

GIPS BOE Special Meeting  
Thursday, January 5, 2023 5:30 PM  
Kneale Administration Building - Board Room

1. CALL TO ORDER  
**Speaker(s):** Board President
2. MISSION STATEMENT
3. CHANGE OF BOARD  
**Speaker(s):** Dr. Dexter
4. ROLL CALL  
**Speaker(s):** Mrs. Dibbert
5. ELECTION OF OFFICERS  
**Speaker(s):** Dr. Dexter
6. CONSENT AGENDA  
**Speaker(s):** Board President
  - 6.1. Board of Education Designees for 2023
  - 6.2. Approval of Agenda as submitted
7. EXECUTIVE SESSION FOR THE PURPOSE OF DISCUSSING INTERIM SUPERINTENDENT SEARCH FOR THE PROTECTION OF THE PUBLIC'S INTEREST AND TO PREVENT THE NEEDLESS INJURY TO THE REPUTATION OF AN INDIVIDUAL.
8. RECONVENE FROM EXECUTIVE SESSION  
**Speaker(s):** Board President
9. APPROVAL OF ANY ACTION DEEMED NECESSARY AS A RESULT OF EXECUTIVE SESSION
10. NOTIFICATION OF UPCOMING BOARD MEETINGS
11. ADJOURNMENT

\*\*\* Proof of Publication \*\*\*

State of Nebraska )  
County of Hall ) SS.

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

Notice is hereby given that a meeting of the Board of Education of Hall County School District 2, A.K.A. Grand Island Public Schools, Grand Island, Nebraska, will be held on Thursday, January 5, 2023 at 5:30 p.m., at the Kneale Administration Building, 123 S Webb Road, Grand Island, Nebraska, where the meeting will be open to the public. The meeting will include oath of office for newly elected board members and the board's consideration of timeline for the interim superintendent. An agenda for such a meeting, kept continuously current, is available for inspection at the Office of the Superintendent or on the GIPS Website.  
Dr. Robin R. Dexter,  
Board Secretary  
30 ZNEZ

GRAND ISLAND PUBLIC SCHOOL/Classified

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

ORDER NUMBER 1130127

Melissa Tipton 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: 12/30/2022

TOTAL AD COST: 36.40  
FILED ON: 12/30/2022

Subscribed in my presence and sworn to before me this 30 day  
of December, 20 22

My commission expires November 8, 20 25

Casey Harvey

Notary Public

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

## 2340 CONFLICT OF INTEREST

It is imperative that board members comply with the *Nebraska Political Accountability and Disclosure Act* when participating in board action. This policy provides a synopsis of three situations when a board member could have a conflict of interest while participating in board action. The three situations are: (1) hiring of an immediate family member; (2) contracting with the school district; and (3) other conflicts that could result in a financial benefit or detriment for a board member.

### **Hiring of an Immediate Family Member**

A school board member may hire, supervise the hiring of, or recommend the hiring of an immediate family member if:

1. He or she does not abuse his or her official position.
2. He or she makes a reasonable solicitation and consideration of applications for employment.
3. He or she discloses the matter to the school board either on the record or in writing.
4. The school board approves the employment or supervisory position.

The term immediate family member means a child residing in an individual's household, a spouse of an individual, or an individual claimed by that individual or that individual's spouse as a dependent for federal income tax purposes.

Abuse of official position includes, but is not limited to, employing an immediate family member who:

1. Is not qualified for and able to perform the duties of the position;
2. Is paid an unreasonably high salary; or
3. Is not required to perform the duties of the position.

In the event that an immediate family member was employed by the school district prior to the time that the school board member was elected or appointed, the school board member shall make the required disclosure as soon as reasonably possible after taking office. (Use NADC Form C-4)

### **Contracts**

A school board member may not have an interest in a contract with the school district unless:

1. The contract is an agenda item at a board meeting.
2. The interested board member makes a declaration on the record of the school board of his or her interest in the contract. This disclosure must be made prior to the consideration of the matter by the board. It may be made at the meeting as long as the disclosure is made part of the minutes of the meeting. It may be made in writing and filed with the person who normally keeps records for the board.
3. The interested board member does not vote on the matters of granting the contract, making payments pursuant to the contract, accepting performance under the contract, or similar matters relating to the contract.

The prohibition against having an interest in a contract only applies when a board member, his or her spouse, parent or child has a "business association" as defined below or will receive a fee or commission as the result of the contract.

*Business Defined:* any corporation, partnership, limited liability company, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint-stock company, receivership, trust, activity, or entity. NOTE: The definition of "business" does not distinguish between for-profit and non-profit entities. Either can be a "business".

*Business Association Defined:* A business in which the individual is a partner, limited liability company member, director, or officer; or a business in which the individual or immediate family member of the individual is a stockholder. If closed corporate stock, the stock must have a value of \$1,000 or more or represent more than a five percent equity interest. If publicly traded stock, the stock must have a value of \$10,000 or more or represent more than a ten percent equity interest.

Receiving deposits, cashing of checks, and buying and selling of warrants and bonds of indebtedness of a school district is not considered a contract for the purposes of this section.

If a school board member's parent, spouse or child is an employee of the school district, the board member may vote on all issues of the contract which are generally applicable to (1) all employees or (2) all employees within a classification and do not single out his or her parent, spouse, or child for special action.

**Other Conflicts of Interest**

This section does not apply if either subsection "Hiring of Family Members" or subsection "Contracts" apply.

A school board member has a potential conflict of interest if he or she is faced with taking an official action or making an official decision which could result in a financial benefit or detriment to:

1. The school board member;
2. A member of his or her immediate family; or
3. A business with which he or she is associated.

The financial benefit or detriment must be distinguishable from that experienced by the general public or a broad segment of it.

If the school board member has a potential conflict of interest he or she is required to:

1. Prepare a written statement describing the matter requiring action or decision and the nature of the potential interest (Use NADC Form C-2 - attached to policy);
2. Deliver a copy to the person who keeps records for the school board; and
3. Take such action as the Commission shall prescribe to remove himself or herself from influence over the matter.

Reference: *Nebraska Political Accountability and Disclosure Act*,  
Neb. Rev. Stat. § 49-1425; § 49-14,101; § 49-14,102; § 49-14,103;  
§ 49-14,103.01; § 49-14,103.02; § 49-14,103.03; § 49-14,103.04;  
§ 49-14,103.05; § 49-14,103.06; § 79-818; § 79-544 and § 49-1499.

Policy Adopted: 12-13-01  
Policy Revised: 06.12.2014  
Policy Revised: 09.08.2016

## GRAND ISLAND PUBLIC SCHOOLS

### 2112 BOARD MEMBER CODE OF ETHICS

Board members' actions, verbal and nonverbal, reflect the attitude and the beliefs of the school district. Therefore, the Grand Island Public Schools board members must conduct themselves professionally and in a manner fitting to their position.

Each board member shall follow the code of ethics stated in this policy.

#### AS A SCHOOL BOARD MEMBER:

- I will listen.
- I will respect the opinion of others.
- I will recognize the integrity of my predecessors and associates and the merit of their work.
- I will vote for a closed session of the board if the situation requires it, but I will consider "secret" sessions of board members unethical.
- I will recognize that to promise in advance of a meeting how I will vote on any proposition that is to be considered is to close my mind and agree not to think through other facts and points of view which may be presented in the meeting.
- I will expect, in board meetings, to spend more time on education programs and procedures than on business details.
- I will express my honest and most thoughtful opinions frankly in board meetings in an effort to have decisions made for the best interests of the children and the education program.
- I will insist that the members of the board participate fully in board action and recommend that when special committees are appointed, they serve only in an investigative and advisory capacity.
- I will carefully consider petitions, resolutions and complaints and will act in the best interests of the school district.

Legal Reference: Neb. Statute 79-526

Policy Adopted: 08.09.2018

## 2111 BOARD OPERATING PRINCIPLES

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

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

(Policy: [1310](#), [2120](#), [2215](#))

### **I. Educational Advocate**

#### **Vision:**

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

#### **Mission Statement:**

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

#### **Student Commitments:**

Within the school district of Grand Island

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

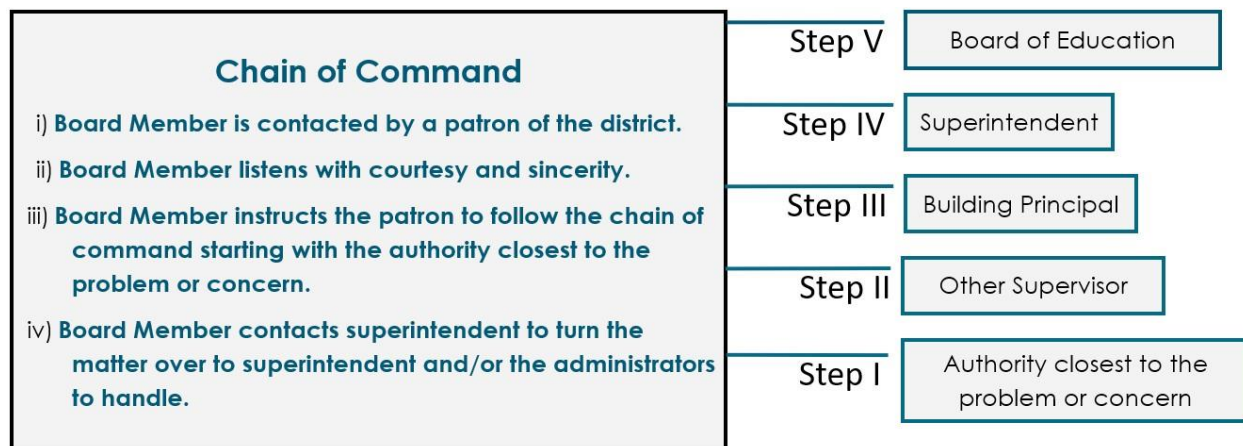
### **II. Process for Addressing Public and Board Issues**

#### **Public**

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

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

(Policy: [2480](#))



### **Board Member**

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

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

(Policy: [2230](#))

### **III. Meeting Format**

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

#### **Board Meetings**

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

- The Board president and superintendent will identify staff to follow-up on information requested from patrons
  - The Board president may share a statement on behalf of the Board when addressing a major issue in the district
- E. Each board meeting during the academic year will have a portion of the meeting devoted to a segment on student success within the district.
- F. We will maintain a student board member program.
- (Policy: [2210](#), [2410](#), [2481](#))

**Board of Education Committees**

- A. Standing committees will be established to allow issues to be reviewed in great length, so the monthly meetings are run efficiently and timely. The committees are:
1. Personnel
  2. Policy Review
  3. Facilities and Finance
  4. Leading for Learning (American Civics)
  5. Governance
- B. The district will establish and maintain additional committees as needed to include Ad hoc committees, task forces, and/or advisory councils or coalitions. The Board President will ask for interested participants, and provide opportunities for all board members to participate in these additional committees.
- C. All board committee agendas and minutes will be posted to an electronic Board Committee folder for all board members to view.
- D. The committees do not have power to take formal action on issues without a full vote of the Board of Education.
- E. Non-committee Board members wishing to attend specific committee meetings will make their request through the Board President.
- F. Board committee agendas are posted monthly to the Board consent agenda to ensure that information discussed in committee is made public.
- G. Board Committees will use the GIPS Needs Analysis to guide development of proposals to the Board of Education:
1. What is the identified need?
  2. Administrative Rationale for BOE Agenda
  3. Proposed Action
  4. Data/Research Assessed
  5. Stakeholder Group(s) Involved
  6. Equity Analysis
  7. Summary
  8. Fiscal Impact
  9. Persons Responsible for Implementation
  10. Implementation Plan: Monitor/Evaluate – Board Report/Follow-up
- (Policy: [2230](#))

**Small Group Meetings with the Superintendent and Board Members**

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

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

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

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

## **V. Board Leadership**

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

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

(Policy: [2210](#), [2460](#))

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

- a. Attend all school board meetings.
  - b. Attend and participate in meetings on assigned committees.
  - c. Attend special meetings/functions of the district as requested or required (for example, graduation, specific school programs, etc).
  - d. Represent the Board of Education at official school, community, state and national functions.
  - e. Read and study all necessary documentation prior to discussion on issues or action items.
  - f. Personally uphold these operating principles, and hold fellow board members accountable.
- E. The Board of Education will:
- a. Hire and evaluate the Superintendent's performance. The Superintendent is the only employee the Board oversees.
  - b. Adopt, review, and revise policy.
  - c. Establish the strategic plan goals for the District.
  - d. Establish a budget to reflect/support the strategic plan.
  - e. Advocate for public education.
- F. The Board of Education members will have the opportunity to participate in professional development:
- a. The President and Vice-President will have the opportunity to attend local, state or national training they deem necessary. Additional money is available for the Board of Education officers to participate in professional development.
  - b. Other Board of Education members
    - i. All Board of Education members are strongly encouraged to attend the state NASB Conference in November of each year and area NASB meetings.
    - ii. In July of each year, Board of Education members will review all training opportunities available at the national level, for the upcoming school year.
    - iii. Board of Education members will provide their national conference preferences to the Board President by the first of August each year.
    - iv. The Board President will ask the Governance Committee to review the preferences and make decisions on whether or not all preferences can be accommodated based on cost and number of requests.
  - c. Special Professional Development
    - i. District strategic goals and/or initiatives may require travel for learning opportunities.
    - ii. The Governance Committee will review the need for special professional development and determine which Board of Education members will attend.

(Policy: [2110](#), [2160](#), [2220](#), [2320](#))

## **VI. Board of Education Collaboration**

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

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

Grand Island Public Schools

H. We will channel personal requests for information through the Superintendent's office.  
(Policy: [2112](#))

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

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Board Member

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Date

Policy Adopted: 10-5-00  
Policy Revised: 7-10-03  
Policy Revised: 1-11-07  
Policy Revised: 10.14.2010  
Policy Revised: 12.14.2017  
Policy Revised: 07.12.2018  
Policy Revised: 06.13.2019  
Policy Revised: 10.14.2021  
Policy Revised: 12.12.2022

2312 BOARD MEMBER OATH OF OFFICE

School Board Members before taking office shall take and sign the following oath or affirmation:

I, \_\_\_\_\_, do solemnly swear that I will support the constitution of the United States and the constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservations, or for purpose or evasions; and that I will faithfully and impartially perform the duties of the office of member of the Board of Education of the School District of Grand Island, according to law, to the best of my ability.

And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence; and that during such time that I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this State by force or violence. So help me God.

\_\_\_\_\_

Board Member

\_\_\_\_\_

Dr. Robin R. Dexter, Secretary of the Board

\_\_\_\_\_

Date

\_\_\_\_\_

Date

## Consent Agenda

The Board designates the following:

- Board Secretary - Dr. Robin Dexter
- Treasurer – Ms. Lori Forsythe
- Fund depository - Wells Fargo, Five Points, and NE Liquid Asset Fund
- Legal counsel - GIPS engages with attorneys based on the area of expertise needed such as Cline and Williams, Perry Law Firm, and KSB
- Legal newspaper - Grand Island Independent
- Method of publicizing meetings - Meetings are publicized in the Grand Island Independent, distributed to local media outlets, and posted on the GIPS website
- Non-discrimination compliance coordinator - Dr. Robin Dexter
- State and federal authorized representatives - Dr. Ken Schroeder and Dr. Robin Dexter

GIPS BOE Special Meeting  
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Kneale Administration Building - Board Room

1. CALL TO ORDER

**Speaker(s):** Board President

2. MISSION STATEMENT

3. CHANGE OF BOARD

**Speaker(s):** Dr. Dexter

4. ROLL CALL

**Speaker(s):** Mrs. Dibbert

5. ELECTION OF OFFICERS

**Speaker(s):** Dr. Dexter

6. CONSENT AGENDA

**Speaker(s):** Board President

6.1. Board of Education Designees for 2023

6.2. Approval of Agenda as submitted

7. EXECUTIVE SESSION FOR THE PURPOSE OF DISCUSSING INTERIM SUPERINTENDENT SEARCH FOR THE PROTECTION OF THE PUBLIC'S INTEREST AND TO PREVENT THE NEEDLESS INJURY TO THE REPUTATION OF AN INDIVIDUAL.

8. RECONVENE FROM EXECUTIVE SESSION

**Speaker(s):** Board President

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