performed by an individual who is employed as the superintendent of a school district.

6. Contract Termination, Cancellation and Amendment. The Superintendent's contract may be canceled, amended or terminated at any time during the term of the contract, in the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the school district, or which substantially inhibits her ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a Superintendent in the State of Nebraska; (2) conviction of a felony or misdemeanor or conviction of any crime involving dishonesty, false statement, abuse, substance abuse or legal impairment as a result of substance use, neglect or sexual misconduct; (3) any representations in this Contract being determined to be false or incorrect; and (4) just cause including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth; or (h) other conduct which interferes substantially with the continued performance of duties. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the school district by the Superintendent, shall be set-off from sums due to the Superintendent and, if the sums owing to the school district are in excess of the sums due to the Superintendent, the amount owing shall be immediately refunded by her.

This Contract shall immediately terminate in the event of the Superintendent's death and shall immediately terminate in the event the Superintendent is continuously disabled for a period of one hundred twenty (120) consecutive days, has exhausted all available leave, and is unable to return to

work on a full-time basis and perform the essential functions of her job, with or without reasonable accommodations.

The Board may, at its expense, require a certificate of health and physical fitness of the Superintendent at any time while this Contract is in force. Should the Superintendent be unable to perform her duties by reason of mental or physical incapacity, and said disability exists for a period exceeding her sick leave allowance, the Board may, in its discretion, make a proportionate reduction from the salary and benefits.

7. **Legal Requirements.** The Superintendent affirms that: (1) all information set-forth in her application for employment and other information provided by her in seeking employment are true and accurate, and if said information ceases to be true, she will advise the Board immediately; (2) the Superintendent has never been convicted or pled no contest or otherwise been adjudicated as having committed a felony, misdemeanor, or any other offense involving moral turpitude or any other offense involving abuse, neglect or sexual misconduct as defined by Sections 003.12 through 003.14 of 92 NAC 27; (3) the Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent; (4) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (5) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this Contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; (6) the Superintendent is not under contract with another board of education within the State of Nebraska or elsewhere covering any part of or all of the same time of performance as provided for in this Contract; and (7) there shall be no penalty for release of the Superintendent from this Contract, provided her resignation shall not become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date as agreed upon by Board and superintendent.

8. **Mileage Reimbursement & Office.** While traveling outside the school district on official duties the Board shall provide the Superintendent with a district-owned vehicle or shall reimburse her for such transportation at the rate established by the Internal Revenue Service for business mileage.

The Board will provide the Superintendent with a furnished office and incidental office equipment such as a desk top computer and a laptop computer. The Superintendent shall return all office equipment to the Board in good condition, subject to normal wear and tear, at the termination of employment.

9. **Professional Liability.** The Board agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in her official capacity as an agent/employee of the Board, including professional practice complaints, provided the incident or occurrence giving rise to the claim or action took place while she was acting in good faith to perform the assigned duties or directions of the Board, or the duties required by the law of Nebraska, and provided she reasonably believed her action to be in or not opposed to the best interest of the school district and provided she and the Board do not have adverse interests in the matter and with respect to any criminal action or proceeding, she had no reasonable cause to believe that her conduct was unlawful. In no case shall an individual Board member be considered personally liable for indemnifying the Superintendent against such demands, claims, suits, actions and legal proceedings.

10. **Superintendent's Evaluation.** The Superintendent and the Board shall initiate and assure that the Board's evaluation of the Superintendent is conducted and completed at least twice during the first year of employment and at least once annually thereafter pursuant to *Neb.Rev.Stat. §79-828(2)*. The Board shall adopt an evaluation format and shall evaluate the Superintendent pursuant thereto.

To conclude the evaluation, the Board shall meet in executive session for the purpose of discussing the results of the evaluation and any related matters, such as the terms of the Superintendent's Contract. The results of the evaluation and any conclusions drawn by the Board shall be shared with the Superintendent, both verbally, and in the form of a written summary. The Superintendent shall have the right to respond to the results either during an executive session, or in writing, in compliance with the Open Meetings Act. Any written response, along with the written summary of the results, shall be made a part of the Superintendent's personnel file. Following the Superintendent's evaluation or her written response, and at the request of either party, the Board may meet with the Superintendent in executive session to discuss the matter further, in compliance with the Open Meetings Act.

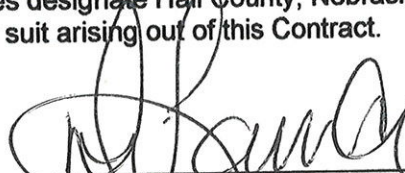
In addition to the results of the Board's evaluation of the Superintendent, the Superintendent and the Board, and other appropriate school officials, shall meet at least once annually for the purpose of establishing goals and objectives for the ensuing school year. Said goals and objectives shall be reduced to writing. The results of the Superintendent's evaluation and the attainment of previously established goals and objectives shall be among the criteria by which the Superintendent is evaluated as herein provided. This annual meeting shall normally be held during the spring.

11. **Headings.** The headings contained in this Contract are for convenience or reference only and may not be utilized in construing or interpreting this Contract.


12. **Amendments.** Any amendment to this Agreement must be in writing and signed by both parties.

13. **Savings Clause.** If, during the term of this Contract, it is found that a specific clause of the Contract is illegal or unenforceable under either federal or state law, the remainder of the Contract not affected by such ruling shall remain in force, unless such illegality or unenforceability would defeat an essential purpose of the Contract.

14. **Governing Law.** This Contract shall be governed by the laws of the State of Nebraska. The parties designate Hall County, Nebraska to be the proper jurisdiction and venue for any suit arising out of this Contract.



Tawana Grover, Ed.D. Ph.D.,
Superintendent



Lisa Albers
President, Board of Education,
Hall County School District 2,
a/k/a Grand Island Public Schools

Position	Recommendation	Assignment	Funding
Howard Elementary	1.0 FTE Based on projected enrollment	2nd Grade	General Fund \$81,175
Knickrehm Elementary	1.0 FTE Based on projected enrollment	1st Grade	General Fund \$81,175
Walnut M.S.	2.0 FTE Based on projected enrollment	Math and Language Arts	General Fund \$162,350
Early Learning Center	.50 FTE adding a part-time custodian based on the square footage of new building	Custodian	General Fund \$40,587
GISH	.50 FTE activities director increasing from .50 to 1.0	GISH Activities	General Fund \$40,587
GISH	1.0 Nurse Instructor	GISH Academy	General Fund \$81,175

GIPS BOE NEEDS ANALYSIS



District Administration and/or Board Committees will use the GIPS Needs Analysis to guide development of proposals to the Board of Education for information or action as deemed appropriate.

Proposal: Blocksii provides an online technology solution for classroom, classroom management, and web filtering on and off-site. GIPS IT proposes that we move forward with purchasing Blocksii Manager Education Everywhere for GSuite Chromebooks.

Submitted By: Cory Gearhart

Date: 2/25/2022

1. What is the identified need?

Our current classroom technology management system and chromebook filtering solution are not meeting our needs and are causing too many disruptions to teaching and learning.

2. Administrative Rationale for BOE Agenda Item (*connect to On Track to Thrive 2025 Success Area and Objective*)

- 1.3 Every student learns in a safe and resourced environment.
- 2.2 Every student has equitable access to rigorous, relevant coursework

3. Proposed Action

Propose purchasing Blocksii Manager Education Everywhere for GSuite Chromebooks 3 year proposal as submitted.

4. Data/Research Assessed

Reviewed the products from 3 vendors and selected the most robust and cost effective solution. Piloting the solution with a high utilization building through the end of the school year.

5. Equity Analysis

No barriers identified.

5. Stakeholder Group(s) Involved

Teachers, Paras, IT Staff

6. Summary

Blocksii provides an online technology solution for classroom, classroom management, and web filtering on and off-site. Our existing technology was based on legacy solutions which have not made the transition to cloud platforms effectively. Moving forward will result in more granular control of web filtering and a classroom management solution which will reduce troubleshooting time in classrooms, and increase instructional time and effectiveness. GIPS IT proposes that we move forward with

purchasing Blocks Manager Education Everywhere for GSuite Chromebooks.

7. Fiscal Impact

Amount: \$3.00/user/year x 10000 users = \$30,000/year
\$30,000/year x 3 years = \$90,000

Source: General Fund

Details: Replaces Existing purchasing of ~\$25,000 annually for existing solutions.

8. Person(s) Responsible for Implementation

GIPS IT Department

9. Implementation Plan

▲ Monitor/ Evaluate

Actions: Pilot and develop instructional guidance and materials
Enable district wide, rostering integration
Share training and materials with remainder of staff

Timeline: Pilot through end of May, then full implementation for Fall 2022

▲ Board or Committee Report/Follow-Up

Actions: None

Date for follow up: None



Blocksi

228 Hamilton Avenue, 3rd Floor
Palo Alto 94301, CA
1-650-521-9976
www.blocksi.net

Quote

QUOT-12702724

Bill To
Grand Island Public Schools
123 South Webb Rd
Grand Island
68802 NE

Estimate Date : 02/07/2022
Expiry Date : 05/15/2022
Reference# : Blocksie bundle

#	Item & Description	Qty	Rate	Amount
1	3 years ADMIN/TEACHER/PARENT -3500to7499Licenses 3 Years 3500 to 7,499 Licenses Blocksie Manager Education EverywhereFor G-suite Chromebook: Bundle Admin/Parent/Teacher/Delegate	10,000.00 seats	9.00	90,000.00
			Sub Total	90,000.00
			Total	US\$90,000.00

Notes

Includes: all 4 Dashboards - Admin, Parent, Delegate and Teacher - Filtering On & Off-campus, Insight and Analytics, Device management and Anti-theft, Smart alerts and Student safety and Classroom Screen Monitoring System

MSRP \$12.58 per seat discounted to \$9.00 a seat

Terms & Conditions

Phone Support 6:00 AM to 5:00 PM PST
Remote Access Support
Web-Based Training (3) hours remotely on Blocksie Manager Admin Console

Quote expires on May 15th 2022.

2021 English Language Arts Standards

Dr. Brittney Bills & Cara Kuhl

Revision Process

- **Utilize Nebraska Educators**
 - GIPS Representation
 - Dr. Brittney Bills
 - Liz Boyle
 - Bianca Ayala
- **Postsecondary Representation**
- **Employer Engagement**
 - Workplace Skills
- **Public Input & Feedback**

NEBRASKA'S COLLEGE AND CAREER READY STANDARDS FOR ENGLISH LANGUAGE ARTS



Approved by the Nebraska State Board of Education on September 2, 2021



2014



Approved by the Nebraska State Board of Education 9/5/14

2021

NEBRASKA'S COLLEGE AND CAREER READY
STANDARDS FOR ENGLISH LANGUAGE ARTS



Approved by the Nebraska State Board of Education on September 2, 2021



Major Themes of Change - Build in Complexity

2014	2021
L.A.2.1.6.b. Identify elements of literary text.	LA.2.RP.2 Describe characters & how they interact with one another.
L.A.1.1.6.b. Identify elements of literary text.	LA.1.RP.2 Identify the main character(s), setting and important events drawing upon key details in literary text.
L.A.0.1.6.b. Identify elements of literary text.	LA.K.RP.2 With prompting & support identify main character(s), setting and important events in literary text.

Major Themes of Change - Build in Complexity

2014

2021

L.A.5.1.6.b. Analyze & describe elements of literary text.

LA.5.RP.2 Compare & contrast two or more characters, settings, or events in a literary text or texts.

L.A.4.1.6.b. Identify & describe elements of literary text.

LA.4.RP.2 Analyze a character, setting, or event in a literary text drawing on specific details such as a character's thoughts, words, or actions.

L.A.3.1.6.b. Identify & describe elements of literary text.

LA.3.RP.2 Explain how characters respond to major events & challenges in a literary text.

Major Themes of Change - Build in Complexity

2014	2021
L.A.8.1.6.b. Analyze & explain the relationship between elements of literary text.	LA.8.RP.2 Analyze how particular events, lines of dialogue, or descriptive details develop the plot, reveal aspects of characters or create meaning.
L.A.7.1.6.b. Analyze & explain the relationship between elements of literary text.	LA.7.RP.2 Analyze how particular events, lines of dialogue, or descriptive details develop the plot, reveal aspects of characters or create meaning.
L.A.6.1.6.b. Analyze & explain the relationship between elements of literary text.	LA.6.RP.2 Explain how a plot unfolds, as well as how the characters respond to events or changes as the plot moves toward a resolution.

Major Themes of Change - Instructional Considerations

Instructional Considerations

- *Grammar*, or the rules by which sentences are constructed, is contrasted from *usage*, which is the way words and phrases are commonly used. All dialects of language are grammatical and follow rules; exceptions to the uses of language that do not conform to standard English should be given instructional consideration. *Mechanics* refers to the norms of written language only and includes spelling, punctuation, and capitalization. Mechanics may change according to time, place, and purpose.
- The standards contain four broad modes of writing—**Narrative**, **Opinion (K-5)**, **Informative/Explanatory**, and **Research**.
- *Narrative* forms include but are not limited to: short stories, personal narratives, fables, myths, tall tales, fairy tales, plays, poetry, autobiography, biography, essays, screenplays, narrative nonfiction, realistic fiction, historical accounts, memoirs, nonlinear narratives, legends, epics, and ballads.
- *Opinion*, or argumentative, forms include but are not limited to: personal opinion pieces, appeals, editorials, proposals, personal essays, speeches, letters, literary analyses, and persuasive and op-ed pieces.
- *Informative/explanatory* forms include, but are not limited to: descriptive essays, comparative analyses, historical reports, manuals, process pieces, journal, magazine, and newspaper articles, memorandums, scientific reports, compare/contrast, problem/solution, and cause/effect essays.

Major Themes of Change - Foundations of Reading

ELA/Literacy Shift 1: Science of Reading/Foundations of Reading | The revised standards are designed around the *Science of Reading* which is a vast, interdisciplinary body of scientifically-based research about how young children learn to read. The *Foundations of Reading* standards and indicators at each grade level outline a carefully sequenced progression of skills that should inform instruction of phonology, sound-symbol association, syllables, morphology, syntax, and semantics. A systematic, cumulative approach ensures all students attain early literacy proficiency.

Teachers...

- Provide explicit instruction in print concepts, phonological awareness, phonics, and fluency.
- Provide frequent, meaningful opportunities for practice of newly acquired skills.
- Progress monitor with diagnostic assessments.
- Differentiate instruction for struggling readers.

School leaders...

- Provide systematic early literacy training based on the science of reading.
- Provide access to HQIMs and ongoing support for their implementation.
- Create structures that maximize core instruction during literacy blocks.
- Ensure school environments are print-rich.

Students...

- Orally practice in phonemic awareness activities.
- Engage in frequent, meaningful practice of emerging skills.
- Read high-quality decodable texts at school and at home.
- Self-select literary and informational texts based on their interests.

Major Themes of Change - Text Complexity



“Performance on complex texts is the clearest differentiator in reading between students who are more likely to be ready for college and those who are less likely to be ready” (ACT, 2006).

Major Themes of Change - Distribution of Literary & Informational Texts

Grade	Literary	Informational
4	50%	50%
8	45%	55%
12	30%	70%

Source: National Assessment Governing Board. 2008.

Reading Framework for the 2009 National Assessment of Educational Progress.

Major Themes of Change - Explicit Writing Instruction

ELA/Literacy Shift 4: Explicit Writing Instruction | The *Production of Writing* strand of the revised standards lays out an explicit sequence of evidence-based skills that lead to writing proficiency. The progression emphasizes sentence-level and paragraph composition so that students are able to craft cohesive writing pieces grounded in evidence from complex texts.

Teachers...

- Explicitly teach grammar, usage, and mechanic skills in the context of high-quality texts.
- Use high-quality instructional materials that provide a mix of on-demand and process writing tasks.
- Provide frequent opportunities for revising and editing pieces written by self and others.
- Design lessons in which students explicitly examine grammatical structures in meaningful, complex sentences.
- Design instruction in which students experience grammatical conventions in various contexts.

School leaders...

- Equip teachers with professional learning, high-quality materials, and evidence-based resources to support their knowledge of language.
- Ensure a district-wide scope and sequence reflects a carefully planned integration of language and content.
- Assess the frequency and quality of direct writing instruction in all classes.
- Support the implementation of formative, interim, and summative assessment that informs instruction.

Students...

- Write about the content of complex texts using academic language and conventions appropriate to the task, purpose, and audience.
- Recognize the sentence as the building block of all writing.
- Demonstrate their learning through a variety of written tasks.
- Engage in deliberate practice of emerging skills.
- Learn grammatical concepts through the construction and revision of their own writing and that of others.

Major Themes of Change - Writing Modes

Grade	To Persuade	To Explain	To Convey Experience
4	30%	35%	35%
8	35%	35%	30%
12	40%	40%	20%

Source: National Assessment Governing Board. 2007.

Writing framework for the 2011 National Assessment of Educational Progress, pre-publication edition. Iowa City, IA: ACT, Inc.

Alignments

- **Foundations of Reading Standards**
 - **Nebraska Reading Improvement Act**
- **Science of Teaching Reading**
- **Standards for Text Complexity**
 - **Students' ability to be comprehend texts in their post-secondary work or their chosen career fields.**

Implementation Plan

- **NDE ELA Standards Professional Learning**
 - December 16 & January 27
- **Local Standards Adoption (Pending Board Approval) - April 2022**
- **Summer 2022 - Standards Work**
 - **Revise Curriculum Guidance**
 - **Standards Alignment with HQIMs**
- **Implementation 2022 - 2023**

Questions

GIPS NEEDS ANALYSIS



District Administration and/or Board Committees will use the GIPS Needs Analysis to guide development of proposals to the Board of Education for information or action as deemed appropriate.

Proposal: Funding for new Algebra resource adoption beginning 2022-2023 through 2027-2028 for **Illustrative Mathematics (IM)**

Submitted By: Dr. Danielle Buhrman

Date: February 22, 2022

1. What is the identified need?

GIPS is in need of high school math resources that provide curricular resources which closely align to our vision of instruction, GIPS mathematics commitments, and provide students “standards-based instruction where students collaborate, think critically, and persevere through rigorous, authentic tasks.” (Academies of GISH Vision of Instruction)

2. Administrative Rationale for BOE Agenda Item (connect to Strategic Plan Objectives/Success Measures)

A new resource adoption will support the facilitation of high quality Tier 1 Instruction in Mathematics as part of the district focus of MTSS in the GIPS on Track to Thrive 2025 strategic plan. Within objective 2.2 “Every student has equitable access to rigorous, relevant coursework,” GIPS has committed to the “adoption and implementation of high-quality instructional materials aligned to grade-level standards.” This will also allow stakeholders to plan, collaborate around, and support mathematics achievement by fostering a learning environment where “Student mathematicians access grade-level curriculum that promotes rigor as a balance of conceptual development, procedural fluency, and real-world applications” as stated in the Pk-12 GIPS Mathematics Commitments.

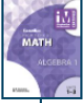


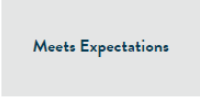

3. Proposed Action

Beginning in 2022-2023, all high school courses utilizing Algebra curriculum in their course design will use Illustrative Mathematics as their high quality instructional material. This would include ESL Algebra, Algebra 9-12, and Bridge to Algebra.

4. Data/Research Assessed

In the 2020-2021 school year, only 10% of juniors taking the NSCAS-ACT assessment were in the ACT Readiness Range for the math reporting category of “Algebra” and 18% in “Function”. Since 2016, the percent of students who met mathematics college readiness benchmarks on the NSCAS-ACT have ranged from 10 to 20%, with only 10% reported in 2020-2021 compared to the state at 27%.

In order to meet college and career readiness benchmarks and support objective 2.2 of the On Track to Thrive 2025 Strategic Plan, students would benefit from access to high quality instructional materials that focus on essential content and provide a balance of mathematical rigor in regards to application, conceptual understanding, and procedural fluency. Illustrative is shown to emphasize these characteristics in their curriculum design:

 GRADE LEVEL	FOCUS & COHERENCE	RIGOR & MATHEMATICAL PRACTICES	ALIGNMENT RATING	USABILITY RATING
High School				

5. Stakeholder Group(s) Involved

Algebra 1 & Bridge to Algebra students and teachers beginning in the 2022-2023 school year, GISH building leadership, L4L

6. Summary

Algebra 1 PLC will meet the week of June 20-24 to develop the Algebra curriculum scope and sequence documents which will include an emphasis on essential learning standards. Once that curriculum is developed during that week, the team will align the new resource to the scope and sequence to map out the course guide for Algebra courses. Implementation of the new resource and curriculum documents will begin in August of 2022-2023. On-going coaching through curriculum walks and monthly PLC visits will occur to ensure fidelity of implementation and support. The Algebra PLC will also develop in a plan over their summer work to incorporate instructional rounds with a PLC debrief twice per semester. Benchmark assessments aligned to essential learning standards will be developed in summer of 2023 to measure student impact, in addition to the use of Pre-ACT and ACT data.

7. Fiscal Impact

Amount: \$91,627.50

Source: Leading for Learning

Details: The purchase for Illustrative Mathematics includes 550 student work books each year for the first two years of adoption and an additional 525 student work books annually for the next 4 years for a total 6 year adoption. The cost of the student books is locked in over those 6 years and totals \$80,000. We would also purchase 5 additional teacher books at a cost of \$375. With estimated freight costs, total fiscal impact comes to approximately \$91,627.50. The Algebra team will create their scope and sequence and pacing guides aligned to essential standards during the week of June 20-24, 2022. During that week, additional instructional support training for implementation of Illustrative Mathematics will be facilitated by Dr. Buhrman.

8. Person(s) Responsible for Implementation

Dr. Danielle Buhrman - Mathematics Coordinator

9. Implementation Plan

▲ Monitor/ Evaluate

Actions: Course development and resource training (summer 2022), implement new resource

(2022-2023), continuous professional development (2022-2028). Follow-up will be on-going with L4L and spring 2023 with BOE L4L committee.

Timeline: 2022-2023

▲ **Board Report/Follow-Up**

Actions: L4L Sub Committee and Board Review - March 2022
Progress update spring 2023

Timeline: ___ 1 month ___ 3 months ___ 6 months ___ annually ___ N/A

GIPS NEEDS ANALYSIS



District Administration and/or Board Committees will use the GIPS Needs Analysis to guide development of proposals to the Board of Education for information or action as deemed appropriate.

Proposal: Purchase of Social Studies resources for grades 4-12

Submitted By: Dr. Evan Lee

Date: 2/8/2022

1. What is the identified need?

Objective 1: Schools and Classrooms will be led by instructional experts. The adoption of Social Studies resources will include professional learning days that will be focused on understanding the development of the instruction materials and on strong implementation of high quality instruction. Professional learning will include a combination of professional learning days provided by the publisher that are focused around materials design and implementation as well as classroom observations and PLC visits where teachers are provided with feedback and support regarding implementation of instruction.

Objective 2: GIPS will ensure that learning is enabled through safe, comfortable and welcoming environments. Safe, comfortable and welcoming environments are not only cultivated through positive relational practices, but also when the identities of our students are acknowledged and celebrated. The new resources provide our district with an opportunity to acknowledge and celebrate our diverse student population and for our students to share about their culture and traditions. Creating an environment where our students feel like they are known, heard, connected, valued and supported.

Objective 4: Every GIPS student will be empowered to take ownership of their learning and have skills in critical thinking, communication, collaboration, and creativity. GIPS supports high-quality instructional materials that are strongly aligned to content area standards and reflect the instructional shifts within the college and career-ready standards. High-quality instructional resources support equity by ensuring all students learn the same core content at a specific instructional level. Student survey data indicate that students who participated in the Social Studies pilot were engaged in learning.

Objective 7: Evaluate policies and procedures from an equity perspective and propose changes as needed. This adoption guarantees that all of our students will have access to grade-level content and standards in Social Studies. Through task force and PLC work, staff members will collaborate to ensure equitable experiences through access to a guaranteed and viable curriculum for all students.

2. Administrative Rationale for BOE Agenda Item (connect to Strategic Plan Objectives/Success Measures)

Empower - By adopting TCI resources, teachers will be empowered to provide high quality instruction aligned to the Social Studies standards, ensuring that students spend a majority of their time reading, writing, and discussing grade-level complex text and that they are evaluating events through the lens of multiple perspectives and engaging in civil discourse.

Personalize - TCI will provide our teachers with a variety of assessment resources and tools that they can use to personalize instruction to meet the diverse learning needs of their students. These assessment tools coupled with the time to provide necessary instruction will result in improved student outcomes.

Design - TCI provides our teachers with a unique opportunity to design learning that engages all

students in relevant and meaningful texts and tasks and exposes them to diverse authors and topics that connect them to our diverse community and peers.

3. Proposed Action

It is proposed that the Board of Education approve the funding for the renewal of the following resource:

- The Nebraska Adventure by Gibbs Smith Education as the 4th grade resource

It is proposed that the Board of Education approve the funding for the following resources:

- TCI as the 5-12 Social Studies resource
- DBQ Project package for 9-12 Social Studies

4. Data/Research Assessed

Data was compiled through the following actions and observations.

4th Grade - Nebraska Adventure

Nebraska history is the social studies requirement for 4th grade students. The Gibbs Smith Education resource is currently the textbook available for Nebraska History. It aligns with our scope and sequence as well as the fourth grade Nebraska History standards and will be implemented alongside our CKLA curriculum.

5-12 Teachers' Curriculum Institute (TCI)

The TCI resource is being recommended for Social Studies 5-12 as it most aligns with our district beliefs and philosophy regarding how students engage in the Nebraska Social Studies standards. TCI provides students an inquiry-based experience in which the students learn through experiential lessons and high level questioning.

The adoption process included a careful review of equity for diverse student populations, alignment to 5-12 Social Studies standards, rigor of the resources, student and teacher survey data, technology accessibility for users, expert opinions, and observations during walkthroughs.

A review of alignment to 5th grade Social Studies standards found in CKLA was conducted and provided to the Board of Education in Spring of 2021. This review determined that only 38% of the Social Studies standards were covered by CKLA and that there would be a need to provide supplemental materials to cover the remaining 62% of our 5th grade Social Studies standards. By adopting the same Social Studies resource in grades 5-12, we are able to create a better longitudinal learning environment for students. Students will be more familiar with the navigation of the resource and will have consistently increasing grade levels of rigor through their experience.

The TCI resource is built to provide students with immersive, inquiry-driven, standards-aligned learning experiences. Lessons include opportunities for students to develop an understanding of multiple perspectives, including examples of different governments, types of commerce, and primary source documents. Text can be scaffolded and the Lexile level can be adjusted within the digital resource to meet the needs of a variety of students. Additionally, TCI has a built-in English/Spanish translation, allowing for accessibility for our EL learners. Finally, TCI integrates directly with Canvas, allowing 9-12 students to access and use the resource in alignment with our graduate profile to provide a blended learning experience.

Student impact will be monitored on a regular basis in a variety of ways. Future summer task force work with teachers will result in the creation of common formative and benchmark assessments that will be used to analyze student achievement data. Progress of implementation and use will be monitored through trend walks, curriculum walks, PLC meetings, and classroom observations.

Ongoing support will be provided to staff through professional learning opportunities. Professional learning will be coordinated with the vendor to include in-person and virtual training sessions at no

additional costs as well as access to free summer sessions and webinars. TCI implementation staff will also be available throughout the six year contract to accompany curriculum coordinator, building principals, and coaches during classroom walks and PLC meetings for additional support.

5. Stakeholder Group(s) Involved

Social Studies Task Force, Social Studies Teachers, EL Teachers, Building Principals, Academic Support Coaches, Students, L4L Team

6. Summary

This adoption provides our teachers with the resources and professional learning support that they will need to meet a variety of our district initiatives and objectives surrounding student achievement, sense of belonging and equity. These resources ensure that students will engage in rigorous content that will deepen their knowledge of the world around them, providing them with background knowledge that will support them in accessing and understanding texts and content.

7. Fiscal Impact

Amount:	Elementary Social Studies	
	4th Grade (Nebraska Adventure, textbooks, digital resources, teacher resources; 6yrs)	\$55,292.15
	5th Grade (TCI America's Past, student bundles, digital licenses, teacher licenses; 6yrs)	\$83,092.00
	Middle School Studies	
	6th Grade (TCI Ancient World, student bundles, digital licenses, teacher licenses; 6yrs)	\$77,391.00
	7th Grade (TCI Regions and People, student bundles, digital licenses, teacher licenses; 6yrs)	\$66,277.00
	8th Grade (TCI US Through Industrialism, student bundles, digital licenses, teacher licenses; 6yrs)	\$74,003.00
	High School Studies	
	American History (TCI Pursuing American Ideals, student bundles, digital licenses, teacher licenses; 6yrs)	\$74,455.00
	World History (TCI World Connections, student bundles, digital licenses, teacher licenses; 6yrs)	\$57,729.00
	Economics (TCI Econ Alive!, student bundles, digital licenses, teacher licenses; 6yrs)	\$37,975.00
	Government (TCI Gov Alive!, student bundles, digital licenses, teacher licenses; 6yrs)	\$34,987.00
	DBQ materials (online access w/full library access to 15 binders, print binders for mini-Qs, 4 half day virtual professional learning)	\$13,312.50
	Professional Learning for TCI	<i>Included as part of Implementation</i>

Shipping total	\$15,510.49
Total	\$590,024.14
Source:	

Details: Funding for the 4-12 Social Studies adoption will be blended through ESSER and L4L funds

8. Person(s) Responsible for Implementation

Dr. Evan Lee

9. Implementation Plan

▲ Monitor/ Evaluate

Actions: -Curriculum walks to support implementation fidelity
-Development, implementation, and analysis of common formative and benchmark assessments during 2023

Timeline: 2022-2023

▲ Board Report/Follow-Up

Actions: -Bring request for funding information to Board of Education in March 2022
-Bring request for funding approval to the Board of Education in April 2022
-Review implementation progress with L4L Board of Education Committee alongside the Americanism report

Timeline: ___ 1 month ___ 3 months ___ 6 months ___ annually ___ N/A



Blackboard Community Engagement

Prepared for:

Grand Island Public Schools

Prepared by:

Quintin Graves

858.946.6890

quintin.graves@blackboard.com

Proposed Solution and Pricing for Grand Island Public Schools

The following section is a pricing overview that includes the items that are appropriate for your district based on our discussions and my understanding of the scope of your project. The chart below shows you the summary of the costs during the initial period, as well as the recurring annual costs. Please review the proposed solution and contact me, Quintin Graves, at 858.946.6890 or quintin.graves@blackboard.com with questions.

The pricing below is valid for up to 45 days from the receipt of this proposal.

Contract Term: 03/01/2022 to 06/30/2025

Go live: 07/01/2022

WEB COMMUNITY MANAGER:

ANNUAL FEES	DESCRIPTION	QTY/ SITES	INITIAL TERM 3-1-22/6-30-22	ANNUAL COSTS 7-1-22/6-30-23
Blackboard Web Community Manager Essential	Website and content management system software with reliable web hosting.	22 sites		
MyWay Ultra Template Library	Unlimited access to high quality responsive template library. Includes Interactive Elements.	1		
Total Costs			\$0.00	\$16,200.00

ONE-TIME FEES	DESCRIPTION	QTY/ SITES	INITIAL TERM 3-1-22/6-30-22	ANNUAL COSTS 7-1-22/6-30-23
Activation: Web Community Manager Essential	Implementation of the CMS software.	22		
Web Community Manager Section Workspace Online Training	One instructor-led online training session for district staff.	1		
Web Community Manager Site Admin Online Training	Two instructor-led online sessions for website administrators.	2		
Implementation: LDAP	Service to authenticate login credentials to the district's directory server and provide single sign-on access.	1		
Training: Content Migration	Content migration for 310 pages from one domain to the new website.	310		
Template Configuration Service	Design assistance for the use of the template configuration window for the Template Library.	1		
Total Costs			\$5,970.00	\$0.00

MASS NOTIFICATIONS:

ANNUAL FEES	DESCRIPTION	QTY/ SITES	INITIAL TERM 3-1-22/6-30-22	ANNUAL COSTS 7-1-22/6-30-23
Blackboard Mass Notifications	Reliable mass notification system for sending messages via voice, text, email, push notification, website announcement, website alert, and social media.	10.000 students		
Total Costs			\$0.00	\$11,500.00

ONE-TIME FEES	DESCRIPTION	QTY/ SITES	INITIAL TERM 3-1-22/6-30-22	ANNUAL COSTS 7-1-22/6-30-23
Implementation: Mass Notifications	Implementation service for Mass Notifications	1		
Mass Notifications: Online Training (Basic/Intermediate)	One instructor-led online training for up to 15 attendees.	1		
Mass Notifications: Online Training (Advanced/Custom)	One instructor-led online training for up to 15 attendees.	1		
Total Costs			\$2,265.00	\$0.00

INTEGRATED MOBILE APP:

ANNUAL FEES	DESCRIPTION	QTY/ SITES	INITIAL TERM 3-1-22/6-30-22	ANNUAL COSTS 7-1-22/6-30-23
Blackboard Mobile Communications App Integrated + Annual App Store Maint.	Custom, branded mobile app with access to student information, news, calendars, social media, notifications, and other vital school information. Plus required annual app store maintenance.	10.000 students		
Total Costs			\$0.00	\$12,700.00

ONE-TIME FEES	DESCRIPTION	QTY/ SITES	INITIAL TERM 3-1-22/6-30-22	ANNUAL COSTS 7-1-22/6-30-23
Implementation: Mobile Communications App Integrated	Implementation service; integration of your existing systems and datasources to deliver student specific information and alerts.	1		
Mobile Communications App: Online Training	One instructor-led online training for up to 15 attendees.	1		
Total Costs			\$4,840.00	\$0.00

[Blackboard.com/k12](https://blackboard.com/k12)

BOARD POLICIES APP:

ONE-TIME FEES	DESCRIPTION	QTY/ SITES	INITIAL TERM 3-1-22/6-30-22	ANNUAL COSTS 7-1-22/6-30-23
Board Policies App	The Board Policies app is a responsive and accessible app that displays a listing of school board polices and the information for the policies.	1		
Total Costs			\$1,000.00	\$0.00

[Blackboard.com/k12](https://blackboard.com/k12)

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GIPS BOE NEEDS ANALYSIS



District Administration and/or Board Committees will use the GIPS Needs Analysis to guide development of proposals to the Board of Education for information or action as deemed appropriate.

Submitted By: Jennifer Worthington

Date: March 4, 2022

1. What is the identified need?

Website and Communication Platform

2. Administrative Rationale for BOE Agenda Item (**connect to Strategic Plan Objectives/Success Measures**)

It is best practice to update the website every four years. GIPS last updated the website in 2018. There are also some limitations with the current site and platform. This seemed like the ideal time to look at a variety of vendors. The goal of the project is to redesign the website to be more representative of a Class A school, address district wide pain points, aggregate some of our processes, and improve the overall user experience for both our building media reps as well as our families and community.

3. Proposed Action

Enter an agreement with Blackboard to implement a new GIPS website, app, and mass communication system.

4. Data/Research Assessed

The Communications team solicited a quote from our current vendor as well as three others that are leaders in this work. The Communications Team and Chief of IT met with the three new vendors. Blackboard was selected as both the best vendor to meet our needs and the most affordable. Blackboard has perhaps the strongest reputation in the school website sector as well as a suite of trusted, reliable, innovative tools. Additionally, their quote would help save the district a notable amount of money.

5. Equity Analysis

The change will provide key benefits in a variety of capacities. Here is a short list of how working with Blackboard will strengthen the district's equity efforts:

- Better ADA Compliance (grater, easier and more accommodating access)
- Many language selections (greater, easier and more accommodating access)
- Most Popular App Experience
- "All-in-One" Solution Suite (efficiency)
- Pleasant UX for Parents & Media Reps (greater, easier and more accommodating access)
- Enhanced Mobile Site (greater, easier and more accommodating access)
- Efficient Directory Updates (greater, easier access and backend usage)
- Continued commitment to district mass communication translation to Spanish, Arabic, & Somali
- More Consistent Customer Care (better overall experience for users)

- Easier to Implement Cybersecurity Best Practices (improves access and user security)
- Most Affordable Quote (respectful of taxpayer dollars)

5. Stakeholder Group(s) Involved

Students, staff, parents, community, potential employees, families moving the Grand Island and researching school districts and the general public who attend many GIPS events.

6. Summary

The Department of Strategic Communication and Marketing recommends that GIPS move to Blackboard with an implementation timeline of summer through fall 2022.

7. Fiscal Impact

Amount: 3 Year Agreement
Annual Cost: \$40,400
Initial Setup Cost: \$14,075

Source: General Fund - Strategic Communications budget

Details:

8. Person(s) Responsible for Implementation

Mitch Roush, Cory Gearhart, Jennifer Worthington and other team members

9. Implementation Plan

▲ Monitor/ Evaluate

Actions: Notify Blackboard that we are recommending their bid to the board of education. Begin working with Blackboard on implementation details so we are ready to move forward after the April BoE meeting.

Timeline: Summer through fall 2022

▲ Board Report/Follow-Up (Could this be committee report or BOE presentation)

Actions: Share updated website, mobile, and mass communication platform with PR/PD when complete.

Timeline: ___ 1 month ___ 3 months ___ 6 months ___ annually ___ N/A



February 25, 2022

Mr. Dan Petsch
Director of Buildings and Grounds
Grand Island Public Schools
123 South Webb Road
P.O. Box 4904
Grand Island, NE 68802

RE: Knickrehm Remodel / Letter of Intent (Contract Proposal Fee)
ETI Project No.: 2021-156

Dear Mr. Petsch

This letter is to establish an initial MEP design fee basis for the Knickrehm Remodel. This number shall be used for billing purposes until the final MEP construction bids are achieved. The initial construction budget shall be based on \$800,000, including the chiller replacement. The MEP construction costs shall be assumed at 80% of \$800,000. Based on the master contract between Engineering Technologies, Inc. and Grand Island Public Schools the design fee percentage will be proposed at 8.5% for the existing area remodel of the MEP construction costs.

Fee Calculation:

MEP Construction Cost = \$800,000 x 80% = \$640,000

MEP Design Fee Renovation = \$640,000 x 8.5% = \$54,400

The Engineering percentage fee of construction (8.5%) and a total design fee of \$54,400 shall be used for billing purposes until final bids are accepted and our contract is finalized. Please sign and date with authorization for us to proceed on this basis and return a copy for our records.

Sincerely,

Martin D. Kasl, PE

Accepted by: _____

Dan Petsch
for Grand Island Public Schools

Date: _____

**RESOLUTION #20220414 OF THE BOARD OF EDUCATION OF HALL
COUNTY SCHOOL DISTRICT NO. 40-0002 A/K/A GRAND ISLAND
PUBLIC SCHOOL DISTRICT REGARDING AUTHORIZING INCREASE IN
MICRO-PURCHASE THRESHOLD**

WHEREAS, from time to time, Hall County School District #2, commonly known as Grand Island Public Schools (the "District") purchases goods and services using federal funding subject to the procurement standards in 2 C.F.R. Part 200, Subpart D; and

WHEREAS, the District's procurement of such goods and services is subject to "4312 Internal Controls for Federal and State Awards" and

WHEREAS, the District is a non-Federal entity under the definition set forth in 2 C.F.R. § 200.1; and

WHEREAS, pursuant to 2 C.F.R. 200.320(a)(1)(ii), a non-Federal entity may award micro-purchases without soliciting competitive price or rate quotations if the non-Federal entity considers the price to be reasonable based on research, experience, purchase history or other information and documents that the non-Federal entity files accordingly; and

WHEREAS, pursuant to 2 C.F.R. 200.320(a)(1)(iii), a non-Federal entity is responsible for determining and documenting an appropriate micro-purchase threshold based on internal controls, an evaluation of risk, and its documented procurement procedures; and

WHEREAS, pursuant to 2 C.F.R. § 200.320(a)(1)(iv), a non-Federal entity may self-certify on an annual basis a micro-purchase threshold not to exceed \$50,000 and maintain documentation to be made available to a Federal awarding agency and auditors in accordance with 2 C.F.R. § 200.334; and

WHEREAS, pursuant to 2 C.F.R. § 200.320(a)(1)(iv), such self-certification must include (1) a justification for the threshold, (2) a clear identification of the threshold, and (3) supporting documentation, which, for public institutions, may be a "higher threshold consistent with State law"; and

WHEREAS, pursuant to 2 C.F.R. 200.320(a)(1)(iv), the Board of Education of the District now desires to adopt higher micro-purchase thresholds than those identified in 48 C.F.R. § 2.101.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE DISTRICT:

In accordance with 2 C.F.R. § 200.320(a)(1)(iv) and the applicable provisions of Nebraska law, the District hereby self-certifies the following micro-purchase threshold, which is a "higher threshold consistent with State law" under 2 C.F.R. § 200.320(a)(1)(iv)(C) for the reasons set forth in the recitals to this resolution:

\$35,000 for the purchase of supplies or services using simplified acquisition procedures not subject to competitive bidding under Nebraska law.

The self-certification made herein shall be effective as of the date hereof and shall be applicable until the end of the current fiscal year of the District, but shall not be applicable to Federal financial assistance awards issued prior to November 12, 2020, including financial assistance awards issued prior to that date under the Coronavirus Aid, Relief, and Economic Support (CARES) Act of 2020 (Pub. L. 116-136).

In the event that the District receives funding from a federal grantor agency that adopts a threshold more restrictive than those contained herein, the District shall comply with the more restrictive threshold when expending such funds.

The District shall maintain documentation to be made available to a Federal awarding agency, any pass-through entity, and auditors in accordance with 2 C.F.R. § 200.334.

The Superintendent of the District is hereby authorized to revise the Fiscal Management for Purchasing and Procurement Using Federal Funds Policy of the District to reflect the increased micro-purchase thresholds specified herein, and to take all such actions to carry into effect the purpose and intent of the foregoing resolution.

Dated April 14, 2022.

Hall County School District #2,
Commonly Known as Grand Island
Public Schools

BY: _____
President, Board of Education

ATTEST:

Secretary, Board of Education

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 \$35,000);
- 2) A procedure for small purchases (between \$35,000 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

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:

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- 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: 10.14.2021

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